

SUPERVISION FUNDING FOR ADVANCED PRACTICE TRAINING IN THE NORTH EAST & YORKSHIRE GUIDANCE FOR EMPLOYERS

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Introduction

High quality supervision for health-care professionals moving into trainee [advance practice](#) roles is essential for supporting the development of confidence and capability and underpins patient and practitioner safety.

NHSE (formerly Health Education England) [Workplace Supervision for Advanced Clinical Practice](#) provides further in-depth, evidence based information and recommendations on how to develop quality supervision in the workplace.



NHSE aims to support the development of advanced practice roles for workforce transformation as inclusively as possible, whilst also providing assurance of quality of training and supervision for advanced practitioners.

What is supervision funding?

Recognising that supervision is the cornerstone of patient and practitioner safety and is essential to support the transition into advanced practice, NHSE WT&E provides supervision funding to be made available at service level for the supervision of a named trainee advanced practitioner. This is to enable the provision of high-quality supervision for the

trainee advanced practitioner in the workplace, which is critical for developing the confidence and capability that underpins both practitioner safety and maintains patient safety.

The purpose and priority of this funding is to ensure the trainee advanced practitioner has the available support, supervision, and opportunities to develop their learning in practice.

The funding must be used to ensure:



An appropriately trained supervisor who will be able to apply the Principles of Workplace Supervision and the Minimum standards for supervision to develop the trainee AP. The trainee AP must have a minimum of 0.25PA (1 hour) of supervision per week over the course of their training

Appropriate governance in place in line with the Multi-Professional framework for advanced clinical practice in England (2017) and Centre for Advancing Practice Governance Maturity Matrix



Provision of a suitable workplace-based learning environment and opportunities to gain competence across the 4 pillars of advanced practice (clinical practice, leadership/management, research, and education) in order to complete academic and portfolio requirements.

The funding must not be used for:

- Salary backfill for the trainee AP
- Equipment or infrastructure

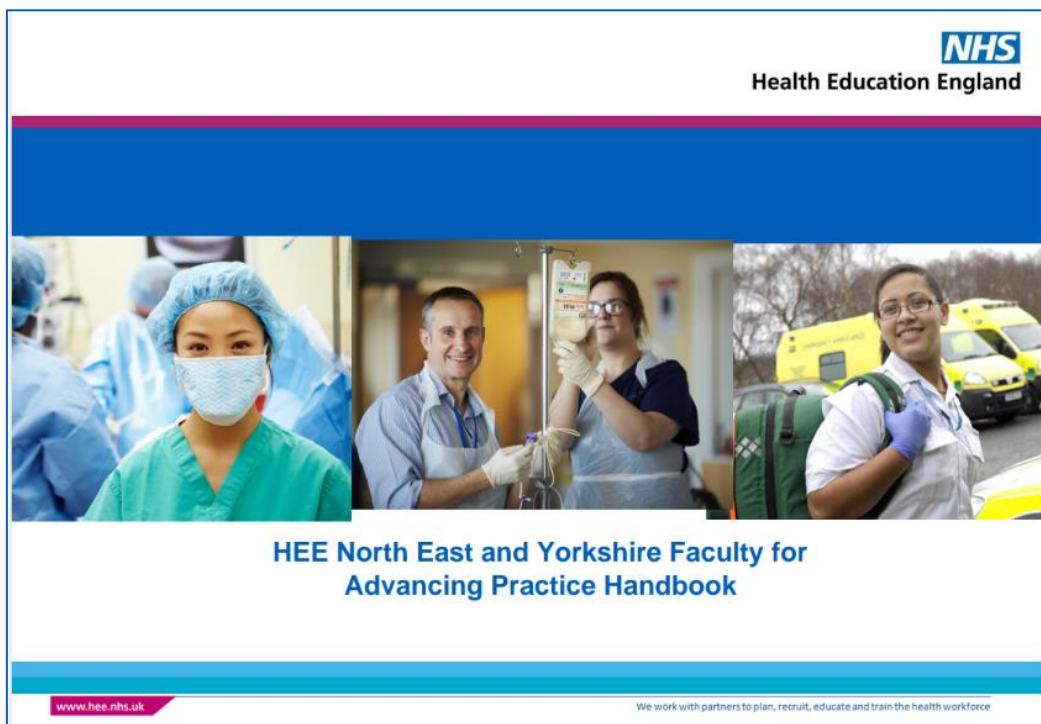
What is the supervision funding offer in the North East & Yorkshire?

The NEY Regional Faculty for Advancing Practice Funding for advanced practice supervision is provided to support the supervision of a trainee advanced practitioner. This is £10,200 per annum, per trainee and can be paid in one of two ways:

For all trainees, whether on the apprenticeship, non-apprenticeship or top up route, the supervision funding is paid to the organisation quarterly whilst trainee is on programme.

- **Primary Care:** Primary care Training Hubs invoice NHSE for the supervision fees for their local Training Hubs, and then reimburse the employing practice for each trainee.
- **Secondary Care:** The fee will be paid directly to the employer as part of the education contract after an individual has enrolled and started the programme. It is then down to the organisation to ensure it reaches service level to benefit the trainee and their supervisors.

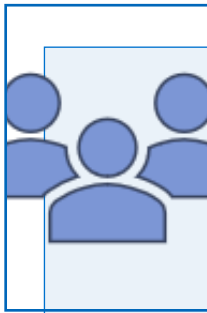
For more details on the funding offers and application process in the North East and Yorkshire, please see our funding brochure accessed here: [HEE North East and Yorkshire Faculty for Advancing Practice Handbook](#)



How do I access the supervision funding in my organisation?

Supervision funding must be made available at service level to ensure that it is being used to directly support the supervision of the advanced practice trainee. Some employers find it difficult to manage this process and the funding may not make it to the correct budget.

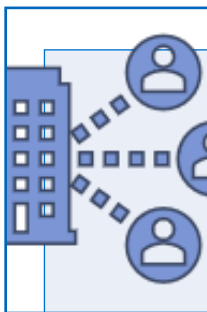
Here are some top tips for Advanced Practice Leads to enable this to happen:



Work with the finance team to identify the advanced practice trainees on the payment schedules. This will be called **clinical salary support** and will have the trainee's name linked to it.



Try to ensure this is identified as soon as the payment is made to the employer or Training Hub so the funding can be transferred to the correct budget as early as possible.



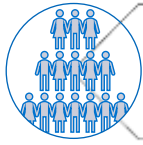
Work with your service leads to make them aware the payments are due so they have plans in place for how to utilise the funding.

How can I use the supervision funding?

Supervision funding must be used to support supervision of the trainee. There are many ways that this funding can support supervision. The infographic on the next page gives some examples of how services can effectively utilise this funding to ensure quality supervision for their trainee advanced practitioners.



To enable regular clinical supervision between trainee and supervisor



Develop robust governance structures for the training, supervision and development of advanced practitioner posts



Develop local educational faculty for advanced practice



Coaching skills training for supervisors



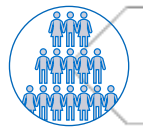
Supervisor training courses



External coaching or mentoring services for the trainee



Supporting the trainee to gain experience in different practice areas



Develop advanced practice action learning sets



Research, education or leadership focussed supervision with expert supervisor



Enable cross system collaboration to support supervision in other organisations.



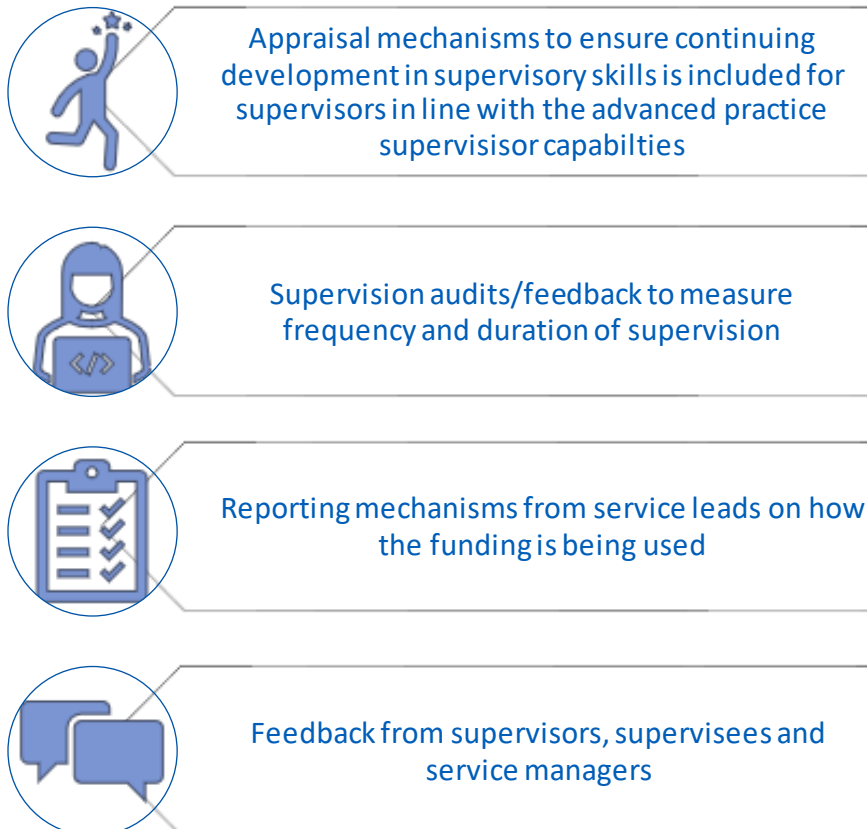
Electronic portfolio

How can I ensure the funding is enabling quality supervision?

As described above, employers should have a robust mechanism for ensuring funds are directed to the correct budgets to support supervision at service level and have financial accountability for the use of these funds. Organisational AP leads are key to the governance of this process.

However, ensuring the funding goes to the correct budget is only part of the assurance that it is supporting quality supervision. Evaluating supervision quality is another important metric for measuring the benefit of supervision funding and this can be achieved by using tools such as the Governance Maturity Matrix to help measure the effectiveness of supervision. This can be accessed here: [Centre for Advancing Practice Governance Maturity Matrix](#)

Other methods for measuring the quality and effectiveness of supervision are:



What if I have a different idea supervision funding?

You can assess if it is appropriate to use the supervision funding for your activity by using the table below to evaluate it.

ACTIVITY	LINK TO GOVERNANCE MATURITY MATRIX	HOW DO I MEASURE QUALITY	HOW DO I MEASURE EFFECTIVENESS
E.G. Supervisor training course	There is support, training and induction for staff who supervise both trainee and recognised advanced practitioners	Feedback tools; appraisal; supervisor capacity	360 feedback from trainees; lower trainee attrition;

Resources and links

[Centre for Advancing Practice website](#)

[Multi-professional framework for advanced practice in England](#)

[Advanced Practice Governance Maturity Matrix](#)

[Advanced Practice Supervisor Capabilities](#)

[Workplace Supervision for Advanced Clinical Practice: An integrated multi-professional approach for practitioner development.](#)

[Advanced Practice workplace supervision. Minimum standards for Supervision](#)

[North East and Yorkshire Faculty For Advancing Practice Handbook](#)