

## Pathway to becoming a GP educator in primary care

This document provides guidance on the course requirements and approval processes for GP educator roles. The roles covered include supervisors of foundation trainees, GP speciality trainees and trainees working in out of hours. It also acknowledges the inter-professional supervision that GPs are undertaking of learners, across the professions in primary care.

**COVID-19 update October 2020: During the pandemic we are continuing to provide our courses for primary care educators via online platforms. Please click on the relevant course link below to access further information.**

### Part 1: Becoming a clinical supervisor

This refers to someone supervising clinical placements for foundation trainees<sup>1</sup>, GP speciality trainees, trainees working in out of hours or those wanting formal recognition for supervising learners across the professions in primary care.

#### Course requirements

Before being approved as a clinical supervisor, you should have completed an introduction to workplace learning and assessment course. There are several options available to undertake such a course.

*Option 1: Introduction to Supervising Learning and Assessment for Primary Care Professionals (ISLA)*

HEE has commissioned University College London to provide a course for GPs who wish to become clinical supervisors in primary care.

For the academic year 2020-2021 there will be two attendance modes to choose from for the ISLA programme; 'ISLA Online' will be delivered entirely online, and 'ISLA Blended' will include both face-to-face and online teaching. The time commitment is the same for

both blended and online courses, and the same content is covered (approximately 40 hours). [facultydevelopment.lase@hee.nhs.uk](mailto:facultydevelopment.lase@hee.nhs.uk)

Please note that if circumstances escalate once again, the 'ISLA Blended' course will be converted into a remote online courses. To access up to date information about this course, please contact [facultydevelopment.lase@hee.nhs.uk](mailto:facultydevelopment.lase@hee.nhs.uk)

### *Option 2: Multi-professional provision:*

In addition, HEE provide a three-day multi-professional course for supervisors in primary care. Attendance at that course will be considered equivalent for the purposes of clinical supervisor approval. This course will be provided via the Training Hubs from January 2021. For further details please contact [facultydevelopment.lase@hee.nhs.uk](mailto:facultydevelopment.lase@hee.nhs.uk)

### *Option 3: Undertaking a course provided by another organisation:*

GPs who choose an introduction to supervision course provided by another organisation should get the course approved prospectively by the Multiprofessional Faculty Development Team. It will be expected that any such course should cover the following areas:

- *The role of ideas and evidence in professional learning*
- *Teaching methods*
- *Feedback*
- *Curriculum planning and delivery*
- *Clinical supervision – promoting safety, affordances and autonomy; the role of entrustability*
- *Assessment – developmental, formative and summative*
- *Teaching and assessment using clinical narrative (case based discussions)*
- *Teaching and assessment using direct observation (clinical skills)*
- *Learners in need of additional support – recognition and reporting*

For further details, please contact: [facultydevelopment.lase@hee.nhs.uk](mailto:facultydevelopment.lase@hee.nhs.uk)

## Approval requirements

Approval to a formal clinical supervision role is the decision of the patch associate director (AD). Those who have fulfilled the course requirements should apply via the HEE quality team. Details of the approvals process can be found [here](#) or contact the team at: [GPQuality.lase@hee.nhs.uk](mailto:GPQuality.lase@hee.nhs.uk)

It is expected that candidates will have had the opportunity to experience the assessment tools relevant to their proposed educational context. On application the patch AD will need to ensure that this has been done either on the course or by independent study and may recommend an additional learner-specific workshop if this is not apparent at the point of application/interview.

**Please note that due to COVID-19 approvals will be conducted remotely.**

## Part 2: Becoming an educational supervisor

This refers to a **GP trainer** who has overall responsibility for guiding trainee development and making decisions about trainee progression. It is a GMC registered role and involves more than day to day clinical or workplace supervision.

### Course requirements

Due to the COVID-19 pandemic, this two day course is now being delivered via six 2.5 hour online sessions with additional self-directed online reading. All educational supervisors will need to have attended all the online sessions provided by HEE. The course will cover:

- *Competency based medical education and its alternatives*
- *GP training-specific workplace-based assessment*
- *Educational supervision and ePortfolio*
- *Reflective practice*
- *ARCP*
- *Managing trainees in need of additional support*

In order to be eligible to apply, participants will need to provide evidence of:

1. Being in a substantive GP post
2. Ability to attend all online sessions
3. Ability to train GP speciality trainees within 2 years
4. Certificate of completion of a prospectively approved introduction to workplace learning and supervision course OR a post graduate certificate in medical education.

For further details about the course, please click [here](#).

*PLEASE NOTE: **You must have MRCGP to become a GP Trainer.** GPs who qualified after 2006 would have undertaken the compulsory MRCGP examination. If you qualified before this time, then you will need to seek MRCGP via the Royal College's 'MAP' (Membership by Assessment of Performance) route. Click [here](#) for further details.*

## **Approval Requirements**

On completion of the HEE educational supervisors course, approval as a GP trainer is the responsibility of the patch AD. This will involve a workplace visit if your workplace is not already approved as a training environment, or an interview. Details of the approvals process can be found [here](#) or contact the HEE Quality Team at: [GPQuality.lase@hee.nhs.uk](mailto:GPQuality.lase@hee.nhs.uk)

**Please note that due to COVID-19 approvals will be conducted remotely.**

## **Part 3: Further development as an educator**

### **Established Educator courses**

These are additional courses, commissioned by the Multiprofessional Faculty Development Team. They run at regular intervals for those who have more than two years' experience of supervising learners. Some are for GPs only, and some are for all primary care educators.

The following courses are available (click on the course link for information):

1. Established Educators Course for GPs
2. Established Educators Course: Group Skills (Multi-professional)
3. Established Educators Course: Inter-professional Education (Multi-professional)

Due to COVID-19 these courses are being delivered virtually. For dates and information about the courses, please contact [facultydevelopment.lase@hee.nhs.uk](mailto:facultydevelopment.lase@hee.nhs.uk)

### **ePortfolio and ARCP courses**

In addition to the above courses, the GP School at HEE provides courses for new and experienced educational supervisors, focussing on the educational supervisor role in ePortfolio and ARCP. These are advertised from the GP School offices.