

## Support and Supervision Requirements

of Nurses, Midwives and Allied Health Professional Staff across  
the NHS Career Framework for Health **Levels 5-9**



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## Contents



Support and Supervision Requirements *by Level*

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## Introduction to the Support and Supervision Section

This section of the Post Registration Career Development Framework focuses on support and supervision for both providers and recipients. Support and supervision can benefit both practitioners and service users by contributing to improving the staff experience and ultimately the care experience which are key aspects of the Healthcare Quality Strategy for NHS Scotland .

### Progressive Support and Supervision Needs of Practitioners

Kilminster et al (2007) points out that “trainees acquire responsibility in a graded fashion” as they develop in competence and progress towards independent practice. To reflect this approach, three developmental stages have been identified within each Career Framework Level : -Beginning, Intermediate” and Experienced. These stages reflect the confidence and competence acquired by practitioners as they journey through each career framework level, supported by the professional development review process of the NHS Knowledge and Skills Framework (Scottish Executive 2004) . West (2010) also points out that where a developmental approach is used, the behavior of supervisors changes as supervisees gain experience.



The support and supervision section of the Post Registration Development website provides a range of ideas, exemplars and skills to support staff to work to the best of their ability as reflected in the Scottish Government's 2020 Workforce vision . A combination of individuals including peers, senior colleagues/managers, educationalists, researchers and members of the multi-disciplinary team can provide both support and supervision.

### **Suggestions for using the Support and Supervision section of the Post Registration Career Development Website as part of the Personal Development Review Process (PDP)**

#### **Practitioners should use the Post Registration Career Development Framework to:**

- identify their current level of practice
- look at the four Pillars of Practice appropriate to their level and identify areas where they are confident in their role and those where they may benefit from further education and development
- access the identified resources in the Post Registration Career Development Framework which may assist in meeting development needs
- discuss with their manager the Support and Supervision required to facilitate their development needs
- use the Support and Supervision section of the Post Registration Career Development Website to find information/resources on how to get the best from support/supervision
- reflect on these resources and access appropriate support and supervision strategies
- reflect and evaluate the effectiveness of strategies

**PDP Reviewers should:**

- access the Support and Supervision section of the Post Registration Career Development Website to self evaluate their own skills as a support provider
- review the resources which provide a range of information on support and supervision skills and strategies
- use appropriate resources which would be most helpful
- reflect on the effectiveness of these following the review process

**Using the Support and Supervision section on the Post Registration Career Development Website as part of everyday practice.**

- practitioners are often faced with challenges as part of everyday practice that require either giving or receiving support/supervision
- taking 5 or 10 minutes to access this section of the Post Registration Career Development website may help provide useful ideas or solutions
- practitioners who are looking for ways to implement support and supervision strategies can access case studies and other other examples of where these have worked well
- practitioners who provide support/supervision can use these resources to improve their confidence and competence in this role
- practitioners who receive support and supervision can use these resources to maximise the benefits.

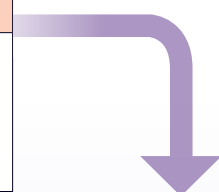
**Support and Supervision needs**

The following tables provide an overview of the Progressive Support Needs of Practitioners at Level 5-9 of the Career Framework for Health and the broad areas requiring support in each of the four pillars of Practice: Clinical Practice, Facilitation of Learning, Leadership, and Evidence, Research and Development. These are organised under each of the four pillars of Practice as identified in the Post Registration Career Development Framework. In order to meet more specific personal, professional and statutory requirements, practitioners should access the information provided in each level of the Post Registration Career Development Framework.

## Support and Supervision: Career Framework Level 5 - Practitioner

Support for registrants in making the transition from student to accountable practitioner to practise in accordance with professional codes and standards of conduct and ethics and to develop confidence in their competence. Focus on clinical support to provide structure, role modeling and to enables the building of a solid foundation of practice.

Progressive Support and Supervision Needs of Level 5 Practitioners	Pillars of Practice and broad areas requiring support and supervision
<p><b>Beginning</b></p> <ul style="list-style-type: none"> <li>• “Dependent on Support” to “consolidate pre-registration experience and learning and movement towards a higher level of functioning”</li> <li>• Undertakes NHS Flying Start programme of learning and Preceptorship [NMC 2006]</li> <li>• Support and Supervision provides structure and role modelling and enables the building of a solid foundation of practice</li> </ul> <p><b>Intermediate</b></p> <ul style="list-style-type: none"> <li>• Consolidation of experience</li> <li>• Support and Supervision facilitates competence and confidence and movement towards more independent functioning</li> </ul> <p><b>Experienced</b></p> <ul style="list-style-type: none"> <li>• Experienced confident and competent Practitioner</li> <li>• Sound clinical knowledge and skills</li> <li>• Works independently in line with professional codes and guidance</li> <li>• Focus on maintenance of knowledge and skill or career development</li> </ul>	<p><b>1. Clinical Practice</b> Support and supervision required to enable practitioners to develop, maintain and enhance confidence and competence in clinical practice</p> <p><b>2. Facilitation of Learning</b> Support and supervision required to enable practitioners to support learning, teaching and assessment of individuals/ groups of learners to meet educational needs</p> <p><b>3. Leadership</b> Support and supervision required to enable practitioners to develop team work and leadership skills</p> <p><b>4. Research and Development</b> Support and supervision required to enable practitioners to develop skills in accessing and using research/ information systems and enable/support others to use information to improve practice</p>

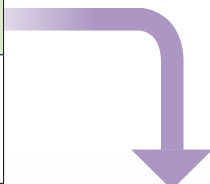


**Now go to the Support and Supervision section of the Post Registration Career Development Framework**

## Support and Supervision: Level 6 Senior Practitioner

Support to foster professional accountability; skill and knowledge developments; colleague relationships and social support . Focus on maintenance of knowledge and skill or career development. Often have a leadership component to their role .

Progressive Support and Supervision Needs of Level 6 Practitioners	Pillars of Practice and broad areas requiring support and supervision
<p><b>Beginning</b></p> <ul style="list-style-type: none"> <li>Support and supervision required for senior practitioners who have “a higher degree of autonomy and responsibility than Level 5 in the clinical setting”</li> <li>Support and Supervision provides structure and role modelling</li> </ul> <p><b>Intermediate</b></p> <ul style="list-style-type: none"> <li>Consolidation of experience.</li> <li>Support and Supervision facilitates competence and confidence and movement towards more independent functioning</li> </ul> <p><b>Experienced</b></p> <ul style="list-style-type: none"> <li>Experienced confident and competent Practitioner.</li> <li>Sound clinical knowledge and skills</li> <li>Works independently in line with professional codes and guidance</li> </ul>	<p><b>1. Clinical Practice</b></p> <p>Support and Supervision required to enable practitioners to demonstrate competence and innovation in clinical practice</p> <hr/> <p><b>2. Facilitation of Learning</b></p> <p>Support and Supervision required to enable practitioners to lead/ manage and develop the educational environment and enhance partnership working</p> <hr/> <p><b>3. Leadership</b></p> <p>Support and Supervision required to enable practitioners to contribute to/manage individuals or a team</p> <hr/> <p><b>4. Research and Development</b></p> <p>Support and Supervision required to enable practitioners to use research related approaches to assess how evidence is being used to inform the quality of care of individuals by self and others</p>

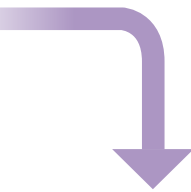


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## Support and Supervision : Level 7 - Advanced Practitioner

Clinical expert with excellent communication skills who provides clinical leadership.

Progressive Support and Supervision Needs of Level 7 Practitioners	Pillars of Practice and broad areas requiring support and supervision
<p><b>Beginning</b></p> <ul style="list-style-type: none"> <li>Support and supervision required for experienced clinical practitioners who will demonstrate a high level of skill, theoretical knowledge. Will require support in beginning to make high level clinical decisions and managing own workload. Non-clinical staff will typically be managing a number of service areas</li> </ul> <p><b>Intermediate</b></p> <ul style="list-style-type: none"> <li>Consolidation of experience.</li> <li>Support and Supervision facilitates competence and confidence and movement towards more independent functioning. Balance between personal, professional and statutory support will vary depending on nature of practice</li> </ul> <p><b>Experienced</b></p> <ul style="list-style-type: none"> <li>Fulfils the requirements and expectations of working at advanced practice level.</li> <li>Works independently in line with professional codes and guidance</li> </ul>	<p><b>1. Clinical Practice</b></p> <p>Support and supervision required to enable practitioners to Demonstrate advanced level of capability in specific area of practice.</p> <p><b>2. Facilitation of Learning</b></p> <p>Support and supervision required to enable practitioners to be capable of advancing practice through educational development and delivery and to manage and lead the learning environment.</p> <p><b>3. Leadership</b></p> <p>Support and supervision required to enable practitioners to assess, lead and manage innovation and change including service development and to develop political and strategic awareness.</p> <p><b>4. Research and Development</b></p> <p>Support and supervision required to enable practitioners to access and use research and information systems and enable/support others to use information to improve practice.</p>



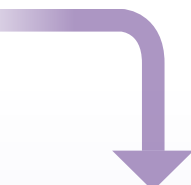
**Now go to the Support and Supervision section of the Post Registration Career Development Framework**



## Support and Supervision : Levels 8/9 - Consultant Practitioner/ More Senior Staff

Capable of leading change in large scale and complex organisations in order to transform health care practice. Focus on strategic development, corporate skills/responsibilities

Progressive Support and Supervision Needs of Level 8/9 Practitioners	Pillars of Practice and broad areas requiring support and supervision
<p><b>Beginning</b></p> <ul style="list-style-type: none"> <li>Support is required for staff working at a very high level of clinical expertise and/or have responsibility for planning services/ Very senior staff will have ultimate responsibility for decision making within an organisation.</li> </ul> <p><b>Intermediate</b></p> <ul style="list-style-type: none"> <li>Consolidation of experience.</li> <li>Support and Supervision facilitates competence and confidence and movement towards more independent functioning. Balance between personal, professional and statutory support will vary depending on nature of practice.</li> </ul> <p><b>Experienced</b></p> <ul style="list-style-type: none"> <li>Fulfils the requirements and expectations of working at consultant practice level.</li> <li>Works independently in line with NMC professional codes and guidance.</li> </ul>	<p><b>1. Clinical Practice</b></p> <p>Support and supervision required to enable practitioners to provide professional, clinical leadership across the organisation to reduce risk and minimise potential for adverse events.</p> <p><b>2. Facilitation of Learning</b></p> <p>Support and supervision required to enable practitioners to be capable of transforming health care practice through evidence based educational and curriculum development and delivery within service and/or education.</p> <p><b>3. Leadership and Management</b></p> <p>Support and supervision required to enable practitioners to be capable of development and implementation of policies, key recommendations and evaluation strategies at a local and national level. Also to ensure that services are based on high quality evidence and to lead across professional boundaries</p> <p><b>4. Research and Development</b></p> <p>Support and supervision required to enable practitioners to be capable of identifying gaps in the evidence base, communicating findings to appropriate clinical, policy and research communities. Initiating, facilitating or undertaking appropriate high-quality research.</p>



**Now go to the Support and Supervision section of the Post Registration Career Development Framework**