



Become an Educational Supervisor as an SAS Doctor

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Clinical teaching and training have always been integral parts of working and passing on skills and experiences in the medical profession. For the last decade significant work by organisations, such as the GMC, the Academy of Medical Educators, the Royal Colleges, Deaneries and Postgraduate Centres has been in progress in order to professionalise clinical teaching and training with the overarching aim of improving the competencies of medical doctors and thereby improving the quality of medical care.

This paper looks at Educational Supervision for hospital doctors, and in particular at the significant contribution, which Staff, Associate Specialist and Speciality Doctors (SAS) can make to postgraduate training. Since the publication of the GMC's "Recognising and approving trainers the implementation plan" (2012) the Wales Deanery has worked on trainer recognition. There are two groups of trainers who require formal recognition, namely Educational Supervisors and Named Clinical Supervisors.

In particular the role of Educational Supervisor has been clarified, defined and professionalised over recent years. In Wales the process of formally recognising Educational Supervisors has been well under way since November 2013. However the process of clarifying and recognising the role of Named Clinical Supervisors has generally just been commenced and it is not subject of this brief overview.

An Educational Supervisor is expected to fulfil some clearly defined responsibilities. According to the GMC an Educational Supervisors is regarded as

"A trainer who is selected and appropriately trained to be responsible for the overall supervision and management of a trainee's trajectory of learning and educational progress during a placement or series of placements. Every trainee must have a named Educational Supervisor. The Educational Supervisor helps the trainee to plan their training and achieve agreed learning outcomes. He or she is responsible for the educational agreement and for bringing together all relevant evidence to form summative judgment at the end of the placement or series of placements." (GMC, 2012)

This GMC document specifically includes SAS doctors amongst GPs and consultants in the group of senior professionals who may be recognised as approved trainers. This paper is timely as all Educational Supervisors have to be registered on INTREPID and the new arrangements have to be fully implemented by **31 July 2016**.

Can all SAS doctors be Educational Supervisors?

Yes, in principle, *all* SAS doctors can act as Educational Supervisors for some trainees. SAS doctors who fulfil the requirements of trainer recognition can act as Educational Supervisors for **Foundation and Core Trainees**. In addition senior SAS doctors "could well be appropriate supervisors ... even for trainees in earlier stages of speciality training. It would be less likely to be appropriate for (most) SAS doctors, however senior, to supervise trainees nearing completion of speciality training." (GMC, 2012)

Senior SAS doctors, who are *on the specialist register* via CCST or CESR are being given specific consideration. Similarly to Consultants, they are regarded as potentially appropriately qualified to also supervise **higher trainees** all the way to completion of speciality training; i.e. SAS doctors with CCST/CESR could act as Educational Supervisors for higher trainees nearing the end of their training (GMC, 2012).

How can I become an Educational Supervisor?

Generally the recognition process for Educational Supervisors consists of two parts. An Educational Supervisor must both, be formally identified by the Deanery and meet the requirements as set out by the Deanery (Wales Deanery, 2013). After completion of both parts the Deanery will recommend the individual Educational Supervisor to the GMC for formal trainer recognition. In order to complete those two parts a potential Educational Supervisor must

- Have been engaged in the process of trainer recognition,
- Signed the Educational Supervision Agreement and
- Have negotiated the role of Educational Supervisor with their Clinical Director.

As the role of Educational Supervisor has got significant implications for job planning and CPD it is essential that the trainers discuss their aspirations with the other senior members of the team and that the trainers negotiate their role with their Clinical Directors.

What does the process of trainer recognition involve?

As for hospital consultants, the interested SAS doctor needs to contact and communicate his/her interest to the Wales Deanery via their postgraduate education centres. CPD has to be undertaken which meets the GMC standards as set out in *The Trainee Doctor*, 2011 and which relates closely to the 7 areas of the "Framework for the Professional Development of Postgraduate Medical Supervisors" by the Academy of Medical Educators. The 7 areas are:

1. Ensuring safe and effective patient care through training
2. Establishing and maintaining an environment for learning
3. Teaching and facilitating learning
4. Enhancing learning through assessment
5. Supporting and monitoring educational progress
6. Guiding personal and professional development and
7. Continuing professional development as an educator.

Information about training modules and local training provision can be obtained from the Medical Education Centres of the local Health Boards or the Wales Deanery. An Educational Supervisor is required to undertake **8 hours of CPD per year** of which **4 hours** have to be **certified** CPD. Evidence of the certified CPD has to be part of the annual appraisal documentation. The CPD activity must map to at least two of the above 7 areas each year and all 7 areas need to be covered over a 5 year cycle.

All Educational Supervisors in Wales are registered on the INTREPID database where their CPD activity is recorded. The Wales Deanery monitors compliance with the training requirements. The role of Educational Supervisor is not only recognised in job planning but it is also *part of the annual appraisal*.

What is the Educational Supervision Agreement?

The Educational Supervision Agreement is a binding, contractual document between the individual Educational Supervisor, the local Health Board (local education provider) and the Wales Deanery. The document sets out the roles, responsibilities and rights of the three parties with the aim to provide postgraduate medical education and training of the highest possible quality. The agreement has to be signed by all three parties. The Educational Supervisor is advised to

first sign the agreement. Appropriate CPD can be accessed after, according to the recognised rights and needs of the signing trainer and as outlined in the agreement. Copies of the document can be obtained from the local Medical Education Centre or from the Wales Deanery.

Are there some other benefits of being an Educational Supervisor?

Acting as an Educational Supervisor could be a worthwhile investment into both the future provision of high quality clinical services with improved governance and into the development, competencies and job satisfaction of an individual trainer. The experience and training as Educational Supervisor may contribute skills toward future credentialing and add to the professional portfolio of the trainer. The experiences of being an Educational Supervisor may lead to further personal and professional development, for instance in Medical Education or leadership.

Conclusions

Educational Supervision is an essential requirement in order to safeguard high quality postgraduate training together with the provision of high quality patient centred services. The process of trainer recognition by the GMC commenced in November 2013 and it is expected to have been fully implemented by August 2016. SAS doctors can be Educational Supervisors for most trainees; although not all SAS doctors could act as Educational Supervisors for higher trainees. Trainer recognition by the GMC has become a structured and professionalised process, which requires the individual Educational Supervisor, his/her local Health Board and the Wales Deanery to commit to the Educational Supervision Agreement. The agreement sets out clear responsibilities and expectations of professional performance but it also entitles the Educational Supervisor to some specific rights, such as recognised SPA time in the job plan as well as access to appropriate CPD.

Further Information

GMC: *Recognising and approving trainers: the implementation plan*, 2012; page 16

GMC: *SAS Doctors, Educational Supervisors and Clinical Supervisors*, 2012; page 3

GMC: *The Trainee Doctor*, 2011; page 12

<https://quality.walesdeanery.org/trainer-support>

The Academy of Medical Educators: *A Framework for the Professional Development of Postgraduate Medical Supervisors*, 2010; pages 11-17

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