



## **Role of the Practice Assessor, Practice Supervisor (Nursing) and Practice Educator (AHPs)**

**Post graduate supervision for trainee nurses and AHPs for period of learning in practice:**

- **Prescribing for healthcare practitioners (NMP module)**
- **Clinical Assessment module**
- **Recognition and Management of the Acutely Unwell Adult (Acute); Work based learning (primary care)**

**Lynne Watret, Interim NMP Lead**

**Mark Cooper, Consultant Nurse - Advanced Practice**

**Susan Hunt, Interim Professional Nurse Lead GPN/ANP**

**Elaine Traynor, Practice Education Facilitator**

**Mhairi Brandon; AHP Consultant**

**Heather Harrison; Senior Prescribing Advisor**

**On behalf of NHSGGC FNMPB**

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## Purpose of the document

This document is designed to provide an overview of the expectations of your role if acting as Practice Assessor or Practice Supervisor, for trainees undertaking post graduate advanced practice modules or programmes, such as Advanced Nurse Practitioner (ANP), Post Graduate Specialist Practitioner Qualification in District Nursing (SPQDN), Allied Healthcare Professionals (AHP), Clinical Nurse Specialist (CNS); or standalone modules. For the purpose of this document **Practice Assessor (PA)** is the term used to depict the person responsible as signatory of the trainees' competencies during their period of learning in practice.

The role of an additional Practice Supervisor (PS) is a mandatory NMC requirement for Non Medical Prescribing. Ideally other advanced practice modules will have additional support of a Practice Supervisor(s). The PS will work with the PA to support the trainee develop the necessary knowledge, skills and competencies to fulfil the advanced practice role.

Whenever possible, as Practice Assessor you will support the trainee throughout all advanced modules.

All trainees will have an Academic Assessor, who will be based at the Higher Education Institution (HEI) who will keep regular contact with you and be available to offer you support if required. The common themes in all modules is to support advancing practice and post graduate development, with a requirement for practice supervision and assessment throughout.

**Table one:** summary requirements of Practice Assessor and Supervisor in relevant modules

| Post graduate module   | Recognition and Management of the Acutely Unwell Adult (RAM) (Acute)<br><br>Work based learning (WBL) (primary care)  | Clinical Assessment Module  | Prescribing for Health Care professionals Module (V300)  |
|--|---|---|--|
| <b>Responsible for signing off competencies</b>  | Practice Assessor:<br><br>Consultant, GP, ANP or suitably qualified clinician in field of practice<br><br>One experienced assessor may be able to support a number of less experienced supervisors.<br><br>Unrestricted time in post, dependent on experience and support which can be provided | Practice Assessor:<br><br>Consultant, GP, ANP or suitably qualified clinician in field of practice<br><br>One experienced PA may be able to support a number of less experienced supervisors.<br><br>Unrestricted time in post, dependent on experience and support which can be provided | Profession dependent <ul style="list-style-type: none"> <li>• Designated Prescribing Practitioner (generic/pharmacy)</li> <li>• Practice Assessor (NMC)</li> <li>• Practice Educator (HCPC)</li> </ul> One experienced individual can support more than one trainee and/or support less experienced PS.<br>Three years active prescribing experience |
| <b>Additional Supervision support (2)</b><br><br><b>Does not sign off competencies</b> | ANP<br><br>Unrestricted time in post, dependent on experience and support which can be provided   | ANP or suitably experienced clinician in same profession  | Practice supervisor<br><br>Three years active prescribing experience in relevant field of practice.<br>Trainee can have more than one designated supervisor.   |

## Role as the Practice Assessor/Supervisor

In essence as PA you are the only person who can sign off the trainee's competencies. If undertaking the role of Practice Supervisor you will work alongside the PA to provide clinical support for the trainee to develop the necessary knowledge, skills and competencies to fulfil the advanced practice role.

- As PA or PS it is unlikely you will need to personally supervise the trainee all the time. However you must be available to provide support throughout the period of training. The trainee has a responsibility to explore relevant clinicians to support them to provide a breadth of learning opportunities to enhance their clinical experience. This can be negotiated with you at your meetings as appropriate. You may also delegate or help direct the trainee to other clinicians or learning opportunities to access a wide breadth of experience

### Requirements you will need to fulfil the role

- You must be registered and be in good standing with your professional regulator: Nursing and midwifery Council (NMC); Health and Care Professions Council (HCPC); the General Pharmaceutical Council (GPhC); Doctors (GMC).
- Depending on the module, you will be expected to have varying lengths of experience in your role. (table one)

### The experience you have in this role may vary depending on the module

- You should evidence that you are up to date with your practice via your Professional CPS portfolio.
- You should discuss with your line manager the level of support required to maintain your knowledge and skills in addition to time with trainees.
- If you are an experienced PA or PS you may provide support to less experienced PA and PSs

### Training and support

- HEIs can provide information and materials to support you. This may include an online or face-to-face training session as well as written materials.
- The [RPS Competency Framework for Designated Prescribing Practitioners](#) will help you to understand the requirements of the role. Although this is aimed at Non Medical Prescribing, the framework is of value to those supporting other advanced practice modules.
- If you have not already done so it is recommended that you access the practice supervisors and practice assessors' resource which will support your own advanced practice portfolio. <https://learn.nes.nhs.scot/45749/future-nurse-and-midwife/practice-supervisors-and-practice-assessors-learning-resource>

## What is the expected time commitment?

- It is your responsibility to ensure that the trainee is appropriately clinically supervised throughout their training. Depending on the module, you should negotiate at the onset with the trainee..
- To fit into your workplan as well as the trainees, you should discuss with your line manager times you are planning to spend with the trainee. This will ensure time is included in your workplan as well as the trainee.
- At times, you may delegate or signpost the trainee to other health care professionals to support trainees for specific activities. Perhaps where another colleague has particular knowledge or expertise. This will help the trainee access the wider network of health care professionals to support all appropriate learning opportunities. You should also take this time into account when discussing with your line manager to include in the trainees workplan.
- It is important that we all learn from your experience as Practice Assessor and Practice Supervisor, to help develop this role and ensure it is a positive experience for all concerned. Please share this with the authors as appropriate (links at end)

For further information: [Mark.Cooper@ggc.scot.nhs.uk](mailto:Mark.Cooper@ggc.scot.nhs.uk) and [Susan.Hunt@ggc.scot.nhs.uk](mailto:Susan.Hunt@ggc.scot.nhs.uk) (Assessment, RAM, WBL); [Lynne.Watret@ggc.scot.nhs.uk](mailto:Lynne.Watret@ggc.scot.nhs.uk) (Non Medical Prescribing)