

Overview of HEE ProPharmace Supervisor Training Programmes

Health Education England and ProPharmace have developed supervisor training mapped to the **HEE London & South East Pharmacy Educational and Practice Supervisor Frameworks** to ensure that all trainees have access to an appropriately trained supervisor. This programme was delivered via a blended learning approach underpinning theory and practice activities as follows:

Educational Supervisor

4 Online Modules

- Module 1: Educational Supervision
- Module 2: Educational theory
- Module 3: Giving Effective Feedback
- Module 4: Assessment & Monitoring

1 Live Training

- Module 5: Trainees Requiring Additional Support

Practice Supervisor

4 Online Modules

- Module 1: Practice Supervision
- Module 2: Learning and Teaching styles
- Module 3: Giving Effective Feedback
- Module 4: Facilitating Learning

1 Live Training

- Module 5: Developing as a Practice supervisor



Programme Assessments:

- MCQ Assessments
- Personal Development Plan
- Reflective account
- Peer observation
- Multi-source feedback

Programme Support:

- Peer Discussions
- Quick Reference guides
- Drop in sessions
- Flexible Learning

Outcomes of HEE ProPharmace Supervisor Training Programmes

Number of Learners



Percentage certified



Learner Feedback



88% Rated the overall **quality** of the modules as 'Excellent' to 'Very Good'



95% Feel more **competent & confident** after completing the programme



92% Felt the modules have had a **positive impact on the trainees** they supervise



90% Have had the opportunity to **apply their learning** in the workplace

What learners are saying:

“ I really enjoyed this module. Giving developmental feedback is an area I struggle with and learning about the models and principles of giving effective feedback has helped improve my practice. ”

“ As I was doing the programme, one of the great things I found was how **interactive** it was, and the lessons were designed as bite size learning which I could fit into my busy schedule ”

“ The live day far exceeded my expectations. Outstanding presenters. Really well chosen, ambiguous case studies ”

“This training day really laid down the foundations for me on how to support people that require additional support. ”



Recommendations to enable supervisors to carry out their roles effectively:

- Nationwide consistency in basic supervisor training
- Appropriate resources and support in the workplace
- On-going access to training and resources when needed
- Developing supervisor capability, infrastructure and quality assurance across sectors and professional groups

What supervisors want more of:

- Refresher training to stay up to date
- A supervisor training pathway
- More opportunities for peer networking and developing their role