



Meeting the GMC standards for trainers: A guide for supervisors & their appraisers



The GMC require doctors to be formally recognised in their roles as Clinical and/ or Educational Supervisors and have adopted the Academy of Medical Educators (AoME) standards for trainers. These are presented as 7 domains:

Clinical Supervisor Requirement	Domain	Educational Supervisor requirement
✓	1. Ensuring safe and effective patient care	✓
✓	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	✓
✓	7. Continuing professional development as an educator	✓

If you are already a clinical or educational supervisor

your compliance with these standards is evaluated at annual appraisal. In preparation for your appraisal

- **You need to:**

- o Indicate in your Equiniti portfolio your supervisor role
- o Upload evidence mapped to the domains
- o You need a minimum of one piece of evidence of educational CPD every year, with 3 different types of evidence in any 5 year period
- o Examples of evidence include:
 - Conference or courses attended, or programmes undertaken, including face to face and online learning
 - Involvement in educating others e.g. running workshops at relevant conferences or locally
 - Results of education reports and reflections
 - Involvement in peer mentoring with evidence of reflection on this
 - Results of 360 degree appraisal assessing your educational role
 - Results of peer review or professional observation of teaching
 - Written reflection on any supervisor experience of choice with development goal
 - Critical comments on relevant books or articles read recently

- **Your appraiser needs to:**

- o Review the evidence and ensure you meet the GMC standards
- o Indicate that you meet the standards as part of your appraisal

If you are a new clinical or educational supervisor before you start your role

- **You need to:**

- o Undertake an externally accredited course in medical education, mapped to the GMC standards. Suitable courses include:
 - o University Courses such as:
 - Manchester University Postgraduate Certificate in Medical Education
 - Postgraduate Certificate in Workplace Based Postgraduate Medical Education with Edge Hill University
 - Manchester University Course for Educational & Clinical Supervision
 - o Royal College courses such as:
 - The RCP "Doctors as Educators" workshops
 - Royal College of Surgeons surgical educators course
 - RCPCH Effective Educational Supervision
 - RCoA "Anaesthetists as Educators" courses
- o If you are a member or fellow of the Academy of Medical Educators you have met the requirements
- o Indicate your supervisor role in your Equiniti portfolio and upload your evidence for the seven domains mapping them appropriately.
- o Provide a minimum of 1 piece of evidence from each of domains 1 – 4 for Clinical and 1 – 6 for Educational Supervisors (see list above for examples).

The Postgraduate Medical Education (PGME) Team will then:

- Record the date of your appraisal, appraiser and if you have approved as a supervisor – either educational or clinical, and enter these details on the Health Education North West (HENW) trainer database.
- As part of our Quality Assurance processes we may need to contact you to take part in regular audit when we will ask to see the evidence in your portfolio mapped to these domains.

If you require further information or support with this process, please contact the CMFT Postgraduate Education team via: Post.Grad@cmft.nhs.uk