

Supplementary Supervisors Report

Registrar Name: Dr A

Stage of training: ST2

Percent of full time: 100%

Current post: Public Health ITP

To be completed before the end of each element of a post that is classified as 'non-clinical' (i.e. non-patient facing in a GP setting) to feed back to the registrar and educational supervisor on capability progression. This report should be used for observations involving simulation. There is still a requirement for a Clinical Supervisors Report for posts that include a direct clinical component.

Please provide constructive feedback on the registrar's performance and suggestions for improvement based on your own observations as the Supervisor and any feedback from the team.

The Supervisor is expected to have personally observed the registrar at work ahead of completing the Supplementary Supervisors Report. There is no expectation to complete any further assessments as these should be completed within the clinical aspect of the post.

Please refer to the capability descriptors (these can be found at the end of each capability in the [Curriculum](#) or as a downloadable PDF [here](#)) and the Supplementary Supervisors Report guidance to aid your comments in each area. Please provide as much information and feedback as possible to help support the registrar's development and provide evidence for the Educational Supervisor Report.

Confirmation

I confirm that this report is based on my own observations and feedback from my colleagues. I can confirm the content of the report has been discussed with the registrar and ideally completed together face-to-face.

Name and role of supervisor completing the form:

DR B, Public Health Consultant

Area of capability: Knowing yourself and relating to others

Please consider commenting on:

- fitness to practise (demonstrating the attitudes and behaviours expected of a good doctor including probity, managing the factors that influence performance, promoting health and wellbeing in oneself and colleagues);
- an ethical approach (treating others fairly and with respect and acting without discrimination or prejudice, promoting an environment of inclusivity, compassion, kindness, safety, cultural humility, and freedom to speak up).

Areas of strength:

Dr A consistently demonstrates high standards of professionalism and insight, showing strong self-awareness and reflective ability. They behave ethically, treat colleagues and stakeholders with respect, and contribute positively to an inclusive and psychologically safe working environment. Their interactions within multi-agency public health teams reflect maturity, fairness, and cultural humility. They actively seek feedback and integrate learning into their daily practice, in line with expected descriptors for ST2 progression.

Areas to develop:

Continue to build confidence in leading difficult conversations within multidisciplinary and cross-sector groups, particularly when navigating organisational boundary sensitivities or public health controversies. Further development of strategies to maintain personal wellbeing in high-pressure or rapidly evolving public health contexts would be beneficial.

Area of capability: Managing complex and long-term care

Please consider commenting on:

- medical complexity (optimising health, managing risk and uncertainty while adopting safe and effective approaches, coordinating and overseeing patient care across healthcare systems);
- team-working (working as an effective member of multi-professional and diverse teams and leading and coordinating a team-based approach to patient care).

Areas of strength:

Dr A demonstrates an excellent understanding of the wider determinants of health and is able to analyse complex population-level data to identify risk patterns and inform service planning. They work collaboratively with analysts, commissioners, voluntary sector partners, and clinical teams to coordinate approaches that support vulnerable groups. Their systems-level thinking aligns strongly with the 'Managing medical complexity' capability descriptors.

Areas to develop:

Further opportunity to apply population-level insights to simulated or supervised clinical scenarios would help strengthen the link between macro-level planning and individual patient management. Continued development in leading multi-disciplinary project groups within the GP setting, particularly in maintaining momentum and managing conflicting priorities, is recommended.

Area of capability: Working well in organisations and systems of care

Please consider commenting on:

- performance, learning and teaching (continuously evaluating and improving the care provided, adopting a safe and evidence-informed approach to improve quality of care, and supporting the education and professional development of colleagues, reflective on practice and demonstrates changes in behaviour related to learning from feedback);
- organisation, management and leadership (advocating for medical generalism in healthcare, applying leadership skills to improve personal and the organisation's performance, making effective use of data, technology and communication systems to provide better patient care, developing the financial and business skills required for the role).

Areas of strength:

Dr A shows strong organisational insight and an ability to navigate complex health and public health systems. They display sound analytical skills, using data effectively to inform decision-making and quality improvement. Their approach to learning is proactive, and they willingly share insights with colleagues, demonstrating developing capability in education and team learning.

Areas to develop:

Further experience in formal leadership roles—such as chairing meetings or steering project groups—would help consolidate their organisational leadership skills. This could be used a Leadership Activity in ST3. More structured experience in budgetary considerations, commissioning processes, or service cost-benefit analysis would strengthen their development.

Area of capability: Caring for the whole person, the wider community, and the environment.

Please consider commenting on:

- holistic practice, health promotion, and safeguarding (demonstrating the holistic mindset of a generalist medical practitioner, supporting people through their experiences of health, illness and recovery and safeguarding individuals, families, and local populations);
- community health and environmental sustainability (understanding the health service and your role within it, building relationships with communities, and promoting population and planetary health).

Areas of strength:

Dr A has demonstrated a strong commitment to population health, health equity, and environmental sustainability. They effectively integrate public health principles with generalist values, showing an excellent understanding of how community and environmental factors influence individual and population health.

Areas to develop:

More opportunities to participate in community outreach or engagement events would strengthen their understanding of lived experience within diverse populations. Continued development in planetary health considerations would add value to future general practice work.

While the post is regarded as non-clinical, the following may be able to be commented on and could include evidence from simulation.

Area of capability: Applying clinical knowledge and skill:

Please consider commenting on:

- data gathering and interpretation (applying an organised approach to data gathering and investigation (where appropriate), interpreting findings accurately and appropriately);
- decision-making and diagnosis (using best available, current, valid, and relevant evidence);
- clinical management (providing collaborative care, using a reasoned approach, making appropriate use of other professionals and services)

Areas of strength:

Dr A demonstrates robust clinical reasoning when participating in simulated cases, integrating evidence-based practice with a thoughtful approach to risk management. Their data-gathering skills in simulated histories are structured and efficient, and they synthesise information well to support decision-making.

Areas to develop:

Further practice in applying public-health-informed decision-making to individual clinical contexts would be valuable. More exposure to simulated complex multi-comorbidity scenarios may strengthen diagnostic confidence and enhance ability to balance competing risks appropriately

Overall performance

In this non-clinical post please rate the performance of this GP registrar and clarify the standard you are assessing them against.

This GP registrar has been assessed against the following standard based on (please tick):

- Other doctors in the Speciality at the same stage of training
A GP trainee at their current stage of training

Rating (please tick):

- Significantly below expectations
Below expectations
Meeting expectations
Above expectations

Comments:

Dr A is performing above the expected standard for a GP trainee at ST2 level within a non-clinical Public Health ITP. They demonstrate strong professionalism, systems-level understanding, and an enthusiasm for learning. Their contributions to population health workstreams have been highly valued, and the competencies developed during this post will support their future clinical practice in general medicine and primary care.

Please contact the GP registrar's Educational Supervisor/Training Programme Director/Associate Dean if graded below expectations significantly below expectations.

Does the registrar need to have any specific support in their next post? (please tick):

- Yes
No

Please contact the GP registrar's Educational Supervisor/Training Programme Director/Associate Dean if ticked yes.

Comments:

No concerns identified

Please note: the GP registrar will be able to see the entry on submitting