



Royal College of
General Practitioners

Clinical Supervisors Report for ST3

To be completed at the end of each primary care placement in ST3 if any of the following apply:

- The Clinical Supervisor in practice is a different person from the Educational Supervisor
- The evidence within the Portfolio does not give a full enough picture of the registrar's performance and information in a CSR would provide this missing information
- Either the registrar or supervisor feel it is appropriate

The registrar should be graded in relation to the standard expected at certificate of completion of training (CCT).

Please provide constructive feedback on the registrar's performance and suggestions for improvement based on your own observations as the Clinical Supervisor as well as observations from colleagues during the post.

The Clinical Supervisor is expected to have personally completed at least one of the mandatory Workplace Based Assessments before completion of the CSR.

It may be appropriate for several CSRs to be completed where there are concerns and there are two trained assessors in the practice or the registrar has an additional CS in another practice.

Please refer to the [capability descriptors](#) [PDF] to aid your marking in each area.

Date of review: 12th June 2026

Post CSR relates to: General Practice

I confirm that this report is based on my own observations including at least one Mandatory assessment (CbD/CAT and/or COT/audio COT carried out by myself, in addition to using the results of other workplace-based assessments and feedback from my colleagues. I can confirm the content of the report has been discussed with the GP registrar. I confirm that I am compliant with GMC requirements for Clinical Supervisors.

Confirmation: ☒

Professionalism (includes being respectful, diligent and self-directed in their approach to patients and others and to their own learning needs, developing resilience, making appropriate ethical decisions)

Capabilities: Performance Learning and Teaching, An Ethical Approach, Fitness to Practice

Areas of strength			
Has shown tremendous resilience in post coping with personal stresses while maintaining a highly professional approach at work. Despite outside challenges has been very conscientious and hard working and is a hugely valued colleague. Always keen to maximise learning opportunities but also to share learning with colleagues. Demonstrated excellent insight into their own learning needs and the limitations that come with reduced experience in general practice but has flourished in post, developing a very structured approach to their own personal learning that will serve them well in their future career. Has been able to discuss and reflect on clinical cases involving ethical concerns very comfortably; demonstrating knowledge, respect and compassion within these reflections.			
Areas to develop			
Continue to approach learning with the curiosity and application you have shown during your training. The biggest challenge you will likely face is to maintain work boundaries as work and life gets busier as you progress through your career.			
Needs Further Development - Below Expectations ☐	Needs Further Development - Meets Expectation ☐	Competent ☒	Excellent ☐

Communication and Consulting Skills (includes communication with patients, establishing patient rapport, managing challenging consultations, third-party consulting, the use of interpreters)

Capability: Communicating and Consulting

Areas of strength
Has shown great aptitude for patient consulting whether in the surgery, on telephone or during home visits. Very engaging consulting style with warm, caring interactions. Multiple episodes of excellent informal patient feedback regarding how at ease they have felt in sharing their difficulties with a great strength noted in listening skills and respecting them as individuals. Feedback from PSQ, WPBA and direct observation in joint surgeries has clearly highlighted abilities in adapting consulting to the needs of children and older adults and for those experiencing significant psychological distress. Has gained lots of experience in using interpreters in consultations and has managed to very effectively navigate these three-party discussions in a time efficient and patient focussed manner. This is done in a way that is beyond the expectations of a ST3 completing

training. Communication skills within the team are also of a very high standard using compassion and humour to engage with and support colleagues.

Areas to develop

Simply maintain what you are doing but continue to reflect on challenging consultations so that over time you continually fine tune your already excellent communication style.

Needs Further
Development - Below
Expectations ☐

Needs Further
Development - Meets
Expectation ☐

Competent ☐

Excellent ☒

Working with colleagues and in teams (includes working effectively with others, sharing information with colleagues, leadership, management and team-working skills)

Capabilities: Team Working, Organisation, Management and Leadership

Areas of strength

Has been exemplary in terms of team working skills. Engages with all members of the primary care team respecting and showing interest in their roles. Goes beyond this by encouraging non- GP colleagues to approach her with any clinical questions or concerns, befitting of a clinician with significant previous medical experience. Highly supportive of colleagues always offering to undertake an extra home visit or see patients for a colleague running late and in doing so shows awareness of functioning of the whole team. Maintains a very positive mindset at work and has established educational monthly meetings during her ST3 years that they have chaired and facilitated. This has brought the whole team together and has encouraged learning that has improved the quality of LEA discussion. Has a very inclusive approach and has encouraged the team to have increased social events out with the practice that have been enjoyed by all and improved team morale

Areas to develop

Try and identify others within the team who can support in team development, so you can delegate some responsibility and allow others to support you in a leadership role.

Needs Further
Development - Below
Expectations ☐

Needs Further
Development - Meets
Expectation ☐

Competent ☐

Excellent ☒

Clinical assessment (includes patient history, Clinical Examination and Procedural Skills (CEPS), choosing investigations, and making an appropriate diagnosis or decision. Please also comment on clinical skills that have been observed)

Capabilities: Data Gathering and Interpretation, CEPS, Decision-making and Diagnosis

Areas of strength			
Very effective and efficient clinician. Has developed high level skills in history taking and examination. Able to gather information in a focussed way while maintaining a patient centred approach as supported by PSQ feedback. Excellent clinical knowledge and acumen help their clinical decision making and has made real progress in post in relying less on investigation and more on clinical judgement. Multiple examples of observed CEPS that have allowed demonstration of safe, focussed examination suited to general practice. Has also sought out training in minor surgery, joint injection and insertion of coils and implants that will support their future career in general practice.			
Areas to develop			
Continue to reflect on necessity of investigation and try to adopt a realistic medicine approach incorporating the views of patients and their relatives. Post CCT it is important to continually review and refresh examination skills. This could be done by taking opportunities to observe colleagues as well as looking to further develop new procedural skills.			
Needs Further Development - Below Expectations ☐	Needs Further Development - Meets Expectation ☐	Competent ☒	Excellent ☐

Management of Patients (includes recognition and appropriate management of medical conditions encountered in the role, prescribing safely, and taking account of co-morbidity, polypharmacy. Managing uncertainty & risk)

Capabilities: Clinical management, Medical complexity

Areas of strength			
Has from the start of post being able to manage patients with defined diagnoses very well through knowledge of the most up to date guidelines and management options. Has been able to communicate and share such management plans with patients with great clarity. During the ST3 year has made great progress in managing complex patients with multi-morbidities and uncertainty re diagnosis and management. Initially would rely on investigation and referrals to help manage this uncertainty and risk but will now trust their own clinical judgement and rely more on discussion with more experienced GP colleagues to help support their management plans. Has always had a holistic view of patient care and the important role all team members can play in this so is able to formulate different management options for patients. Has demonstrated that they are a safe and effective prescriber through their prescribing review and review of consultations through CATs and random case review. I have been impressed by consideration of non-pharmacological therapies and a desire to reduce medication burden for patients.			

Areas to develop			
Gain more experience in a duty doctor role where management decisions will be more time pressured. Continue to review thresholds of managing risk through LEA discussions with your practice team as well as review of complaints. Ensure you don't neglect a gut feeling, or patients with repeated presentations to general practice with a specific complaint			
Needs Further Development - Below Expectations ☐	Needs Further Development - Meets Expectation ☐	Competent ☒	Excellent ☐

Clinical record keeping (includes showing an appropriate use of administration systems, effective and appropriate record-keeping and use of IT for the benefit of patient care)

Capabilities: Organisation, Management and Leadership

Areas of strength
Evidence for this comes from direct observation following debriefing of surgery cases. Notes are clear, detailed and accurate when recording clinical encounters and easily convey the important and relevant aspects of the consultation to the next clinician. Has shown an excellent grasp of the different IT systems in the practice and their touch-typing skills means that their recording of consultation discussions is done very efficiently.

Areas to develop			
Try to ensure that information that can be found elsewhere in the patient record is not unnecessarily duplicated into the recording of patient encounters. This will ensure that notes are more concise. Consider how to maintain and develop IT literacy with the emerging use of AI to support administrative tasks in general practice			
Needs Further Development - Below Expectations ☐	Needs Further Development - Meets Expectation ☐	Competent ☒	Excellent ☐

Context of care (includes seeking to understand and support patients through an appreciation of the interplay between their disease and their lives and considering local pathways, formularies and resources)

Capabilities: Holistic practice, health promotion and safeguarding; Community health and environmental sustainability

Areas of strength
Has shown a real interest in learning about the local community and has got involved in local community events. Has developed a deeper understanding of the importance of local connections and support in maintaining health and wellbeing. Has demonstrated in their patient interactions a real focus on the pillars of lifestyle medicine and the importance of promoting good health practices. Participates in local park run and encourages patients to do so and in doing so role models the behaviours they describe. Has invested time in learning about local resources for patients including those in the 3 rd sector and as part of their quality improvement activity has highlighted these on the practice website. Has also shown great ability in being a patient advocate in cases of complexity and has picked up and highlighted potential safeguarding issues with patients

Areas to develop			
Maintain your inquisitive approach to patients and their lives; invest energy into the local community where you will work and remain curious and interested in the practice population. Continue to view health care through the holistic lens you currently are very good at applying.			
Needs Further Development - Below Expectations ☐	Needs Further Development - Meets Expectation ☐	Competent ☐	Excellent ☒

In this post, compared to the expected level for a GP registrar at this stage of training, this registrar currently (please tick one of the following):

Level of Supervision In this post, compared to the expected level for a GP registrar at this stage of training, this registrar currently (please tick one of the following):	Tick one line
1. Cannot be left without direct supervision Limited to observing care; and / or seeing patients alone but not allowed to let patients leave the building or complete an episode of care before review by the supervisor.	☐
2. Requires more supervision than expected in their clinical role. Requires direct supervision by named supervisor: the registrar may provide clinical care, but the supervisor, (in their absence delegated supervisor), is physically within the building and is immediately available if required to provide direct supervision on specific cases and non -immediate review of all cases.	☐

3. Requires expected levels of supervision in their clinical role. Requires indirect supervision by the named supervisor: the registrar may provide clinical care when the supervisor is at a distance (urgent /unscheduled care, home visits but not routine branch surgery work) and is available by telephone to provide advice or can attend jointly if required to provide direct supervision. The registrar does not need to have every case reviewed but a regular review of random or selected cases takes place at routine intervals.	☐
4. Requires no supervision in their clinical role It is expected registrars will only reach Level 4 shortly before completion of their training.	☒
*If levels 1 or 2. Please clarify if the issues or concerns relate to professional values or behaviours; to communication skills, patient safety, clinical competence, organisational or timing issues; to personal issues; or other issues / concerns. If you have entered any details in this box, please ensure you have contacted their local GP Associate Dean/Training Programme Director and if appropriate, their Educational Supervisor	

Does the GP registrar require any additional supervision, or specific/particular supervision in their next post? Tick if yes.	☐
If yes, please give further details:	

Key

Please see [capability descriptors](#) [PDF] for explanations of Needing Further Development, Competent and Excellent within each of the 13 capabilities.

For the grading of the CSR:

Needs Further Development (NFD) – Below Expectations: The doctor is not meeting the level described in the NFD capability descriptors, or is meeting only one or two of them. There are also some indicators of potential underperformance. Performance is below the level expected for this stage of training and requires further development and support.

Needs Further Development (NFD) – Meets Expectations: The doctor is meeting most of the NFD capability descriptors.

Competent: The doctor is meeting the Competent capability descriptors.

Excellent: The doctor is meeting some, or all, of the Excellent capability descriptors.