

Supplementary Supervisors Report

Registrar Name: Dr C

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 D, 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:

The Registrar demonstrates professionalism in routine interactions and is receptive to feedback when prompted. They show emerging insight and can contribute positively in structured situations, including meetings.

Areas to develop:

The trainee needs greater consistency in professional behaviour, including time management, communication reliability, and proactive reflection. Earlier escalation when struggling would improve safety and team functioning.

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:

Engages with public-health concepts and can interpret data with support, contributing helpful observations in group settings.

Areas to develop:

Requires improved independence in analysis, problem-solving, and meeting deadlines. Delays completing agreed tasks indicate a need for closer supervision and clearer structure.

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:

Willing to learn about organisational systems and participates when tasks are clearly defined.

Areas to develop:

Struggles with workload management, prioritisation, and communicating progress. Leadership behaviours and organisational understanding are developing more slowly than expected.

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:

Shows interest in health inequalities and empathy during discussions.

Areas to develop:

Needs increased preparation and engagement for community-health and safeguarding work. Limited preparedness has led to reduced contribution in some discussions.

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:

Engages with simulated cases and can apply basic reasoning in structured scenarios.

Areas to develop:

Inconsistent data-gathering, synthesis, and formulation of management plans in simulation. Requires further supported and observed practice and supervisor feedback to consolidate reasoning and decision-making.

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:

This GP registrar has been assessed against the standard for a GP trainee at their current stage of training and is performing slightly below expectations in this Public Health ITP. Primary concerns relate to reliability, independence, and consistency.

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:

A focused educational development plan in the next post is recommended.

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