**HCSW Learning Event**

**Support and Supervision Session**

**Resource Pack**



 **Title**

 Sub-title

**HCSW Support and Supervision workshop**

**March 2022**

**Summary of workshop activities:**

**Activity 1:**

**One word to describe supervision:**

Thinking about your experience of supervision to-date, please can you give 1 word to describe it

**Activity 2:**

**A sparkling moment:**

A sparkling moment is a time/moment that you have had a breakthrough (a light bulb moment). Something which may have stopped you in your tracks. A positive experience/a time you feel you have really made a difference.

Think back over the last few weeks and identify one of your sparkling moments. Write this down as a reminder of what has gone well recently. It is important in supervision (and in our day-to-day work) to take time to reflect on successes.

**Activity 3:**

**Watch a video**

Occupational Therapy assistants Morag and Jackie talking about their experiences of supervision and how it supports them personally and in their practice.

<https://vimeo.com/showcase/8459256/video/569844901>

**Activity 4:**

**Watch a video:**

Lorna Darrie describes how they have approached supervision in the physiotherapy at home team in Lothian.

https://vimeo.com/showcase/8459256/video/548310863

**Activity 5 :**

**Action Planning**

Following this session, do take time to consider the following questions and complete the action planning template on **Page 4 of this resource pack.** This becomes a record of your learning and we would encourage you to put a note in your diary to come back to this in 1, 3 and 6 months time to reflect if you have applied the learning you said you would and has this made a difference to your experience of supervision.

As a result of attending the session today, in relation to my supervision practice

* What will I do tomorrow?
* What will you do in the next month?
* What will you do in the next 3-6 months?

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|  |
| **Review questions*** Tell me how things have been since we last met….
* What progress have you made since the last session?
 |
| **Focus questions*** What should the focus of our session be or what would you like to discuss today?
* What would be a good outcome of our session today?
 |
|  **Examples of questions to help guide the supervision process** |
| A**ction questions*** What is your new thinking?
* If you could change one thing what would it be?
* How would like things to be?
* What possibilities exist that you might not have been seeing until now?
* What choice/s do you need to make to move forward?
* What are your options for action?
* What are your intentions from now until our next session?
 |
| **Evaluation questions*** What worked well about the session?
* What could have made the session better?
* Is there anything we still have to explore at our next session?
 |

Visit the AHP learning site to access the resources to support you (and other information) [AHP support and supervision](https://learn.nes.nhs.scot/30465/allied-health-professions-ahp-learning-site/supporting-the-wellbeing-and-mental-health-of-yourself-your-team-and-others/allied-health-professions-ahp-support-and-supervision)

**Action planning**

Consider the following questions in terms of embedding supervision within your practice – write yourself goals and consider who or what can help you achieve your goals?

This action plan can also serve as a record of your learning. We encourage you to add a reminder to your diary in one month, 3 months and 6 months to re-visit this action plan and reflect on your progress.

|  |
| --- |
| What will I do tomorrow…….. |
|  |
| What will I do in the next month……. |
|   |
| What will I do in the next three to six months…… |
|  |

Remember to capture any reflections using the HCSW professional portfolio. You can sign in here [HCSW Professional-portfolio](https://learn.nes.nhs.scot/39969/support-worker-central/learning-resources/professional-portfolio)

**SUMMARY OF THE BENEFITS OF SUPERVISION:**

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| **For the individual / team:**  |
| * Increased morale
* Increased confidence
* Better communication
* Increased job satisfaction
* Improved scope of practice
* Improved relationships
* Better team working
* Consistency of practice
* Increased knowledge and skills
* Prevention of escalation of ‘small issues’
* Stop things being ‘bottled up
 |
| **For the organisation:**  |
| * Improved staff absence rates
* Decreased complaints
* More effective work practices
* Improved learning
* Increased retention rates
* Staff feel valued
 |
| **For people who use our services:**  |
|  * Improved satisfaction with service
* Increased quality of care
* Increased confidence in clinician
* Improved outcomes
* Benefit of clinician discussing cases with supervisor/supervision group

  |

 Ref: Koivu et al, 2012, Brunetto et al, 2013. Cited in HCPC rapid Literature Review, 2019

**WHAT SUPERVISION IS AND WHAT IT IS NOT…**

|  |  |
| --- | --- |
| **What Supervision is…..​**  | **What Supervision is not….​**  |
| Supports development of knowledge, skills, values and practice within a role or area​   | Psychotherapy, therapy or    counselling​  |
| Benefits people who use our services, their families and carers​   | An opportunity to ‘police’ staff or check up on their actions​  |
| Promotes staff wellbeing by provision of support​   | Dictated by hierarchical relationships and positions​  |
| Provides a safe place for professional development, growth and accountability using appropriate questioning, challenge, affirmation and structured reflection​   | An opportunity for performance   management – although effective and supportive conversations may identify that a practitioner is having difficulties and enable early intervention​  |
| Leads the individual to identify their own solutions​   | A place for judgement on practice​  |
| Supports challenging and complex situations​   | A place for blame, moaning or gossiping​  |
| Supports reflective practice and clinical reasoning taking account of professional standards and service delivery​  | Controlled by the supervisor​  |

 Ref: Dawson et al, 2012, cited in HCPC, 2019

For further information please refer to page 4 of Scotland’s Position Statement on Supervision for AHPs. (link to this on the reference and resources page below)

**REFERENCES AND RESOURCES**

**AHP Support and Supervision Education Sessions. Recordings and workbooks from Session.**

**Session 1 – An introduction to AHP Support and Supervision**

**Session 2 – How to structure our support and supervision.**

<https://learn.nes.nhs.scot/43221/allied-health-professions-ahp-learning-site/allied-health-professions-ahp-support-and-supervision/allied-health-professions-ahp-supervision-education-sessions>

**AHP Support and Supervision Skills Session 3 –** an interactive live workshop hosted locally in your own Health Board area over MS Teams. This session aims to allow participants to learn more about the skills for effective supervision and to practice these in a safe space.

**Contact your AHP Practice Education Lead as more details.**

**AHP Professional Portfolio**

* [**HCSW Central - learning site**](file:///C%3A/Users/gillej/Downloads/%E2%80%A2%09%20https%3A/learn.nes.nhs.scot/39969/support-worker-central/learning-resources/professional-portfolio)
* Access to Portfolio [HCSW Professional Portfolio register](https://turasdashboard.nes.nhs.scot/User/PersonalDetails/Create?openIdApplicationId=0c6117db-8794-474c-8596-c91798d4538a)

[HCSW professional portfolio registration](https://turasdashboard.nes.nhs.scot/User/PersonalDetails/Create?openIdApplicationId=0c6117db-8794-474c-8596-c91798d4538a)

**AHP Support & Supervision page on TURAS Learn AHP Learning Site** includes the following:

* Virtual Supervision during Covid 19
* Questions to support each other to get through the day
* Support and Supervision for AHPs: a practical resource (Flash cards)
* Going Home Checklist

<https://learn.nes.nhs.scot/30465/allied-health-professions-ahp-learning-site/supporting-the-wellbeing-and-mental-health-of-yourself-your-team-and-others/allied-health-professions-ahp-support-and-supervision>

**Effective Practitioner resource**

<https://www.effectivepractitioner.nes.scot.nhs.uk>

**HCPC The characteristics of effective clinical and peer supervision in the workplace: a rapid evidence review (Nov 2019)**

<https://www.hcpc-uk.org/globalassets/resources/reports/research/effective-clinical-and-peer-supervision-report.pdf>

**Helen & Douglas House toolkit**

<https://www.helenanddouglas.org.uk/wp-content/uploads/2018/01/hdh-clinical-supervision-toolkit.pdf>

**NMAHP Units on Clinical Supervision (on TURAS)** <https://learn.nes.nhs.scot/Search/SearchResults?searchterm=clinical%20supervision%20&page=1>

**Scotland’s Position Statement on Supervision for AHPs** <https://learn.nes.nhs.scot/6852/clinical-supervision/scotland-s-position-statement-on-supervision-for-allied-health-professions>