

SFHGEN36

Make use of supervision



Overview

This standard is about making use of a supervisor and supervisory sessions to enable you to develop your professional competence and work with individuals reliably, consistently, effectively, ethically and safely. Your supervisor may be internal or external to your agency, and may be an experienced practitioner working in a similar position to yourself. Many agencies use peer supervision or group supervision to good effect.

Users of this standard will need to ensure that practice reflects up to date information and policies.

SFHGEN36

Make use of supervision

Performance criteria

You must be able to:

- P1 identify the nature of the supervision you require
- P2 assess the available supervision in relation to your identified needs
- P3 select a qualified supervisor to best meet your needs
- P4 identify the role and value of supervision as a key component in professional
- P5 seek the frequency of supervision necessary for safe effective practice
- P6 clarify the context, accountability and arrangements for supervision, and explore the implications of these with your supervisor
- P7 clarify and agree with your supervisor:
 - P7.1 roles
 - P7.2 joint responsibilities
 - P7.3 commitments
 - P7.4 aims and objectives
 - P7.5 ways of working
 - P7.6 arrangements for monitoring and reviewing the supervision
 - P7.7 the timing and process of changing or ending the supervisory relationship
- P8 negotiate a supervisory contract with your supervisor which:
 - P8.1 meets the identified purposes of the supervision
 - P8.2 identifies the content and agenda for each supervisory session with your supervisor
- P9 recognise appropriate cases and aspects of your work which require attention in supervision
- P10 bring mistakes and difficult moments in therapeutic practice to supervision
- P11 manage and use the anxieties around supervision to engage in non-defensive reflection, during and following, supervision
- P12 develop the ability to question and challenge your supervisor and use this as a tool for your own development
- P13 use your reflections on the supervisory relationship in supervision and to inform aspects of your work with individuals
- P14 review the process, outcomes and continuing effectiveness of supervision against the aims and objectives
- P15 consider any possible changes to the current supervision
- P16 identify unresolved issues, future supervision requirements and ways of achieving

SFHGEN36

Make use of supervision

Knowledge and understanding

You need to know and understand:

- K1 your organisation's policy on confidentiality
- K2 your own professional competence and its limitations
- K3 different approaches to supervision and how to evaluate their relevance to your work
- K4 ways of addressing any conflict between the needs of your organisation and your personal needs
- K5 ways of organising and presenting work for supervision
- K6 how to prioritise and make best use of time in supervision
- K7 professional requirements and procedures for supervision
- K8 how to create an agenda for supervision
- K9 how to choose an appropriate method of case work presentation
- K10 ways of reviewing supervision
- K11 your responses to difficulties in case work and bringing these to supervision
- K12 your own feelings towards supervision and your supervisor
- K13 potential blocks to you making the best use of supervision
- K14 your personal needs and where these should be addressed
- K15 your feelings about being held accountable
- K16 your feelings about change and endings and the significance of change or ending this relationship
- K17 your previous experience of endings
- K18 different working practices in supervision
- K19 your relationship with your supervisor
- K20 the potential for the supervisory relationship

SFHGEN36

Make use of supervision

Additional Information

External Links

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: Core 2 Personal and People Development

SFHGEN36

Make use of supervision

Developed by	Skills for Health
Version number	1
Date approved	June 2010
Indicative review date	June 2012
Validity	Current
Status	Original
Originating organisation	Skills for Health
Original URN	GEN36
Relevant occupations	Health, Public Services and Care; Medicine and Dentistry; Nursing and Subjects and Vocations Allie; Health and Social Care; Child Development and Well Being; Health Professionals; Healthcare and Related Personal Services
Suite	General Healthcare
Key words	Supervision, supervision contract, professional development