

AHP Clinical Supervision Policy Launch Event

21st June 2019

Housekeeping



Claire Ritchie

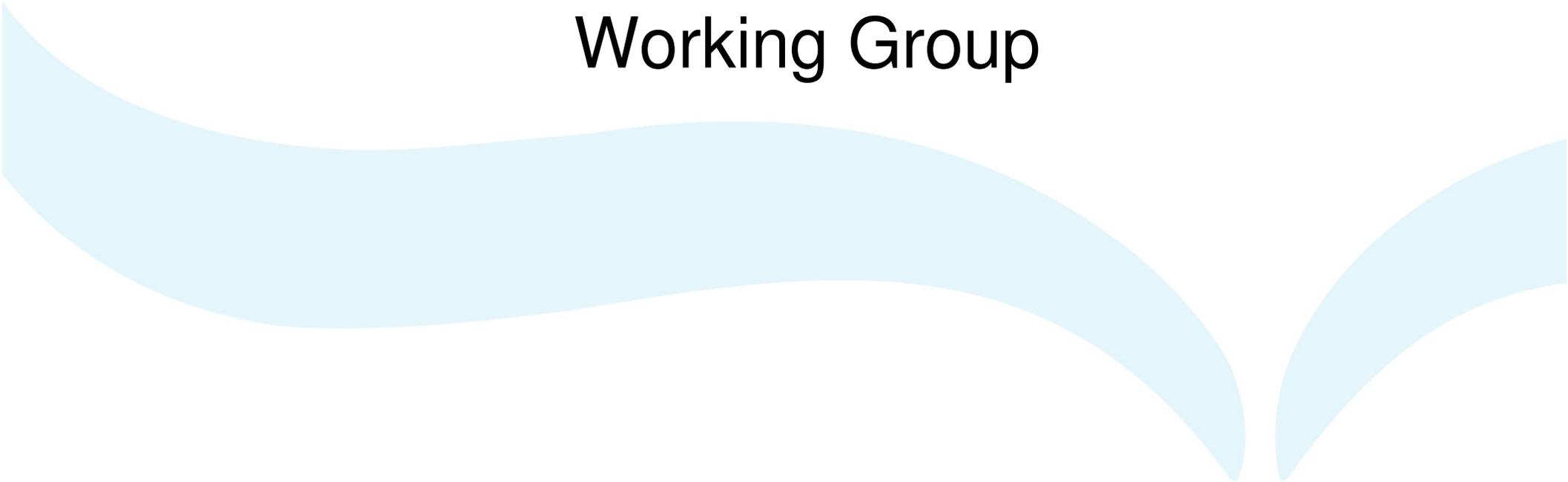
**Director Of Allied Health Professions
NHS GGC**



Nikki Munro

Chair

**NHS GGC AHP Clinical Supervision Policy
Working Group**



AHP Clinical Supervision

Policy

Lead AHP:	Nicola Munro
Responsible Director:	Claire Ritchie
Approved by:	NHS GGC Area Partnership Forum
Date Approved:	17/08/2017
Date for Review:	17/08/2022
Replaces previous version: [if applicable]	Not Applicable

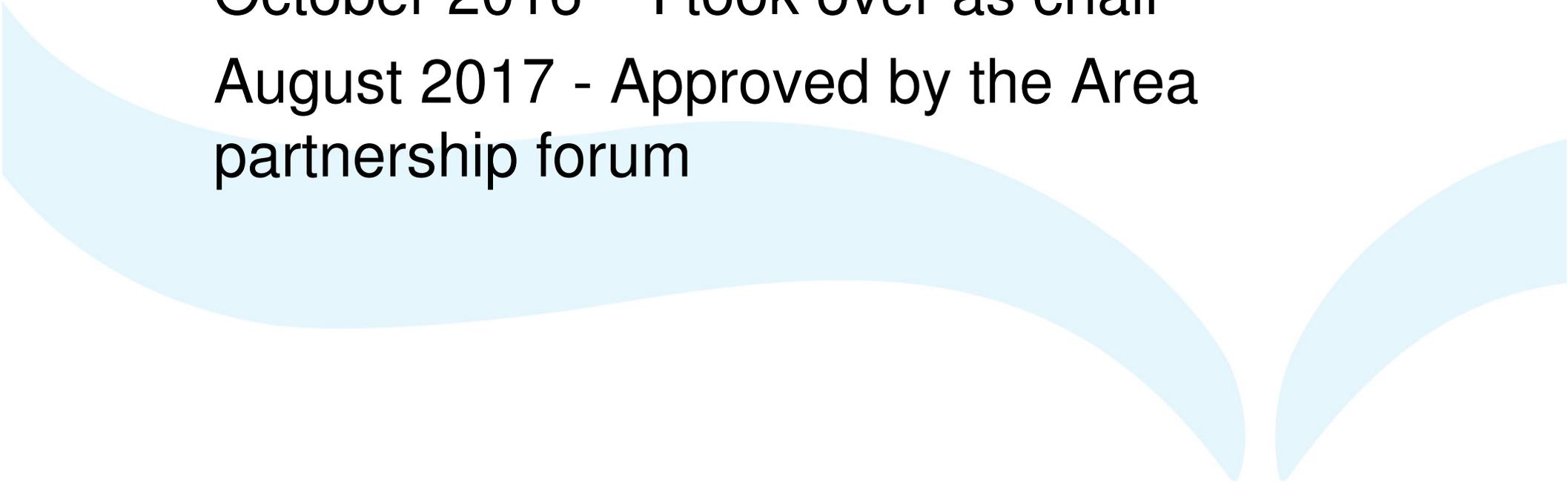
History and background

- Where did it all begin?

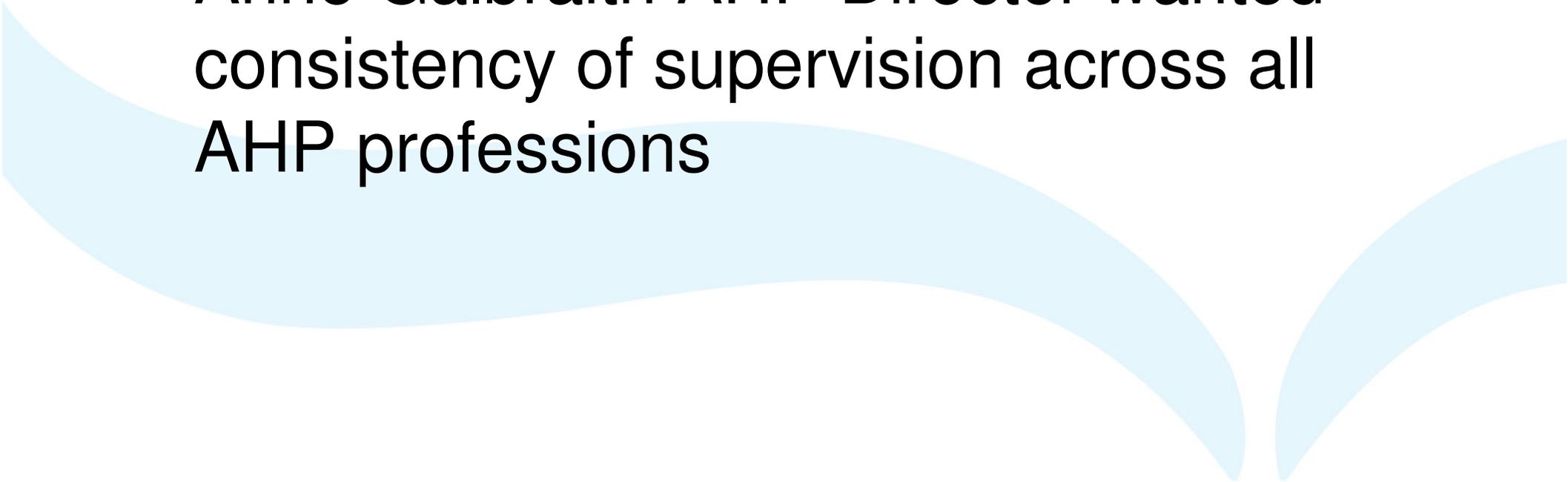
October 2013 - first meeting

October 2016 – I took over as chair

August 2017 - Approved by the Area partnership forum



Why create a new policy?

- Mental Health Nursing in NHSGGC were planning to develop a Clinical supervision policy
 - Anne Galbraith AHP Director wanted consistency of supervision across all AHP professions
- 

Working Group Membership

AHP Clinical Supervision working group membership

Group Chairperson - Chris Rowley (Oct 2013 – Sept 2016)

- Nikki Munro (Sept 2016 -)

Group Facilitator – Antoinette Reilly (AHP Educational Project Lead)

Group Members & area representing:

Gwen Agnew – Occupational Therapy & Art Psychotherapy

Shona Ballantyne – Occupational Therapy

Andrea Blair – Speech & Language Therapy

Murray Crichton – Radiography

Morag Donnan – Staffside representative

Jane Dudgeon – Dietetics

Jill French – Physiotherapy (MSK)

Pauline Johnston – Podiatry

Diana McCrone – Staffside representative

Gillian McDaid – Occupational Therapy

Elaine McKinlay – Dietetics (Oct 2013 – 2016)

Dr. Anne Mitchell – Public Health

David Morrison – Prosthetics

Esther O'Hara – Staffside representative

Fiona Paton – Speech & Language Therapy

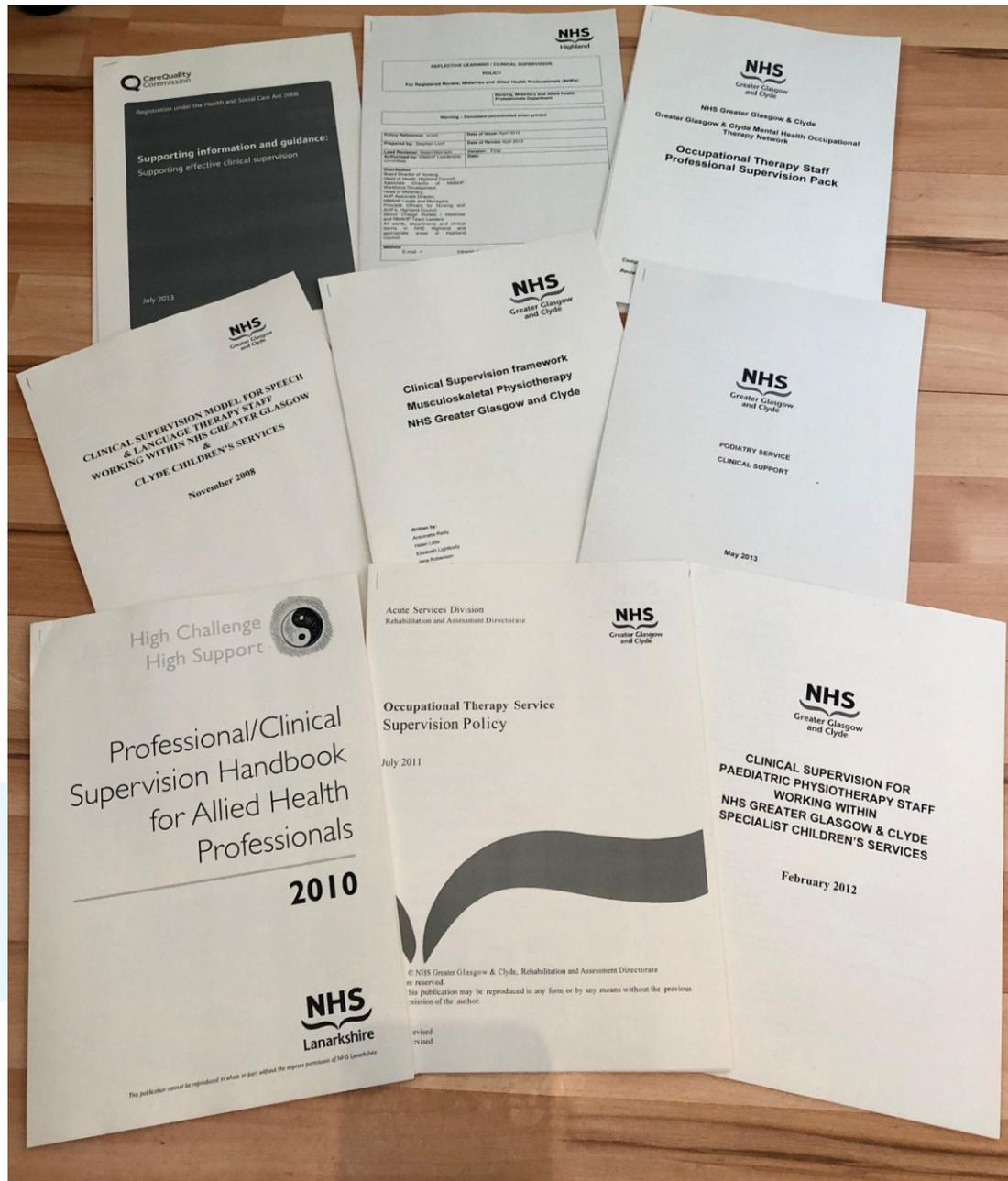
Graham Pirie – Podiatry

Laura Wiggins – Physiotherapy

Emma Wilson – Physiotherapy

Valerie Laszlo – Dietetics (Sept 2016 -)

Existing Documents



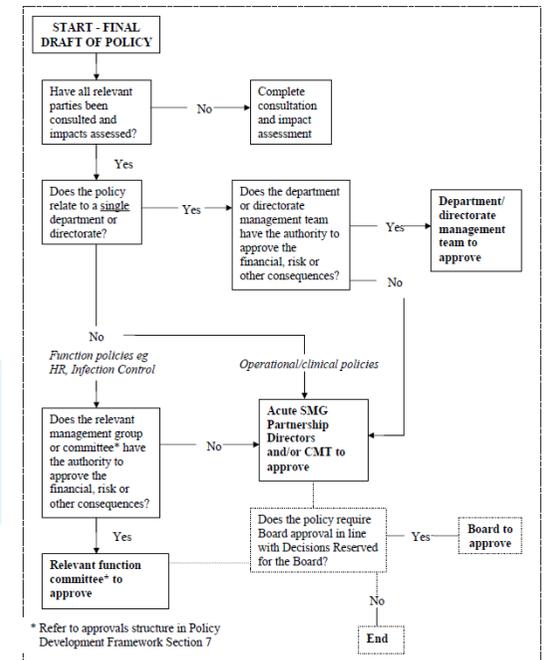
**POLICY DEVELOPMENT
FRAMEWORK**

Lead Manager:	Head of Policy
Responsible Director:	Director of Corporate Planning and Policy
Approved by:	Corporate Management Team
Date approved:	30 June 2011
Date for Review:	June 2014
Replaces previous version: [if applicable]	Policy Development Framework approved January 2008.

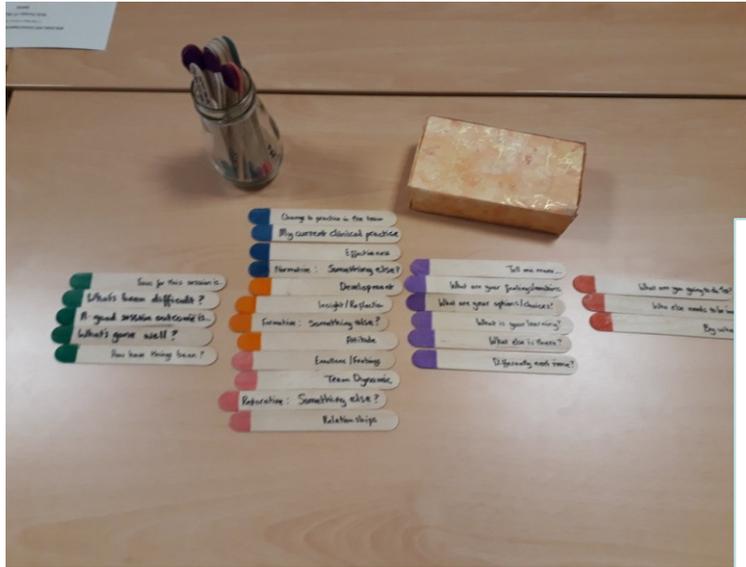
Approval process

- Consultation
- Finance Impact Assessment
- HR Impact assessment
- EQIA Assessment
- Implementation plans
- Communication plans
- Presented to Area Partnership Forum

APPENDIX 4 POLICY APPROVALS PROCESS – FLOWCHART



Clinical Supervision Resource Group



Clinical Supervision Sticks

These sticks are designed to help clinical supervision conversations. They are designed so that they:

- are aligned to proctors model in the [NHS GG&C AHP clinical supervision policy](#), to encourage a breadth of discussion
- are easy to understand and use
- facilitate a conversation between the supervisor and supervisee
- compliment the NES flash cards and any other resources NHSGG&C develop.

They are not intended to replace training in skill development or act as an educational tool for the supervisor. They are being developed from informal feedback that starting a conversation or 'knowing what to talk about' can be sticking points in any clinical supervision discussion.

How they work

There are 6 different coloured sticks, it is anticipated that the green sticks, the openers, will be used at the start to begin the conversation and the red, action stick, at the end of the session. In between the support, standards and development (restorative, normative and formative) can be used in any order in the middle with the prompts as required.

Start by laying the sticks out on the table grouped in their colours. The green (openers) at the start and the red (action) at the end. The heart of the conversation will be around proctors model of support, standards and development (pink, blue and orange) and these sticks can be laid out in the middle.

Prompts can be used by the supervisor at any stage in the conversation to help generate insight for the Supervisee

Openers
With the sticks on the table the supervisor and supervisee together see what questions resonate as openers to the session.

Support (restorative)

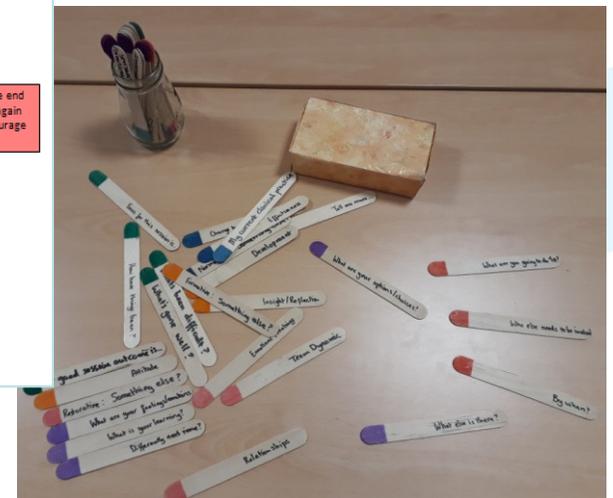
Standards (normative)

Development (formative)

Action sticks can be used at the end of a discussion on a topic and again at the end of a session to encourage action and change.

The pink, blue and orange sticks help to broaden the content of the session to include all aspects of someone's effectiveness at work

Julie Harvey and Jill French 06082019



Web Page

<https://www.nhsggc.org.uk/about-us/professional-support-sites/allied-health-professions-ahps/ahp-supervision-policy-and-resources/#>



AHP Supervision Policy and Resources

[NES Clinical Supervision Training Resource](#)

Supporting Documents from the Policy

[Clinical Supervision Agreement](#)

[Clinical Supervision Summary Outcome](#)

[Clinical Supervision Attendance Record](#)

Other Resources

[Physiotherapy Clinical Supervision Resources](#)

Other Resources

NHSGGC AHP Clinical Supervision Policy	AHP Supervision Position Statement	Occupational Therapy Supervision Guidance	AHP supervision flashcards - NES
Clinical Supervision Agenda Template Dietetics	Clinical Supervision Agreement Groups Dietetics	Clinical Supervision Agreement One to One Dietetics	Clinical Supervision Groups Attendance Records
Clinical Supervision Record March 2017 PT-OT	Clinical Supervision Summary	Supervision Training Handbook	Helen and Douglas Supervision Toolkit

Implementation



Gail Nash

AHP Practice Education Co-ordinator
NHS Education for Scotland

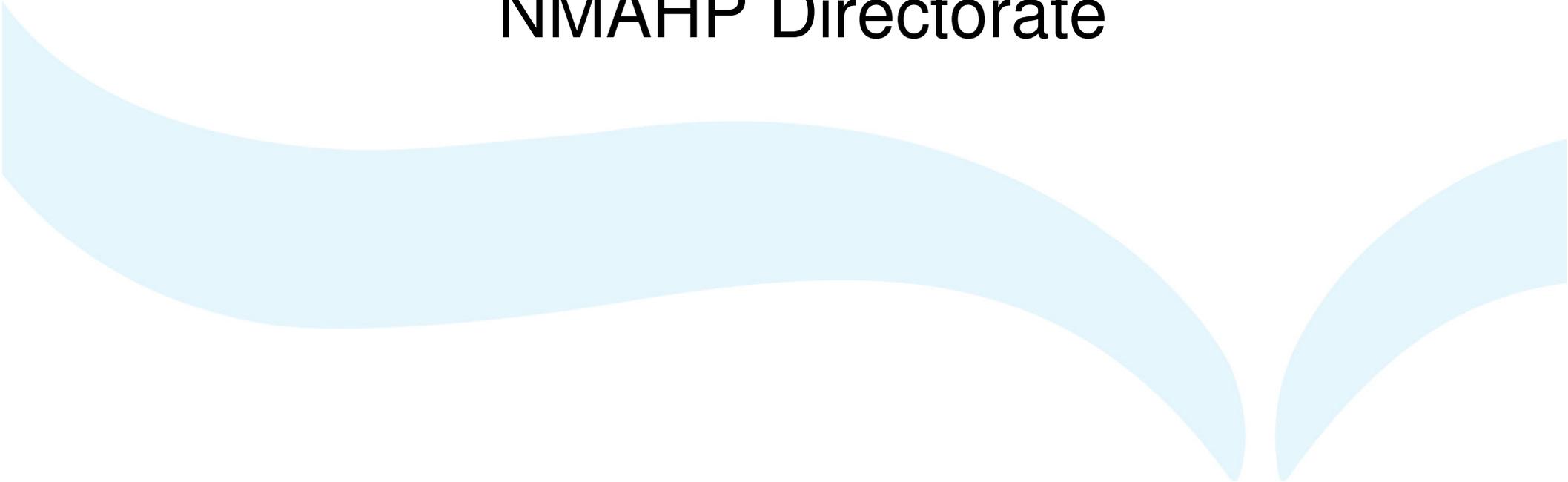


Angela Carlin

Assistant Chief Nurse/Midwife

Professional Governance & Regulation Team

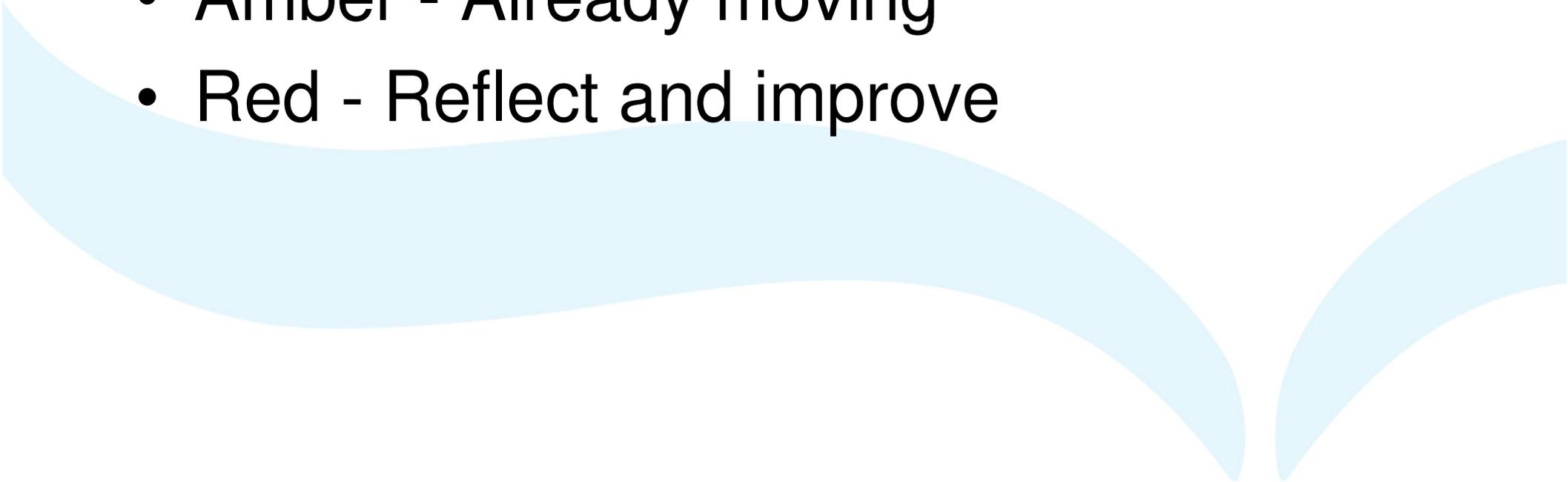
NMAHP Directorate



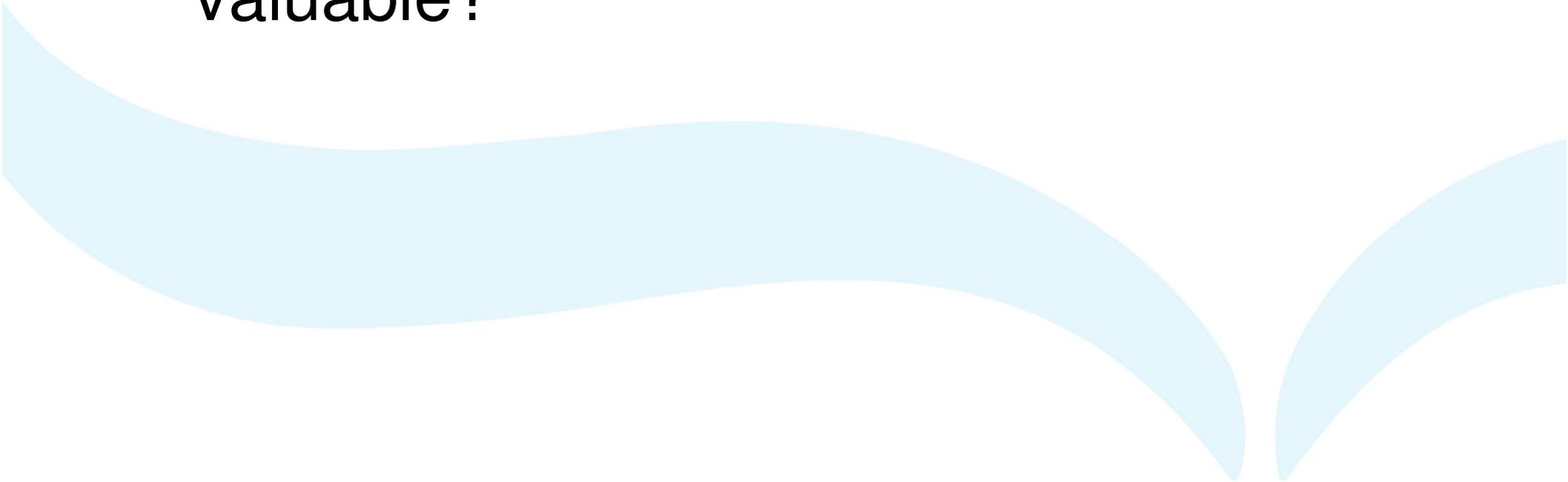
Comfort Break



Workshop Groups

- **Session 1: How ready are you to implement?**
 - Green - Ready to start
 - Amber - Already moving
 - Red - Reflect and improve
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Workshop Questions

- What does quality supervision look like
 - How do we evaluate it?
 - What training resources would be valuable?
- 

Professional Groups

- **Group 1**
- Physiotherapy and Occupational Therapy
- **Group 2**
- Prosthetics, Orthotics, Therapeutic Radiography, Podiatry, Team Leader CRT and Nursing
- **Group 3**
- Speech and Language Therapy and Dietetics