

Introduction to Professional Supervision E-learning programme

CPD Officers Network
Building a Culture of Reflection
27th September 2017





Health and Social Care Professions

**Education and Development
Strategy 2016 – 2019**



What are the main priority areas for the HSCP Education and Development Strategy 2016-2019?

The following themes were selected for the 2016-2019 strategy based on clear messages emerging from the survey questionnaire, extensive data collection and priority areas for the HSCP Unit.

Priority 1 **Visibility of Health and Social Care Professions (HSCPs)**

Outcome The value of HSCP and their contribution to the health and social care services and service user outcomes is better understood and maximised.

Priority 2 **Continuing Professional Development (CPD)**

Outcome The value of CPD for professionals and those who receive services is recognised and appropriate supports provided.

Priority 3 **Supervision**

Outcome Safe practice is maintained and staff are supported through appropriate supervision arrangements.

Priority 4 **Advanced Practice**

Outcome Service user experience is enhanced by supporting appropriate Advanced Practice.

Priority 5 **Practice Placement Education**

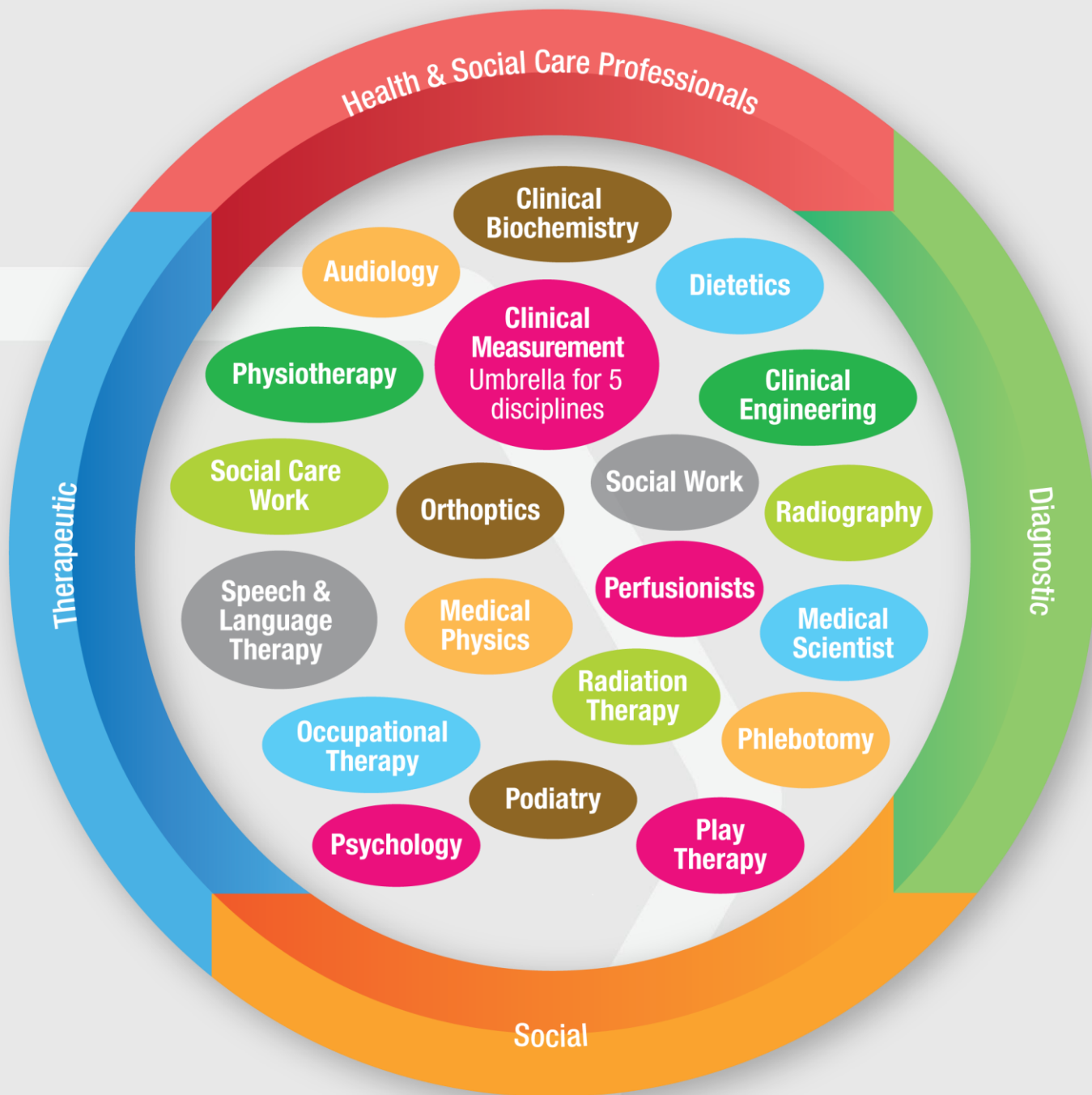
Outcome A strategic approach to the education of the next generation of health and social care practitioners ensures a match between HEI supply and health service needs.

Priority 6 **Leadership and management development**

Outcome Leadership and management needs of HSCPs are identified and met.

Priority 7 **Research**

Outcome HSCP are supported to engage in research to build and disseminate the evidence base for practice.





Learning Outcomes

By the end of this programme you will be able to:

Define professional supervision and its purpose within the HSE.



Write a supervision contract.

Explain the components of a supervision session.

Facilitate a supervision session using the skills of professional supervision.



This programme should take you approximately **one hour** to complete.

Introduction to Professional Supervision

Overview

There are three topics in this programme.

Select Topic 1 to start.



Topic One
Introducing Professional Supervision



Topic Two
Preparing for Professional Supervision



Topic Three
Facilitating a Professional Supervision Session


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Introduction to Professional Supervision

Professional Supervision in Action

Listen to Caroline Cronly, Training Officer for Tusla, Child and Family Agency, discuss how she managed her professional supervisory relationship and the outcomes that were achieved for service users and the supervisee.

Play the video to watch Caroline Cronly:



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Introduction to Professional Supervision

2. Get to Know Each Other

Your supervisee needs to get to know you and you need to get to know your supervisee. This will help to ensure they are engaged in the overall process. Here are some questions you might ask your supervisee:

- What supervision have you had to date?
- What has worked well and what has not worked well? Why?
- What motivates you?
- What way do you like to learn (preferred learning style)?
- How would you like to receive feedback?
- What do you expect from me as your supervisor?
- What is your understanding of supervision and what do you want to get out of our professional supervisory relationship?

When getting to know your supervisee, find out if there are any specific considerations that you need to be aware of.

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Introduction to Professional Supervision

Reflect Back

For this exercise, you'll need to get a jotter and pen and note down your thoughts.

Think back over your professional career:

- How have you benefited from receiving professional supervision to date?
- What supports did your supervisor give you?
- Identify a session that worked well and describe why.
- Identify a session that didn't work well and describe why.
- What was the learning for you from these reflections which you can now take with you in your role as a supervisor?



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Thank You

- HSCP Advisory Group, Supervision Sub group and Supervision Training Group
- Caroline Cronly, Training & Development Officer, Tusla
- Emma Duggan, Senior Dietitian, HSE CHO Area 7
- Nuala Flynn, Trainer, L,ED, HSE
- Aideen Lawlor, SLT Manager, HSE, CHO 9
- Deirdre Cunningham, Senior SLT, HSE, CHO Area 9
- Pat Kenny, National eLearning Manager (HSE), HSeLandD
- Aurion Learning – Maresa Molloy; Richard Speedie
- Paul Fitzgibbon, Regional Manager, Workforce Learning & Development, Tusla
- Kevin James, Training Manager, L,ED, HSE
- Frances Conneely, National HSCP Office
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