



What is Professional Supervision?

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Overview

- Definition of supervision
- Physiotherapy and supervision
- How do practitioners use supervision?
- What is within the realm of professional supervision?
- A group exercise
- The benefits of professional supervision
- What next?



What does professional supervision mean to you?



Definition of Supervision

“Supervision is a collaborative process in which the supervisor works with the supervisee to explore their work reflectively. The role of supervisor is often viewed as a mix of educative, mentoring, holding the ethical position and ensuring the safety of the supervisee and of the supervisee’s client. Fundamental to the relationship is good rapport and a working alliance.”

(From Inspiring Creative Supervision — Caroline Shuck and Jane Wood)



Clinical vs Professional Supervision

Some of the aspects of Clinical and Professional supervision are similar, and others differ in:

- Location
- Purpose
- Frequency
- Structure
- People involved
- What is discussed?
- How is this discussed?



	<i>Clinical Supervision</i>	<i>Professional Supervision</i>
<i>Location</i>	<i>Workplace</i>	<i>Onsite or offsite</i>
<i>Aim</i>	<i>To improve the clinical skills and clinical reasoning through appraisal and review.</i>	<i>Support and reflective listening to grow prof competency, knowledge</i>
<i>Frequency</i>	<i>As required and workload allows. Regular for junior staff</i>	<i>Regular protected time, irrespective of experience</i>
<i>Structure</i>	<i>No formal structure but may follow local guidelines</i>	<i>Formalised contract agreed to by both parties</i>
<i>Participants</i>	<i>Senior PT as clinical supervisor, supervisee +/- patient</i>	<i>Experienced supervisor trained in supervision, maybe from another profession to the supervisee.</i>
<i>Topics</i>	<i>Patient/whanau issues</i>	<i>Professional issues including clinical, organisational and personal issues relating to work.</i>
<i>Process</i>	<i>Senior clinician oversight and/or monitoring, reviews, advice</i>	<i>Supervisor listens and facilitates supervisee to reflect on own practice, identify solutions, opportunities and outcomes.</i>



Physio and Supervision

PNZ position statement

*“PNZ expects all members to engage in supervision, regardless of the stage of their career, and work settings/context”
(Physiotherapy New Zealand March 2012)*

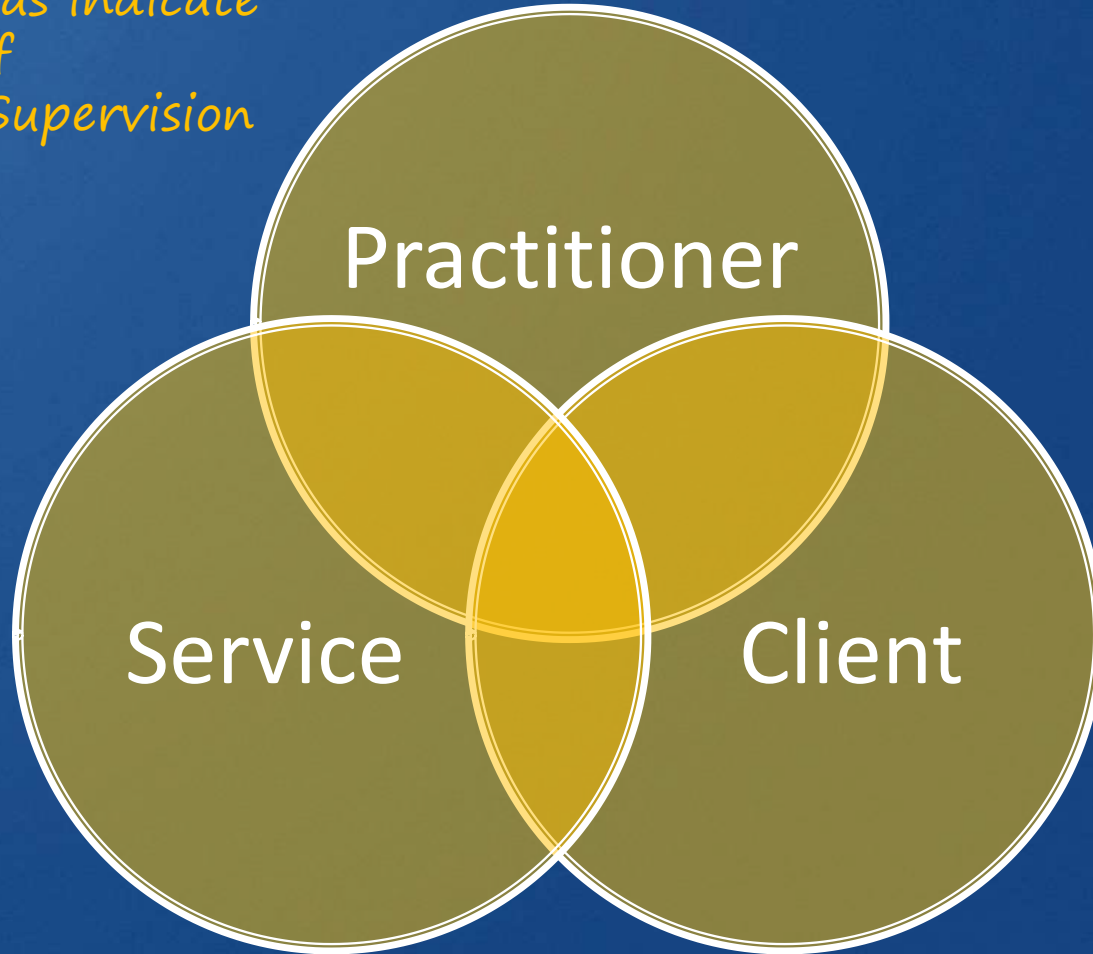
“Professional supervision provides the practitioner with scheduled, protected time in which to reflect upon their practice, facilitated by a respected colleague. Its aim is to equip the practitioner with a forum for professional growth while ensuring consistency, quality and safety of the service they provide to their patients.”



*How do
practitioners use
supervision?*



*The Gold Areas indicate
the Realms of
Professional Supervision*





What is within the Realm of Professional Supervision?

<i>Supervisee</i>	<i>Client</i>	<i>Service</i>
Time management	Ethical issues	Service expectations
Caseload management	Boundaries	Contract/Funder expectations
Professional development	Communication	Roles, responsibilities
Wellbeing/stress management	Cultural issues	Professional relationships
Reflection on content and process of work	Client context (work, family, community)	Staff Retention
Resources/tools Specific skill building Celebration of accomplishments		



Wellbeing in Practice

The benefits of quality professional supervision to the practitioner



- Space for reflection
- Supportive
- Affirming
- Energising and proactive
- Preventative – dealing with issues early to avoid burnout
- Educative
- Personal Growth
- Accountability