Core Supervision Model for Multi Professionals

Distinguishing between clinical supervision and line-management supervision

|  | ***Clinical supervision session*** | ***Management supervision meeting*** | ***IPR meeting*** | ***Disciplinary interview*** |
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| **Agenda setting** | Agenda mostly defined by the supervisee. Clinical supervisor may highlight items arising from the content of sessions or about the way the working relationship is going | Agenda defined by manager and practitioner together | Agenda defined by IPR document, devised by manager, possibly with some input from practitioners | Agenda defined by manager |
| **Confidentiality** | Almost total, with exceptions of legal of professional ethics. Possibly a record of attendance dates and times. Record of content negotiated between practitioner and clinical supervisor, for their eyes only | Not necessarily confidential, but discretion used in passing on information about practitioner, e.g. to selected team members to ensure effective functioning. May be recorded in managers own notes and/or in personnel file | Not confidential, but discretion used in passing on information about practitioner. Copy of IPR document may be kept in manager’s file and/or in personnel file | Not confidential, but discretion used in passing on information about practitioner. Recorded in manager’s file and personnel file |
| **Information giving and advice** | Some information, advice, guidance offered to supplement the supervisee’s own expertise, to help the supervisee see options available and make own informed decision | Information, advice and guidance given to direct the practitioner towards team and organisational objectives. Information given about policy directives | Information, advice and guidance given to direct the practitioner towards team and organisational objectives and training opportunities within the organisation | Information given about the disciplinary procedures and to direct towards improving the performance which is being challenged. Information about consequences of not improving |
| **Challenging** | Based on evidence gained during the clinical supervision sessions only. Challenging technical mistakes, inadequate clinical standards, contribution to problems with teamwork, more personal issues such as unhelpful or self-defeating behaviour or attitude, blind spots, broken contracts | Based on evidence gained/observed in any work situation Challenging technical mistakes, inadequate clinical standards, contribution to problems with teamwork, lack of achieving pre-agreed objectives | Based on evidence gained/ observed in any work situation Challenging technical mistakes, inadequate clinical standards, contribution to problems with teamwork, lack of achieving pre-agreed objectives | Based on evidence gained/ observed in any work situation. Challenging severe and/or repeated technical mistakes, inadequate clinical standards, contribution to problems with teamwork, lack of achieving pre-agreed objectives |
| **Support** | No practical help given outside sessions, except reporting unsafe practice. Support for the supervisee as a person and encouragement given to help supervisee recognize and use own expertise and personal abilities towards developing their professional expertise | Practical help may be given outside the meetings. Support and encouragement given to help supervisee recognize and use own expertise and personal abilities towards meeting specific team and organizational objectives | Practical help may be given outside the meetings Support and encouragement given to help supervisee recognize and use own expertise and personal abilities towards meeting specific team and organizational objectives | Practical help may be given outside the meetings  Support offered: often not a situation in which the practitioner can easily accept support from the person involved |
| **Catalytic help** | Enabling reflection on issues ultimately affecting practice, learning from experience, problem-solving, pinpointing ways of dealing with difficult emotions, decision making and planning and reviewing application to practice | Manager elicits information from practitioner about work done and standards achieved. Enables problem-solving on team and management issues | Manager elicits information from practitioner about standards achieved in the areas of practice outlined on the IPR document. Enabling overall performance review, problem-solving, goal setting | Manager elicits information from practitioner about the issues under discussion. Enables goal setting |