

Senior PWP Network

Table Top Discussions 03.03.2020

Summary Feedback – What makes you a SUPER-visor?

Key points fed back:

How do we receive feedback as supervisors?

- No complaints!
- Through line management
- Supervision of supervision – tape recordings
- Recovery rates
- Sense of PWP before and after supervision
- Review contracts
- PWP verbal communication
- Ask for it verbally
- 360 feedback – manager asks and collates anonymously
- Tapes
- Supervision of supervision
- Questionnaires/rating forms
- From manager if someone wants it to be passed on
- Senior meetings
- Supervision of supervision
- Valuation forms of supervision
- Feedback from management supervision
- Revisiting contract
- Form to complete every six months
- Form in IAPT supervisor course for trainees to complete
- Check in with trainees every couple of months
- Trust trainees to raise issues if any problems
- IAPT supervisor course suggested to ask how it went at end of supervision
- Group supervision not too productive
- Group supervision – each bring something to share and also what want out of it
- Trainee want time for admin not supervision – all seem too clinically “supervised out”

How do we look after ourselves as supervisors?

- Supervision of supervision
- Time management
- Skype/telephone
- Supervision of supervision
- Senior meeting
- Debrief with someone
- Have a cuppa
- Gaps between supervisions
- Supervision of supervision

- Manager ask how getting on
- Don't feel like need it as done it for such a long time
- Experience has enabled to deal with it at work and not "taking it home"
- Always someone around to support when needed
- Very supportive team
- Built resilience
- MDTs
- Learn to contain it

What can we do in the SPWP network to support your supervisor roles?

- Sharing resources
- Sharing supervision contract templates
- Refresher from Sheffield University on what should be happening in supervision
- Refresher training – care management/clinical supervision
- Dealing with difficult supervision relationships:-
 - conflict
 - rift
 - resistance
 - power
 - expectations
 - role responsibilities
- Share information/updates/research re: supervision best practice guide?
- Watching supervision tapes (real not uni!)
- Talking about different supervision styles
- Sharing resources/paperwork
- University talking about expectations
- Consistency in supervision
- Group supervision
- University update
- Training ideas for productive group supervision
- Certain members of the team don't want to be at group supervision and spread negativity – ideas on managing this would be useful.