

Senior PWP Network

Table Top Discussions 22.01.2019

Summary Feedback on Supervision Discussion

Points for discussion:

- 1 – Mixing up managing staff with being a peer?
- 2 – Being a Senior, Manager and Clinical supervisor for the same person or better to distribute i.e. if you line manage one member of staff should you NOT be their clinical supervisor?
- 3 – Preceptorship? Offering trainees supervision time then on qualification reducing the time? Is this fair? Does it help with transitioning to qualified? What about individual supervision issues where are these taken?

Key points fed back:

- A number of services ensure that PWPs have different line managers and clinical supervisors, whilst in some services this is the same person. Many felt this was a conflict of interest and better to keep separate.
- In some teams the line management is completed by a Team Leader and clinical supervision by a Senior PWP
- In some teams Senior PWPs do line management and clinical supervision but offer these to different PWPs i.e. they will line manage one PWP and do the clinical supervision of another to avoid a conflict of interest
- In some teams PWPs take on supervision of trainee PWPs
- Some services have peer supervision conducted face to face and over skype
- One service had a team leader that line managed all staff and supervised the Senior PWPs. The clinical lead provided supervision of supervision and the Senior PWPs supervised the PWPs. Group supervision was also held with 1 senior PWP to a maximum of 4 PWPs
- It was noted that having the same line manager and clinical supervisor could be positive in the sense that the staff member would have a solid relationship and ability to share knowledge, be able to have open conversations, consistency and it streamlined the decision making process. However, counter to this it was felt that having the same line manager and clinical supervisor meant that staff only benefitted from 1 person's expertise, ideas and skills. There could be a conflict of interest between performance management and case management.
- Regarding preceptorship it was noted that NHS England had produced some preceptorship guidance and all attendees were directed to this for further review.