* clinical supervision master class

 [http://apps.oxfordhealth.nhs.uk/LandDPortal/Clinical-
and-Professional-Development/Courses\_CPD.aspx](http://apps.oxfordhealth.nhs.uk/LandDPortal/Clinical-%20and-Professional-Development/Courses_CPD.aspx)

* For more information, please access the L&D portal/PDR/Supervision, or contact

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Supervision:

A short guide

 Information Governance

Corporate

Supervision

Supervision is one of the mechanisms that the Trust uses to ensure safe, effective, high quality health and social care services.

Evidence suggests that effective supervision improves morale and the practice of employees, thereby underpinning high quality service provision.

Supervision -

* is supportive
* develops best practice
* provides a safe environment to discuss difficult areas of work
* is an activity that continues throughout one’s
working life
* contributes to the reduction of organisational risk
* encourages reflective practice

Oxford Health NHS Foundation Trust expects all staff to undertake regular supervision as part of their role. The frequency and type / model of supervision may vary for different staff groups and their roles within the organisation.

‘*Management Supervision’* regular one-to-one meetings with the line manager to review performance and effectiveness of the individual’s everyday working practice.

‘*Clinical Supervision’* provides clinicians with protected time to reflect and discuss clinical interventions and issues relating to patient care to ensure that clinical practice is of the highest standard and is evidence based.

The supervisory process

As a new employee with Oxford Health NHS Foundation Trust, you will negotiate with your line manager how and when supervision will take place. The Trust supervision policy clarifies the process and expectations of the supervisee / supervisor relationship. The policy can be found on the e-learning package.

Next steps

Each member of staff should:

* undertake a mandatory e-learning package available through the Learning & Development (L&D) portal on the Trust intranet:

<http://apps.oxfordhealth.nhs.uk/LandDPortal/eLearning/Courses_eLearning.aspx>

* access the Oxford Health NHS Foundation Trust supervision policy

<http://apps.oxfordhealth.nhs.uk/LandDPortal/eLearning/Courses_eLearning.aspx>

* access training if appropriate as advertised on the Learning & Development (L&D) portal. This comprises of:-
* clinical supervision one day supervisor training
* clinical supervision facilitating group supervision