



ONLINE PROFESSIONAL SUPERVISION TRAINING PROGRAMME FOR HSCP SUPERVISOR

Aim....

The training is to equip participants with the knowledge, skills and attitudes necessary for the effective engagement in and delivery of Professional Supervision as part of their role.

Target Group

Experienced Health and Social Care Profession managers and senior practitioners who, as part of their role, have or will have responsibility for the provision of regular, formal Professional Supervision to others and are themselves actively engaged in their own regular, formal supervision with a designated supervisor as part of their practice.

Programme Objectives

To enhance the understanding of the principles, purposes and governance of Supervision within the disciplines.

To recognise the significance of previous supervision in shaping expectations and attitudes to current supervision.

To demonstrate a range of skills required for effective delivery of Professional Supervision

To be familiar with the stages necessary in; introducing, contracting, documentation and reviewing Professional Supervision.

To identify and use of reflective learning frameworks.

To recognise and explore the Stages of Professional Development and their relevance in supervision.

To explore and reflect on factors contributing to underperformance and how supervision can help manage these.

The HSE National Health and Social Care Office invite applications for the four-day online Professional Supervision Training Programme for HSCP Supervisor. The content of the online programme is informed by the core principles necessary for effective engagement in and delivery of Professional Supervision in the context of the HSE HR Circular 002/2015 Supervision Guidelines for Health and Social Care Professionals.

This training programme expands on the HSE Land eLearning module "*Professional Supervision for HSCP*"; providing an opportunity to further explore components through reflection and practice developing skills, knowledge and attitudes for the effective provision of Professional Supervision as a HSCP Supervisor.

Overall Content

The online programme is generic in content and has relevance and application across disciplines and sectors. It acknowledges that Supervision can be delivered in a variety of ways. Awareness-raising and skills development form an integral aspect of the programme and are incorporated in all areas. Attention is paid throughout to; Knowledge, Skills, Attitudes and Values combined with exploration of Culture, Modes, Models, Structures and Frameworks. All of these are examined to ensure a grounded understanding and insight into the wide range of factors influencing positive Supervision experiences.

Duration

The programme will be online for the duration of 2021, and will be held over four days divided into two parts of two consecutive days each; with a four to six week break between each part to allow for the application of learning. Each day is 9.30am to 5pm, and FULL participation is required throughout.

Programme delivery:

The programme is delivered online using WebEx for virtual classroom training sessions to support a range of learning methods including supervision practice using real topics from the participants i.e. development areas; PDP's; current challenges and successes. There is a requirement of each participant to complete a live video recording of a supervision session with one of their supervisees for review/analysis on day 3.



Online programme dates:

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|---------------------|--|----------------|
| Programme 1: | 22nd & 23rd September AND 4th & 5th November | WebEx Platform |
| Programme 2: | 20th & 21st October AND 17th & 18th November 2021 | WebEx Platform |
| Programme 3: | 3rd & 4th November AND 1st & 2nd December 2021 | WebEx Platform |

Prerequisites:

- Furnishing certificate of successful completion of the HSELand eLearning module Professional Supervision for HSCP **WITH** the completed supervisor application form.
- Participants must have commitment from their manager for their **FULL** participation and to carry out the requirements of the programme.
- Participants must have responsibility and opportunity for providing regular, formal supervision to others as part of their role. (Minimum of 2 supervisees; ideally 3) on an on-going basis including while participating in the programme.
- Participants must engage in their own regular, formal Professional Supervision with a designated supervisor as part of their practice on an on-going basis including while participating in the programme.

Trainers:

Nominated trainers, across disciplines, who have undertaken the specific HSE HSCP four-day training and development programmes in both Professional Supervision for HSCP Supervisors and Train the Trainer (Professional Supervision). Each programme is facilitated by two trainers.

Applications: There are 12 places available on each online programme. Applications will be reviewed in line with the prerequisites outlined. Application forms must be completed in **FULL** and signed by both the applicant and their line manager.

Application Process:

HSE Applications – richard.smith@hse.ie

Voluntary Organisation Applications - professionalsupervision@stjames.ie

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