

## PROVIDING REFLECTIVE INTERDISCIPLINARY SUPERVISION

The following competences are primarily for managers, leaders, and senior members of staff working in inpatient settings. These organisational competences are to ensure a safe and productive ward culture and environment for inpatient staff patients and their family and carers.

### Knowledge of reflective interdisciplinary supervision

An ability to draw on knowledge that reflective interdisciplinary supervision aims to:
offer a group space to improve competence and aid professional development
increase staff understanding of complex and challenging situations
draw upon psychiatric, nursing, psychological, social, and occupational approaches to inpatient care
provide a protected space where staff can reflect upon their practice
improve patient care
support staff well-being
An ability to draw on knowledge that all team members, especially senior management, should regularly attend reflective interdisciplinary supervision
An ability to draw on knowledge that interdisciplinary supervision has been demonstrated to have several benefits including:
improving service effectiveness and quality of patient care
broadening staff understanding of the patient's presenting difficulties from a biopsychosocial framework
changing existing negative perceptions and attitudes towards patients
improving staff-patient relationships
increasing practitioner confidence in working with patients with complex needs and managing the emotional consequences of this work
improving the therapeutic milieu and ward culture
personal and professional learning and growth

### Providing interdisciplinary supervision and support

An ability to provide interdisciplinary supervision groups that:
are facilitated by an appropriately trained practitioner
draw on research evidence and relevant theoretical and supervisory models
are integrated into routine practice by:
ensuring the group meets the team's priorities, capabilities and needs
establishing a confidentiality and information sharing agreement
negotiating group attendance and group rules with the team
delivering groups at a consistent time and location
adopting a consistent format, length, and frequency
actioning/taking forward key issues (with consent)
if relevant, using supervisory discussions to make practical changes to the patient's inpatient care plan
An ability to identify and address any difficulties arising from inherent power imbalances present within supervision groups comprising staff of varying seniority
An ability to gather regular feedback from staff about the supervision group and use this to make adaptations