What is supervision?
Objective

*Provide an understanding of your role as a supervisor and the benefits you achieve by being the most effective supervisor you can be.*
What is supervision?

- Educational
- Supportive
- Administrative

The provision of guidance and feedback on matters of personal, professional and educational development in the context of the trainee’s experience and providing safe and appropriate patient care.

Pre-activity reflection
What are your responsibilities?

- Develop a strong supervisor relationship
- Structure
- Provide advice, feedback and reassurance
- Contact time
- Educational supervision and direction
- Professional development
- Be a good role model
Activity
Activity

- What is the orientation process in your unit?
- What role does orientation play?
- How do you manage a Junior Doctor who has not received orientation?
Building our learning environment

What barriers do we face?
- Lack of time
- Poor knowledge base
- No supervisor training
- Criticism
- Thankless

How do we improve?
- Reflect and react
- Setting a learning program
- Professional development
- Team approach
- Support

"It's not a great mission statement, but we'll revise it if things get better."

Why are we doing this?
Active supervision

the supervisor is sufficiently engaged and vigilant to support Junior Doctors when they need help, whether or not a request for help is made

- Routine oversight
- Responsive oversight
- Direct oversight
- Backstage oversight
# Active supervision

<table>
<thead>
<tr>
<th>“Hands-on”/facilitative supervision</th>
<th>“Hands-off”/empowering supervision</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Positive examples</strong></td>
<td><strong>Positive examples</strong></td>
</tr>
<tr>
<td>▪ Guidance on procedures, skills training sessions</td>
<td>▪ Identify crucial supervision moments</td>
</tr>
<tr>
<td>▪ Seeing patients with supervisor</td>
<td>▪ Having enough room for developing independence</td>
</tr>
<tr>
<td>▪ Discussing mistakes</td>
<td>▪ Feeling trusted</td>
</tr>
<tr>
<td>▪ Opportunities to discuss patient management</td>
<td>▪ Opportunities for de-briefing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Potential negative outcomes</strong></th>
<th><strong>Potential negative outcomes</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>▪ Junior Doctor feeling intimidated,</td>
<td>▪ Junior Doctor left all alone to deal</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Supervisor</strong></th>
<th><strong>Junior Doctor</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>S</strong> Set expectations for notification</td>
<td><strong>S</strong> Seek input early</td>
</tr>
<tr>
<td><strong>U</strong> Address uncertainty</td>
<td><strong>A</strong> Active clinical decisions</td>
</tr>
<tr>
<td><strong>P</strong> Planned communication</td>
<td><strong>F</strong> Feel uncertain about clinical decisions</td>
</tr>
<tr>
<td><strong>E</strong> Easy availability</td>
<td><strong>E</strong> End-of-life care discussion</td>
</tr>
<tr>
<td><strong>R</strong> Reassure fears</td>
<td><strong>T</strong> Transitions of care</td>
</tr>
<tr>
<td><strong>B</strong> Balance supervision and autonomy</td>
<td><strong>Y</strong> Help with the system hierarchy</td>
</tr>
</tbody>
</table>
✓ Your role as a supervisor is so valued; we hope you are able to find some joy in it!

✓ Use this time in your training to develop your supervision skills as there need will only increase as you progress in your career

✓ Your relationship with your Junior Doctors not only has an enormous impact on the quality of teaching and learning they receive, but it also improves patient outcomes
Post-Activity
What is supervision?

This activity is intended to reinforce your learning from the session, ensuring you can put the skills gained into practice in your everyday setting.

Preparation
Read "10: Teaching, Medical Board Australia, AH"

Reflection
What is supervision?

As well as facilitating and monitoring learning, the intention of this reflection exercise is to encourage a means by which you can continue to learn and grow, with an established link between reflection and deeper learning.

Reflection should occur as soon as possible following the event, to be contemporaneous and meaningful, even though the impact may occur a significant time after completing this module.

Activity

Objective
Describe how the module contributed to the development of your knowledge, skills or attitudes?