

Resilience-Based Clinical Supervision

For Social Care Nurses

Frequently Asked Questions

1. What is clinical supervision?

Clinical supervision is a formal process of professional support, reflection and learning that contributes to individual development. Most forms of clinical supervision aim to support the normative function (professional and organisation standards and the need for competence and accountability); formative function (Experiential learning, professional and skill development); and restorative function (development of a supportive relationship to help individuals deal with emotional impacts of practice). Some models of supervision will focus more on certain aspects of this.

You may find this brief article by Tony Butterworth helpful.

[Tony Butterworth Nursing Times Article on Clinical Supervision](#)

2. What is the difference between Resilience-Based Clinical Supervision and management supervision, appraisal and performance management?

RBCS a clear and easy to follow, structured approach to restorative clinical supervision. Restorative supervision is a form of reflective practice which focuses on support for the supervisee attending. RBCS also supports the development of facilitation, communication and active listening skills. It concentrates on how you feel, what you have experienced and encourages you and colleagues to reflect on your emotions.

Management supervision is the act of overseeing teams of employees and guiding daily operations in a business. This may consider things such as training needs, safeguarding concerns and be concerned with the normative function of clinical supervision.

An appraisal is a more formal process involving the review of a practitioner's performance and improvement over a period of time, usually annually e.g. re-evaluation of set objectives, re-evaluation of their job description.

Performance management is a method of monitoring someone if they are failing to meet the required standard. This may include aspects of restorative supervision as a way of supporting the individual through the process.

3. Will it be confidential?

During the first session we will agree on a safe space agreement for the group which will include a discussion on confidentiality. None of the information you share within the group will be shared with your employer or outside of the group unless this is agreed in the safe space agreement or there are any concerns about risk to yourself or others. Wherever possible this would be discussed and agreed prior to sharing.

4. I have never experienced clinical supervision; can I still attend this programme?

Definitely, you do not need any prior experience to be able to attend, you will have lots of opportunity to explore what it is about and how you can take part in the future.

5. I can't attend the dates I have been sent, are there other cohorts?

We are going to be offering lots of cohorts over the next couple of years. If you know you will miss cohort dates just ask for some different dates that suit you better.

6. The dates I have been offered are a Monday and I cannot ever do a Monday, what do I do?

We are able to offer morning or afternoon sessions on most days of the week, let us know what you need, and we will do our best to accommodate you.

7. I have booked onto a cohort and now find I will miss two sessions, what do I do?

Let us know as soon as you possibly can, and we can fill your place and find you another cohort to attend.

8. I have missed two sessions of the programme. Will I still get a certificate?

The programme is 13 hours of taught, online material. If you do not attend at least 7 hours you will not get a certificate. Attending the whole programme gives you the best start to being able to facilitate others.

9. How much does the programme cost us?

This programme has been commissioned by Deborah Sturdy, Chief Nurse for Adult Social Care and is free to participants.

10. Can more than one of us from the care home attend?

We are happy for more than one member of staff to attend, we would generally put you in different cohorts. Please contact us to speak to us about your thoughts and staffing numbers and we can help you plan who should attend the programme.

11. Are there any course materials?

We send you a facilitators handbook and some other information about 2 weeks before your programme starts.

12. If I move jobs what happens?

If you move jobs during the time of the programme, check with your new manager you can continue with the programme. The skills are very transferrable. The programme is free and available to any social care nurse in England wherever you work.

13. Is there an exam?

Absolutely not! We hope you will join in with the activities we ask you to but there is not exam and no assessment process. This is about you learning by talking to others.

14. Do I have to speak in the sessions?

Yes you do. It is a participatory learning programme. It works by each participant sharing their experiences, their feelings and their ideas. It is done in a way to make you feel safe to speak and not fearful or judged.

15. Who will the other people be?

Each cohort will have up to eight participants. All of you will be nurses from Social Care and you will have a facilitator from FoNS.

16. Do I need to do this in my own time?

You need to discuss doing the programme with your manager and hopefully it will be seen as a benefit for your workplace and so you will be given the time to attend all 5 of the sessions.

17. I'm the only nurse in my place of work, what is the point?

Clinical supervision and being able to facilitate is important to nurses, not just for other nurses but all members of your staff. You will be able to facilitate sessions for your staff and know what you need from your manager. This will also provide you an opportunity to connect with other nurses in different areas.