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Clinical Supervision in Radiography

<https://www.sor.org/learning/document-library/professional-supervision-advice-and-guidance-document>

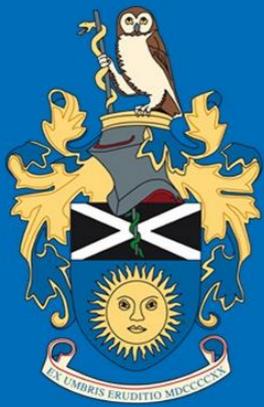
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SCoR Professional Officer (Scotland and UK RP)

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*Scottish Council AGM & Study day
October 2019*





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Clinical Supervision is:

<https://www.sor.org/learning/document-library/professional-supervision-advice-and-guidance-document>

A formal/informal arrangement that enables a practitioner to discuss his or her own work performance in a safe environment with someone who is more experienced (DHSSNI, 2013)

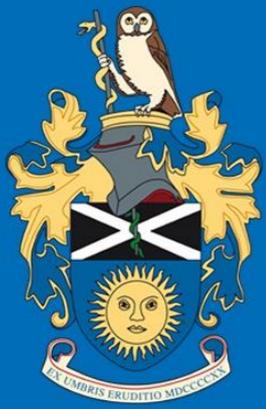
A method to improve professional self through lifelong learning, improve professional practice and to feel, and be supported as a member of staff (NHS Lanarkshire, 2010).

Professional Supervision is integral to sound clinical governance and should be considered a normal part of working practice, (SCoR, 2013)

Has been around in nursing for a while – **SCoR ECF, 2010** – “use and give professional supervision”.

Francis Report (2013) – lack of supervision raised!



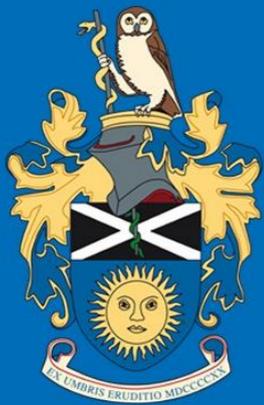


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Terminology



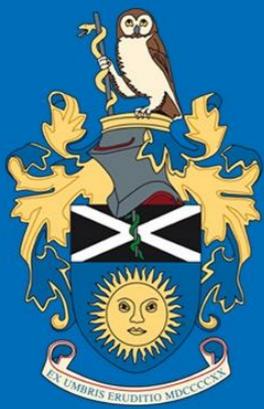
- **Supervision**
- **Mentorship** – an encouraging relationship (a peer)
- **Appraisal** – make judgements on quality of a practitioner's work
- **Assessment** - evaluate performance and attainment of a learner
- **Preceptorship** – allows newly qualified radiographer practitioners to consolidate knowledge and transition from student to novice practitioner



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What does the HCPC say....

- **Clinical Supervision** supports and improves registrants practice
- Ensure AHPs “*practice safely and effectively while maintaining high professional standards of professional conduct*”
- Approaches and practice of **Clinical Supervision** vary widely across the professions they regulate
- They **do not** produce specific standards or guidance on this.
- But they do say that good quality supervision is a supportive structure to enable registrants to meet their CPD standards



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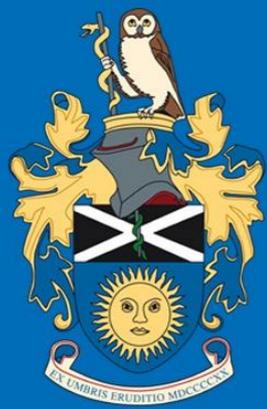
“Preventing small problems from becoming big problems in health and care” (HCPC, 2015)

The HCPC publication highlights poor or infrequent supervision as a potential trigger for disengagement (caused by workload pressures / professional isolation).

Ways to prevent problems:

- good supervision;
- regular appraisal and performance management;
- buddying schemes;
- mentoring;
- preceptorship;
- professional networks;
- reflective practice





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NHS Scotland

Scotland's Position Statement on Supervision for Allied Health Professions (2018)

<https://www.nhsggc.org.uk/media/252862/ahp-supervision-statement-sept-18.pdf>

Co-authored by: NES; AHP Federation Scotland & AHP Directors (Scotland)

TURAS Platform - <https://learn.nes.nhs.scot/3580/clinical-supervision>



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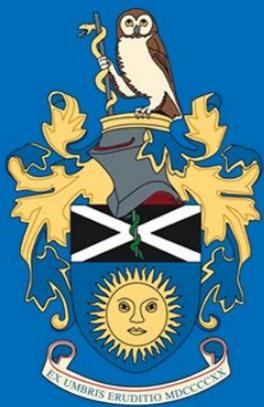
Clinical Supervision: (2018)

Is:

- The development of knowledge, skills, values and practice
- A safe place for professional development, growth and questioning, challenge, affirmation and structured reflection.
- Reflective practice and clinical reasoning taking account of professional standards and legislative context

Is not:

- Psychotherapy, therapy or counseling.
- An opportunity to 'police' staff and check up on their actions.
- Dictated by hierarchical relationships and positions
- Controlled, managed and delivered by the supervisor and / or manager.
- A place for blame, gossiping or moaning.
- A place for judgement on practice.



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Agree?

In Supervision

A weekly blog post on
the importance of
supervision for
- clients
- counsellors and
psychotherapists
- the therapy
profession itself

www.kbraunercounselling.blog
www.k-brauner-counselling.co.uk



Clinical Supervision should provide a supportive, good listening environment and should be a safe environment for individuals to discuss areas where additional support is required.

Clinical Supervision can also be integrated into a CPD programme

Other AHP disciplines use case reviews – does this suit radiography?

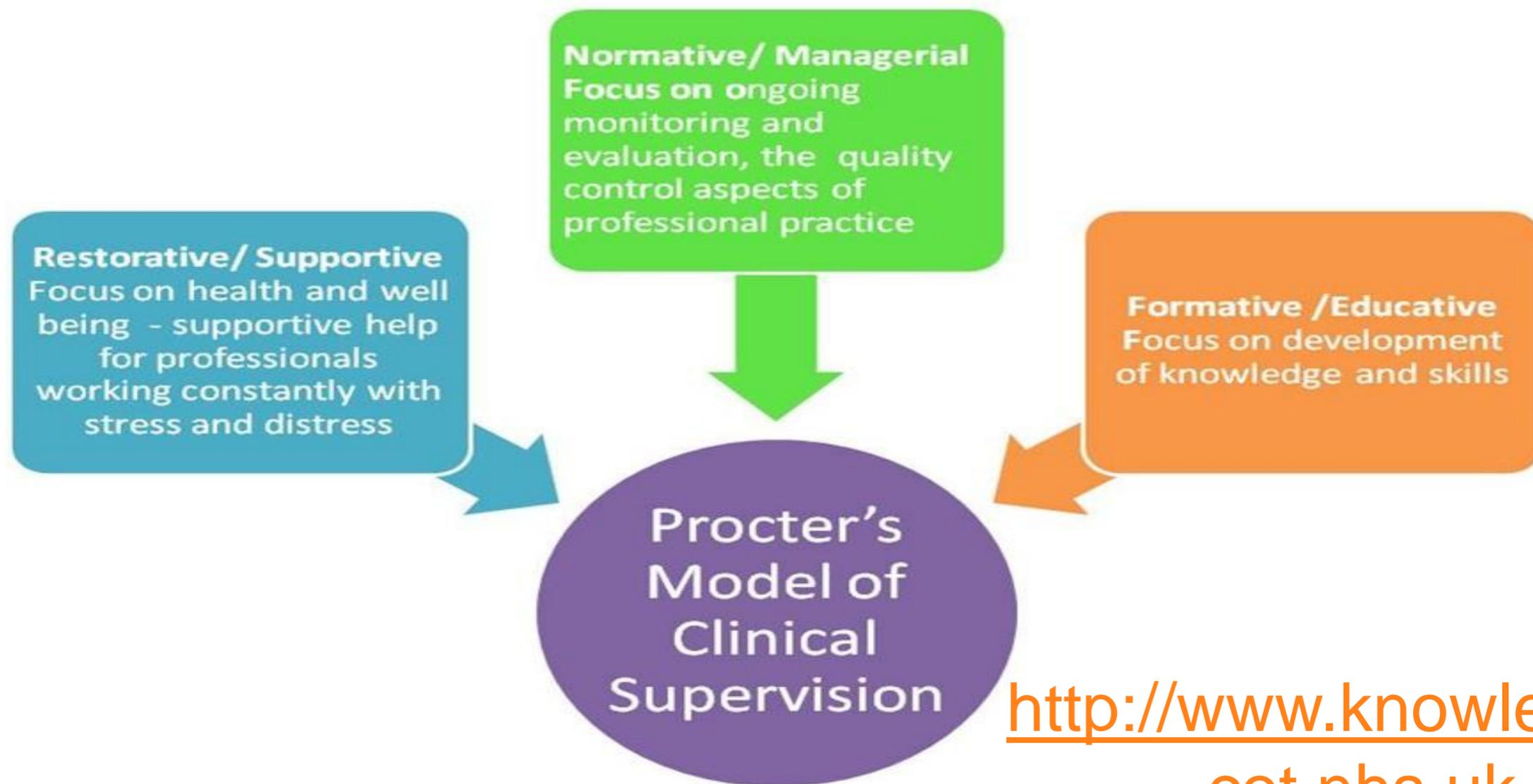
A good idea!!!

On-line training already available at TURAS – Unit 1 for all; Units 2-4 for Supervisors.



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Models of Supervision



<http://www.knowledge.scot.nhs.uk>



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Frequency & Method of Supervision

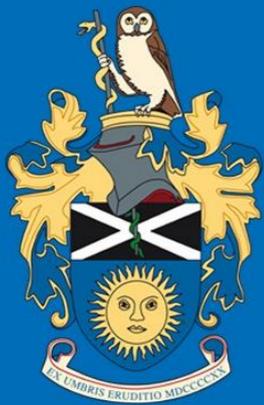
See TURAS Learn at <https://learn.nes.nhs.scot/3580/clinical-supervision>

The *frequency* of supervision will depend on:

- the experience of the supervisee
- their length of service
- the nature and complexity of their work
- the individual's support needs

Method: - Responsibilities clear

- one-to-one discussions
- Group supervision
- Team supervision



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Importance of Feedback:

Good training for supervision on TURAS – see

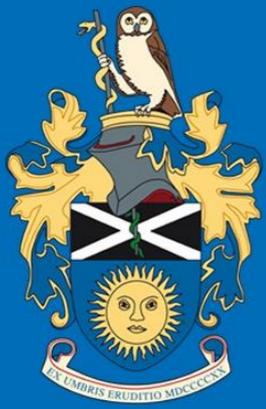
<https://learn.nes.nhs.scot/3580/clinical-supervision>

Good feedback:

- Improves performance
- Increases morale
- Facilitates self-reflection
- Develops teamwork
- Enhances quality of service

Lack of good feedback:

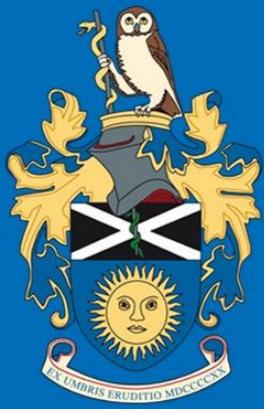
- Demoralises
- Reduces confidence
- Results in conflict
- Reduces opportunities for learning



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Opportunities within Radiography

- NES *Flying Start* (also NES *Effective Practitioner*)
- Skills development as part of career progression
- Team (modality) meetings
- Educational presentations
- Peer Support – including medical support
- Network Support



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Issues to face:

- Supervision works well during preceptorship
- Implementation from a manager is challenging
- Protected time for an entire dept. is difficult

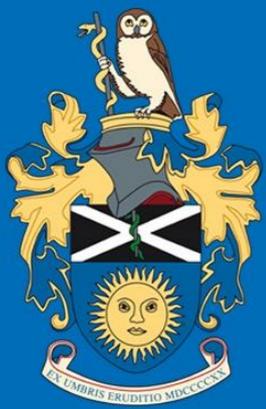
Do the radiography workforce “just deal” with demand and not ask for this?

Workforce modelling reviews **must** include supervision time, CPD etc

SoR ULRs training focus on “mentoring”

A SCoR webinar on supervision / mentoring coming soon.

MM to convene a SCoR Scottish Group to write guidance.



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Implementing Clinical supervision

- Discuss with peers and management to set an informal agreement on the idea of implementing clinical supervision
- ? Have a local clinical supervision facilitator (a CoR practice educator)
- ? Have a clinical supervision implementation working group with a range of different grades (a bottom up approach)
- Allow frank discussion – barriers / enablers
- Management commitment essential
- Training - **YES**





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Dynamics

Supervisee → Supervisor

Band 5 / 6 → Band 7

Band 5 → Band 6

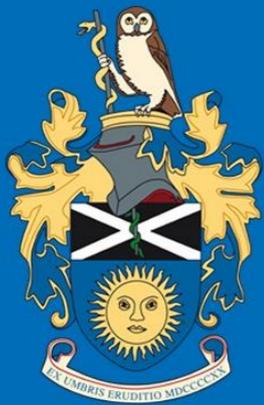
Band 7 → Section managers / modality leads

Section managers / modality leads → HOD

Clinical specialists → Peer Review

HOD → outside manager / other AHP

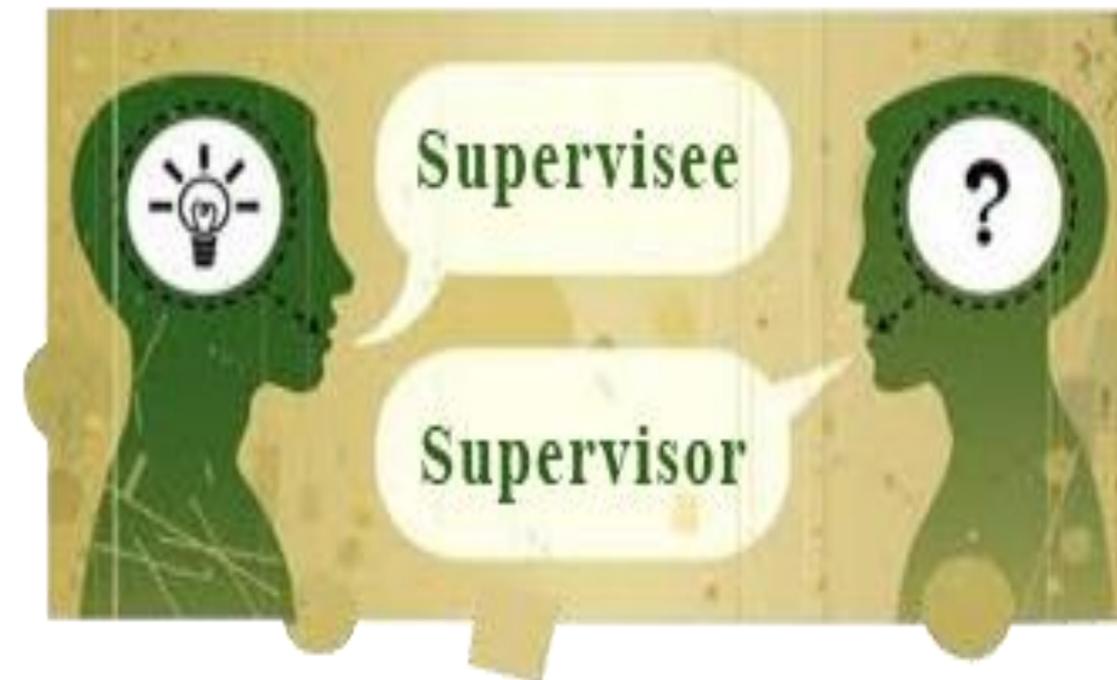


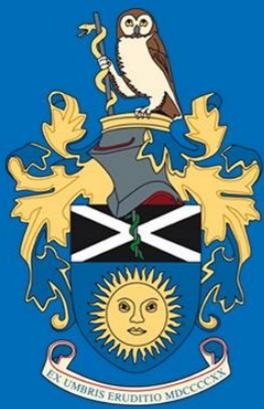


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Sessions – Led by the Supervisee

- Away from main service area
- Planned into workload
- Responsibilities clear - Contract
- Ground rules
- Presentation of clinical issue (confidentiality)
- Reflective practice
- Critical incident analysis
- Discussion / feedback
- Action plan
- Record / document outcomes
- *Speak with your local NES PEF*





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The importance and benefits of CPD and lifelong learning

- Increases satisfaction with services
- Contributes to up-to-date and evidence-based services
- Influences service development
- Improves the quality of service delivery
- Supports recruitment, keeping staff, and creating a flexible workforce
- Adds to the mix of skills and productivity of staff
- Improves performance

Principles for
**continuing
professional
development** and
lifelong learning in
health and social care

Prepared by:

The Interprofessional CPD and Lifelong Learning
UK Working Group

January 2019



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HCPC CPD standards

<https://www.hcpc-uk.org/standards/standards-of-continuing-professional-development/>

Our standards for CPD say that a registrant must:

1. maintain a continuous, up-to-date and accurate record of their CPD activities;
2. demonstrate that their CPD activities are a mixture of learning activities relevant to current or future practice;
3. seek to ensure that their CPD has contributed to the quality of their practice and service delivery
4. seek to ensure that their CPD benefits the service user;
5. upon request, present a written profile (which must be their own work and supported by evidence) explaining how they have met the standards for CPD.



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Meeting HCPC Standards

To meet the CPD standards, you need to:

- Carry out learning activities on a regular basis
- Carry out different kinds of learning activities.
- Keep a record in the way that is most convenient for you.
- Carry out activities that might improve your practice and benefit your service users.
- Take part in an audit if asked.



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HCPC audit stuff

- Randomly select 2.5 per cent of each profession and ask them to submit their CPD profile. December.
- If you are selected for CPD audit - pay the registration fee
- Submit a **CPD profile** by deadline (28th Feb) - shows activities you have undertaken since your last renewal
- Provide supporting evidence that shows your CPD meets the standards, including a **dated list** to help the assessors identify any gaps of more than three consecutive months

<https://www.hcpc-uk.org/cpd/cpd-audits/completing-a-cpd-profile/how-to-complete-your-cpd-profile/cpd-sample-profiles>



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Useful websites:

<http://www.knowledge.scot.nhs.uk/nmahpsupervision/participation/models-of-supervision/theoretical-models.aspx>

<http://www.knowledge.scot.nhs.uk/home.aspx>

<http://www.effectivepractitioner.nes.scot.nhs.uk/Default.aspx>

<http://www.careerframework.nes.scot.nhs.uk/>

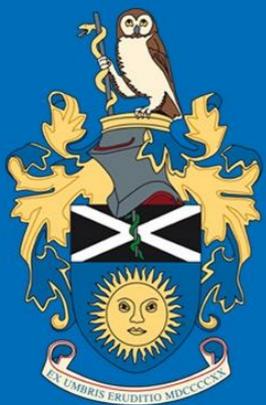
<http://www.knowledge.scot.nhs.uk/ahpcpd.aspx>

<http://www.knowledge.scot.nhs.uk/ahppe.aspx>

<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/allied-health-professions/ahp-professional-portfolio.aspx>

<https://www.nes.scot.nhs.uk/education-and-training/by-theme-initiative/workforce-development/effective-practitioner.aspx>

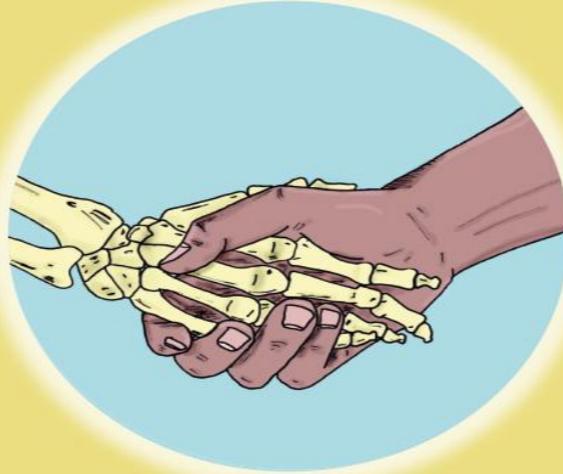
<https://www.health-ni.gov.uk/sites/default/files/publications/dhssps/regional-supervision-policy-ahp-2014.pdf>



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RADIOGRAPHERS

Putting the patient first



Medical use of X-rays diagnosing patients since 1896
Treating patients with radiotherapy since 1935

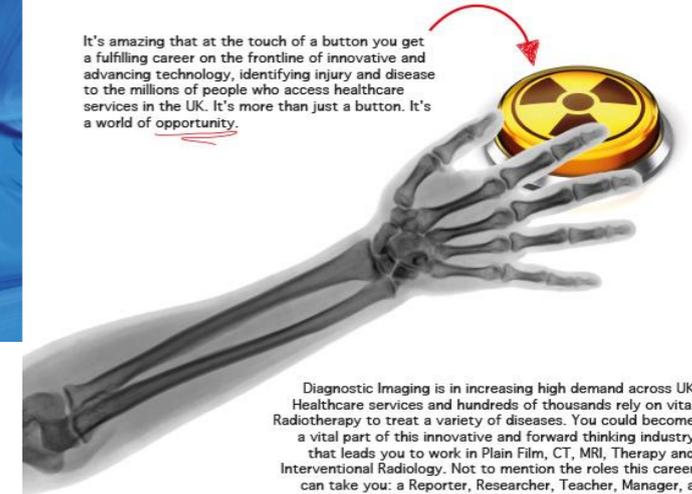


www.sor.org
www.radiographycareers.co.uk

Conceived and designed by Christopher Jackson, Diagnostic Radiographer, Willem Harvey Hospital, Ashford, Kent.

BECOME A ^{more than} BUTTON PUSHER

It's amazing that at the touch of a button you get a fulfilling career on the frontline of innovative and advancing technology, identifying injury and disease to the millions of people who access healthcare services in the UK. It's more than just a button. It's a world of opportunity.



Diagnostic Imaging is in increasing high demand across UK Healthcare services and hundreds of thousands rely on vital Radiotherapy to treat a variety of diseases. You could become a vital part of this innovative and forward thinking industry that leads you to work in Plain Film, CT, MRI, Therapy and Interventional Radiology. Not to mention the roles this career can take you: a Reporter, Researcher, Teacher, Manager, a pioneer of Academia and even a Consultant.

So, become more than a **Button-Pusher**.

BECOME A RADIOGRAPHER



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Conceived and design by Katie Dightmore, Imaging Assistant, Nottingham University Hospitals and Diagnostic Radiography student, University of Derby.

RADIOGRAPHERS

Getting to the heart of the matter



Proud to put patients first since 1895

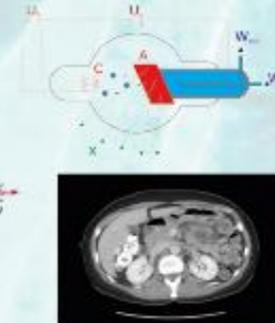
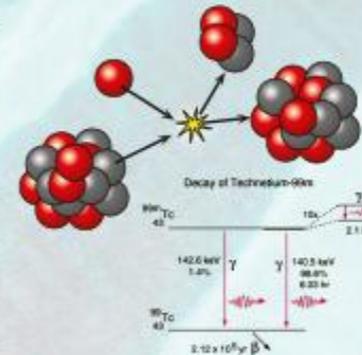
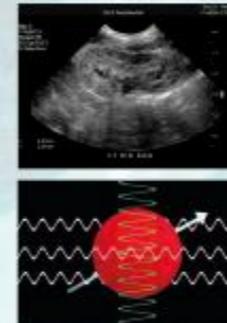
#nhspride



www.sor.org
www.radiographycareers.co.uk

Conceived and designed by Misha Zilber, Senior Radiological Technologist, Guy's and St Thomas' Hospital, London.

Could you understand this?



And apply your knowledge to help these?

We need the brightest and best young minds to join our profession!



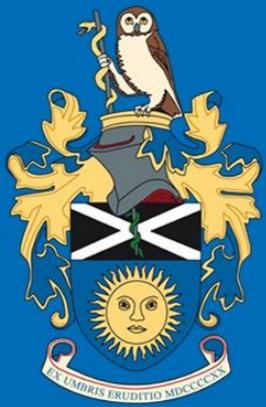
Do you want to develop your interest and knowledge in science within a practical, people-centred profession?

If so, Radiography could be for you!



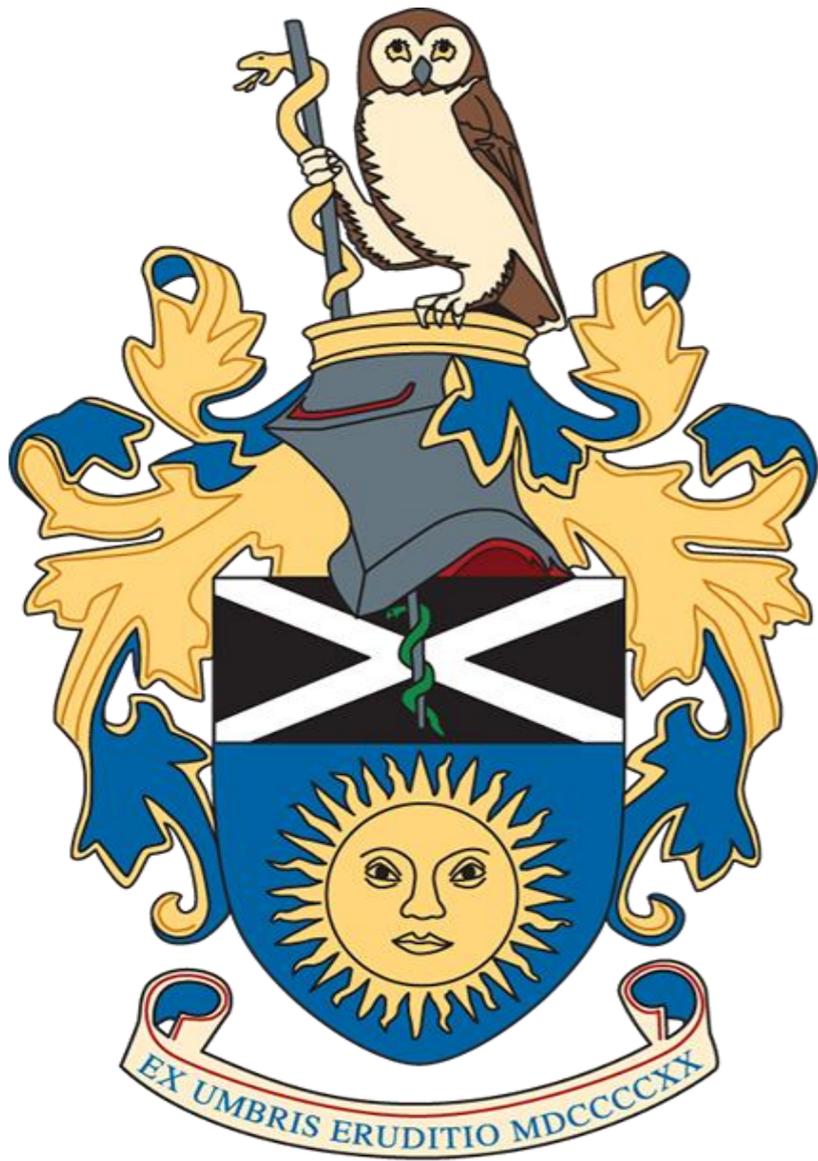
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Conceived and designed by Sarah Paine, Superintending Radiographer, Nuclear Medicine Department, Willem Harvey Hospital, Ashford, Kent.



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1920-2019



THE COAT OF ARMS CHALLENGE

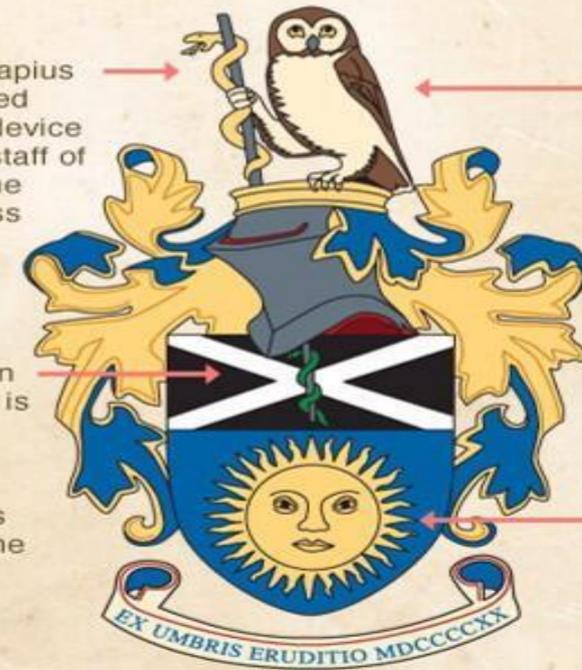
— HOW MUCH DO YOU KNOW ABOUT OUR COAT OF ARMS? —

The rod of Aesculapius is a commonly used medical heraldic device representing the staff of life entwined by the serpent of sickness

The owl represents wisdom and is all-seeing

The white cross on black background is not the Flag of Scotland! It is a representation of light and darkness – a reference to the shadow nature of radiographic images

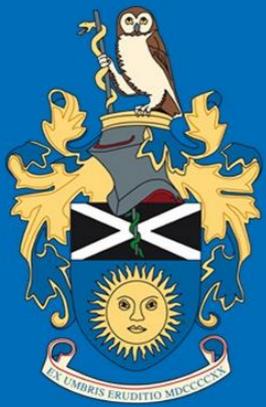
The golden sun in splendour is associated in heraldry with healing and is a source of radiation



"Knowledge from Shadows"

WWW.SOR.ORG

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Questions and further information?



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Thank you

