

Q. How many sessions of Reflective supervision must a supervisor provide per year?

Each supervisor will have 16 sessions in the year to provide to supervisees in his/her organisation and beyond where appropriate.

Q. Will there be protected time for supervisors and supervisees to undertake Reflective Supervision sessions?

Your organisation will provide time for you to participate or undertake a Reflective Supervision session.

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Q. How does Reflective Supervision align with the revalidation process?

Each supervisee can use a Reflective Supervision session to form the Reflective discussion required as part of the 3 yearly revalidation process.

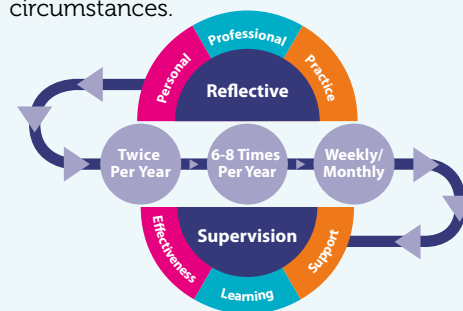
Other Reflective Supervision sessions that are provided in the same period can be used as recorded reflections, but will not cover the same material as the reflective discussion.

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Q. How often do I need to engage in Reflective Supervision

You should have a minimum of two sessions per year of Reflective Supervision and must choose a one-to-one or group format.

The mode or frequency of Reflective Supervision can be reviewed and changed at your request where you feel you might require an increased level of support depending on the circumstances.



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Q. Who is it reflective supervision for?

Reflective Supervision is for nurses and midwives on parts one, two and three of the Nursing and Midwifery register.

Q. How do I identify a suitable Supervisor?

You can choose a supervisor from a register of supervisors. Your choice of supervisor may differ depending on the purpose of the Reflective Supervision (See Reflective Supervision: A Framework to support nursing and Midwifery Practice, page 11 ref 4).

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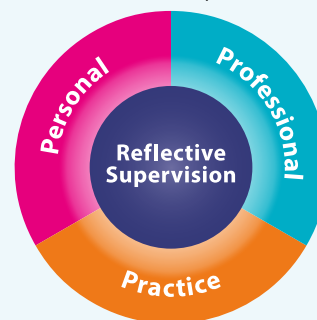
Reflective Supervision
A Framework to Support Nursing and Midwifery Practice

Key Facts

Framework for Reflective Supervision

Q. What is Reflective Supervision?
Reflective Supervision is a participative process of supported reflection

It enables nurses and midwives to develop personally, professionally to improve quality, safety and the person centeredness of their practice



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It provides an opportunity to help nurses and midwives understand their value and how they might identify their career and personal development needs to expand and improve their practice and fulfill their potential



It is part of the learning and development experience for nurses and midwives starting with practice supervision as a student, through preceptorship in the first six months of registration with the NMC, to reflective supervision as a registrant.

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Q. What should I record?

Supervisees:

Keep a written reflective account of each Reflective Supervision session stored within an electronic or hard copy portfolio.

You may use the NMC template currently used for revalidation.

Supervisors:

Keep only a record of the number of Reflective Supervision sessions provided annually to each supervisee.

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Q. I am already a supervisor and have completed a nursing or midwifery supervision programme. What should I do?

Complete self-evaluation tool on the NIPEC website

Access training, if required, in areas within the programme where skills need development or updated.

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Q. How do I become a supervisor?

You can become a supervisor if you:

- ▶ Have 3 years' experience from the point of registration
- ▶ Wish to take on the role and are supported by your employer
- ▶ Undertake a programme of preparation of supervisors

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Q. How will I be supported as a supervisor?

You will be supported:

Personally, by an experienced supervisor

Organisational, by provision of policies, procedures, network meetings and a range of learning events

Regionally, by a range of NIPEC resources, including a website, a newsletter and an annual learning event

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Elements of Reflective Supervision

Nurses and midwives should select an appropriate element of the Reflective Supervision process depending on the focus of the Reflective Supervision session.

One or more elements may be used during the Reflective Supervision session for different aspects of a particular topic for reflection.

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Effectiveness (Normative)

This element supports individuals to develop ability in their clinical role to uphold professional standards supporting reflection on practice

Learning (Formative)

This element enables participants to develop their skills, knowledge, attitude and understanding, fostering insight through guided reflection

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Support (Restorative)

This element focuses on health and wellbeing and how participants respond emotionally to job demands. It fosters resilience through nurturing relationships that offer support and encouragement in times of stress.

To see how these elements can be used in practice go to [www.nipec.hscni.net/ Reflective Supervision....](http://www.nipec.hscni.net/Reflective%20Supervision) Appendix 2

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Q. Where can I find more information?

The NIPEC Reflective Supervision mini site will house all of the resources to assist the Reflective Supervision process.

For further details go to www.nipec.hscni.net/reflectivesupervision

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