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Chair's Welcome:

Angela McLernon, Chief Exec, NIPEC

It is my privilege to welcome you to this first edition of the newsletter supporting the pilot of the Draft Reflective Supervision Framework for nurses and midwives in Northern Ireland. The Reflective Supervision Framework was completed in final draft format (October 2019). In



the context of COVID-19, the Chief Nursing Officer and Executive Directors of Nursing recognised the significant potential for robust supervision processes to assist in supporting the health and wellbeing, and practice of nursing and midwifery teams and so it was agreed that small scale testing of the final draft Reflective Supervision Framework for Northern Ireland should go ahead.

The aim of this pilot is to test the usefulness of the model to nurses, midwives and also the 'fit' of the draft framework with the revised safeguarding children supervision policy. Additionally we want to explore implications for future implementation.



At present 19 teams are participating in the programme, with a total of 41 supervisors and 166 supervisees. In the coming weeks we will be welcoming representatives from our Intensive Care Unit nursing teams across the region who will be participating in an extension of the pilot, which we hope to conclude in June 2021. I am delighted that there has been such positive engagement and commitment so far

from the teams participating. I hope you find this newsletter informative – please visit [Reflective Supervision Framework | NIPEC](#)

JOIN AN UPDATE SESSION FOR PILOT PARTICIPANTS AND INTERESTED 'OTHERS'

SAVE THE DATE

26th April
12:00—13:00
by zoom



Personal - Professional - Practice

Contact Information:

Sharon Maginn, Professional Officer, NIPEC

Sharon.maginn@nipec.hscni.net



Calling all Supervisees!!

Have you booked your Supervision Session yet? Supervisors are ready and waiting for you to make contact.

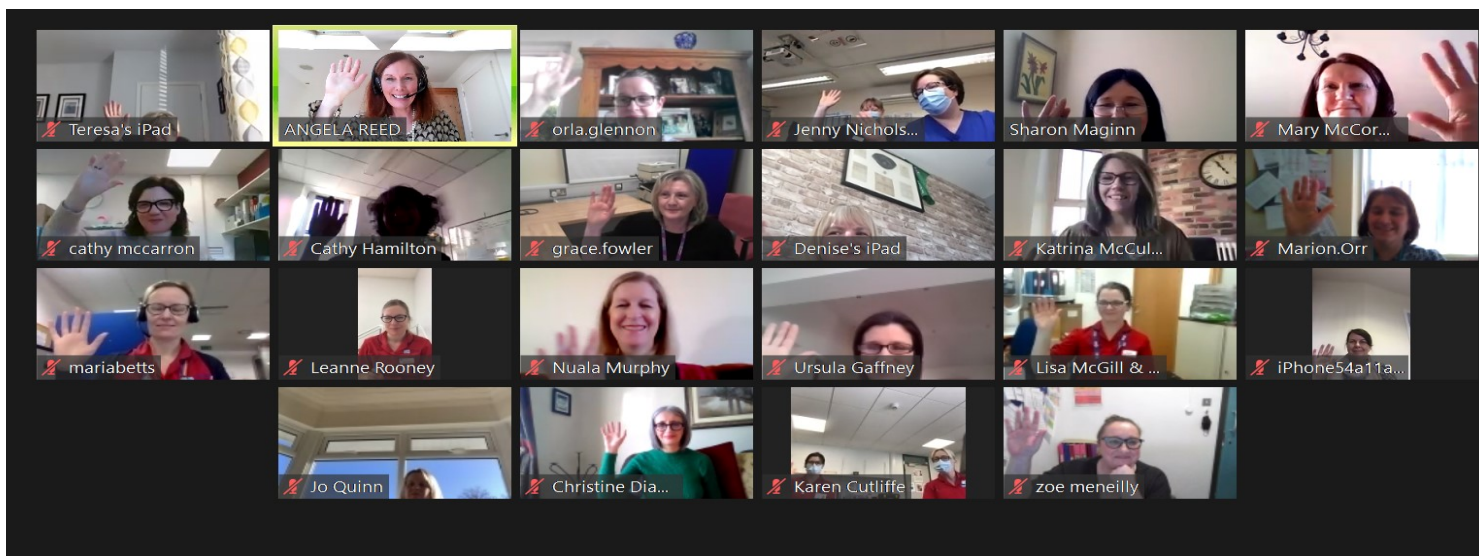
The process couldn't be simpler, just log onto the [NIPEC website](#) and enter your Trust specific username and password.

Remember!

Supervisees!

If you have had supervision before please link to the confidential [MCSS-26 ©](#) survey, which aims to evaluate the effectiveness of Supervision provided to you at your work-place **under the existing arrangements in Northern Ireland.**

There are two sections that will take about 10 minutes in total to complete. This investment of your time will provide a unique and valuable insights, to help inform the future development of Reflective Supervision in the region. The survey uses a validated scoring system based on the Manchester Clinical Supervision Scale—26©



Supervisors Network meeting February 2021



Some of the Supervisors participating in the pilot project attending one of the two day preparatory Reflective Supervision programme which took place between November and December 2020

Testimonials from Nurses and Midwives following attendance at the 2 day Reflective Supervision Programme

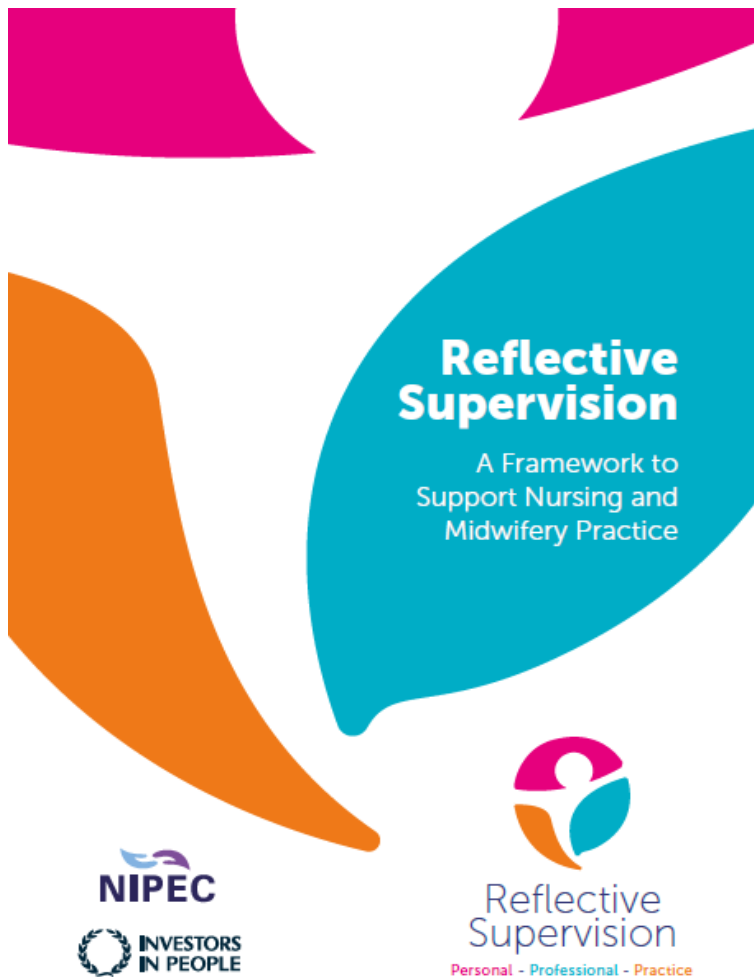
I feel reflective supervision is a more supportive way to enable and empower registrants to manage and cope with the pressures we are under in the health service today. I think it might take a bit of practice to get out of the habit of 'sorting' things out for midwives and instead giving them the skills to problem solve

There is strong evidence to support the need for a restorative resilience model in Northern Ireland alongside a Just culture to enable NHS staff to provide high quality care. For too long NHS staff have not been adequately supported.

I think the compassionate element of supervision is extremely important

I intend to incorporate the personal impact of cases into my supervisions with staff, develop my active listening skills even more and use open questioning. I would also like to become more comfortable with silence.

With the demands of working in the NHS even the strongest of individuals need support to become a resilient worker. I'm hopeful that there is now a real commitment to provide resources and time to make this happen.



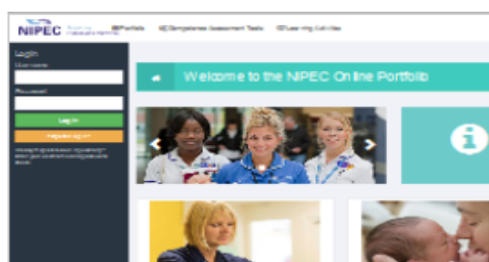
What are the benefits of Reflective Supervision?

Reflective Supervision is an opportunity to:

- Have protected time and space to explore challenges and practice based ideas
- Reflect on practice
- Identify individual stressors
- Enhance self awareness
- Consider how to build resilience
- Identify learning from experiences
- Consider how learning may impact on future practice

Did you know that high levels of compassion satisfaction (the pleasure one gets from doing their job), is regarded as a protective factor against stress? If we enjoy something it is less stressful. A Reflective Supervision session may help you identify stressors and support you to reflect on solutions to help you respond differently to those stresses.

NIPEC's online Portfolio



NIPEC's online Portfolio

is free to access and helps you keep your information required for NMC revalidation

Click on the link below to access the online portfolio to record reflection used in a supervision session for revalidation [NIPEC Online ePortfolio](#)

The Reflective Supervision preparation programme for Supervisors participating in the regional pilot incorporated a Restorative Resilience Model of Supervision programme developed by Dr. Sonya Wallbank (2009). In the evaluative programme of her work, measured using a self-reported professional quality of life scale, the demonstrated benefit among the Health Care Professionals involved, showed an increase in compassion satisfaction as well as a reduction in burnout and stress by over 40%

(Wallbank, S 2016) The Restorative Resilience Model of Supervision: An organisational training manual for building resilience to workplace stress in health and social care professionals

Pilot Progress to date

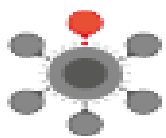
Supervisors: 41 All attended two day Preparatory Programme Nov/Dec 2020

Supervisees 166 Information sessions offered

MCSS—26 © Online survey completion 26/166 (Supervisees)

Survey Monkey Online questionnaire 20/41 (Supervisors)

Two Network Supervisors Meeting held January & February 2021



STATEMENT OF PURPOSE

Reflective Supervision is defined as a participative process of supported reflection that enables individual nurses and midwives to develop personally and professionally to improve the quality, safety and person-centredness of their practice.

A separate statement of purpose for the client focused element of safeguarding supervision has been defined out with this framework.

Why is Resilience important?

The word resilience comes from the latin verb *resilire*, meaning to rebound or recoil. The resilient individual is able to experience stress, challenges and adversity, and both cope with these demands and potentially grow from them *(Wallbank, S 2016) The Restorative Resilience Model of Supervision: A reader for exploring resilience to workplace stress in health and social care professionals*

REFLECTIVE ACCOUNTS FORM

You must use this form to record five written reflective accounts on your CPD and/or practice-related feedback and/or an event or experience in your practice and how this relates to the Code. Please fill in a page for each of your reflective accounts, making sure you do not include any information that might identify a specific patient, service user or colleague. Please refer to our guidance on preserving anonymity in Guidance sheet 1 in *How to revalidate with the NMC*.

Reflective account:

What was the nature of the CPD activity and/or practice-related feedback and/or event or experience in your practice?

What did you learn from the CPD activity and/or feedback and/or event or experience in your practice?

How did you change or improve your practice as a result?

How is this relevant to the Code?

Select one or more themes: Prioritise people – Practise effectively – Preserve safety – Promote professionalism and trust



Please remember to complete MCSS—26© questionnaire post supervision session, access via link <https://nipec.hscni.net/contact-us/member-login/> and insert Trust specific username and password.