

# Embedding a 'Once for Scotland' approach to Allied Health Professions (AHPs) Support and Supervision

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## Aim

The project aims to facilitate a 'Once for Scotland' approach to deliver a sustainable educational model and embed effective supervision practice for all AHPs.

The National Survey (2018) and literature review highlighted the need for training and educational resources to support supervisors to be confident and knowledgeable in order to provide effective and quality supervision.

## Method

The National Working Group (NWG) used a Quality Improvement approach to develop the educational resources.

- Face-to-face workshops tested in four health board areas
- Evaluated and reviewed after each workshop

AHP Support and Supervision remained a priority during the pandemic as staff were dealing with uncertainty and asked to work in different ways.



Training was redesigned to be delivered using technology enhanced learning via digital platforms.

- Session 1: Introduction to supervision webinar
  - Session 2: Structuring your supervision webinar
  - Session 3: Skills for effective supervision workshop
- Delivered locally in board area

Resources available on [TURAS AHP learn site](#)

## Outcomes

Successfully developed and implemented educational resources to embed a "Once for Scotland" approach for supervision.

We have representation from across all the Allied Health Professions\*

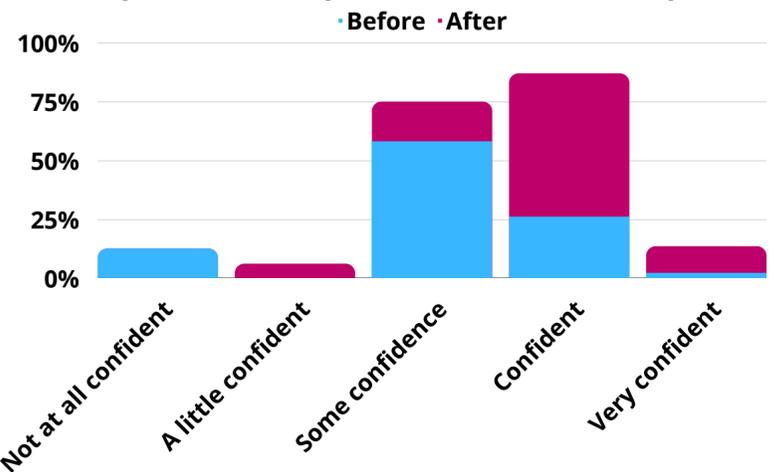
2236 participants attended live webinars

1005 AHPs have viewed the recordings

600+ staff attended Skills training

## Results

Pre and post workshop confidence to be a supervisor



## Conclusions

Using workshops and e-learning resources the National Working Group has delivered an educational model to support AHPs embed supervision across Scotland.

Use of digital platforms allowed us to deliver easily accessible training across Scotland.

## What next?

Support each area to find flexible and sustainable models of training delivery to embed effective supervision practice for all AHPs in Scotland by using Train The Trainer model and local champion approach.

## References

- NHS Education for Scotland. Scotland's Position Statement on Supervision for Allied Health Professions, Available from Scotland's position statement on supervision for allied health professions | Turas | Learn (nhs.scot) [accessed 5th February 2022].  
Rothwell C, Kehoe A, Farook S, Illing J. The characteristics of effective clinical and peer supervision in the workplace: a rapid evidence review. Newcastle University. Health Care and Professions Council 2020

\*Paramedics were not included at the time of this project