



AHP Support and Supervision Survey 2024

We asked AHPs in Lothian about their experience of support and supervision.

334

responses which is approximately 13% of all the Lothian AHP workforce.

ALL

professions represented but some with very low response rate.

ALL

bands (2-8) represented too

WE FOUND OUT THAT...

84%

of respondents engage in regular supervision (4 or more times per year)

62%

of respondents are not aware of local support and supervision guidance

only 34%

of respondents have a supervision contract in place

WHAT WORKS WELL/ HELPS YOU TO ACCESS SUPPORT AND SUPERVISION?

“ Sessions are scheduled way ahead of time in both our calendars so we can prioritise it. ”

“ When I lead my own supervision sessions and have a space to bring any issues without judgment. ”

“ Protected time to reflect and talk in a safe space. Coming away with clear practical action points. ”

“ Being able to discuss openly about work-life balance. ”

“ My supervisor is encouraging, supportive, warm, helpful, and thought provoking. ”

“ I have supervisors that provide constructive feedback... and help me to continue to foster the love I have for my profession. ”

“ I have line management supervision with my direct manager... and have professional supervision with a colleague from another team. ”

“ Supportive department where supervision is valued and encouraged, supervisee led and I have a choice of supervisors. ”

“ An opportunity to celebrate success as well as discuss challenges. ”

WHAT COULD BE IMPROVED/ WOULD HELP YOU TO ACCESS SUPERVISION?

“ I think its easy for time to go by and it can be months and months (through no one's fault really - just a reflection of our busy lives) before another session is arranged. ”

“ Sometimes caseload management can be difficult when planning supervision - the feeling of guilt not seeing patients. ”

“ Ensuring supervisors themselves are supported and energised. ”

“ Feel like I'm impinging on someone's time to set up a supervision meeting. ”

“ Supervision as a concept can feel overwhelming for staff especially thinking about different types and aims of supervision. ”

“ Prioritising supervision can be challenging when clinical priorities take over. ”

“ Supervision often only available online - due to limited number of supervisors and time available - would prefer in person sessions. ”

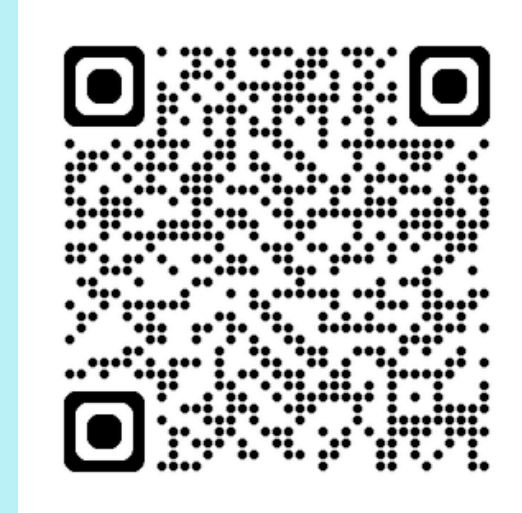
“ Feel a barrier to access is allowing self the time. ”

WANT TO KNOW MORE ABOUT AHP SUPPORT AND SUPERVISION?

Watch this 3 minute video about AHP Support and Supervision



Check out the NES AHP Support and Supervision Flashcards



What action could you take now?

- Create a supervision contract along with your supervisor
- Use the AHP professional portfolio to record your support and supervision sessions
- Check out the NES webinars and sign up to a local training session
- Raise the topic for discussion in relevant meetings
- Consider joining the Lothian Support and Supervision Steering Group- contacting us at LOTH.AHPPracticeEducation@nhs.scot
- Watch out for further information and actions from this group!

What action could your profession/ team take?

- Request your profession's data from the survey to gain a greater understanding of what's working well and what might need action
- Share and discuss the information from the survey within your team to make an action plan

To sign up to a support and supervision training session, book below:

- 25th February 2025 (Tuesday) 09:00 – 12:30

If you would like to arrange an in-person session specifically for your team contact us LOTH.AHPPracticeEducation@nhs.scot

