



Reflective Supervision during the CO-VID19 pandemic

At AccessEAP, we are aware that hospitals, healthcare workers and emergencies services are experiencing unprecedented demand and challenges during this time. We would like offer group and individual supervision at this time. These sessions will be conducted via Zoom.

Reflective Supervision involves:

- Reflective supervision provides an opportunity for employees (in a group or Individually) to debrief with a senior AccessEAP clinical professional and consolidate strategies for coping with a job that is emotionally challenging and includes exposure to high stress situations and highly emotive client cases.
- It involves a facilitated discussion of current challenges within the team and workplace.
- Supervision allows employees to share their challenges or difficulties as well as explore their own solutions for managing their work environment to help make their job sustainable.
- The benefits of reflective supervision may include improved coping and resilience for individual employees; consolidating team relationships through shared goals and values; compassion fatigue prevention; mitigating vicarious trauma, and improved staff morale.
- Debriefing in a confidential and supportive environment
- Tailored to individual team and their needs

AccessEAP usually recommends monthly group sessions but in this current climate of CO-VID 19 weekly is recommended.

It may be challenging to get the whole team together due to work requirements or other commitments. We encourage individuals to have their own individual session which the manager can arrange. The combination of group and individual sessions allows all employees to receive support.

The themes which may be discussed will include:

- Understanding and managing trauma reactions
- Managing anxiety during this difficult and uncertain period.
- Maintaining team cohesion and effectiveness during this challenging period.
- Stress and fatigue management, including sleep hygiene and managing worries.
- Managing others' responses including those from family and friends.
- Emotional wellbeing and managing self-expectations.

