



The Missing Link: Supportive supervision to enhance the well-being of staff and volunteers at high risk of trauma exposure

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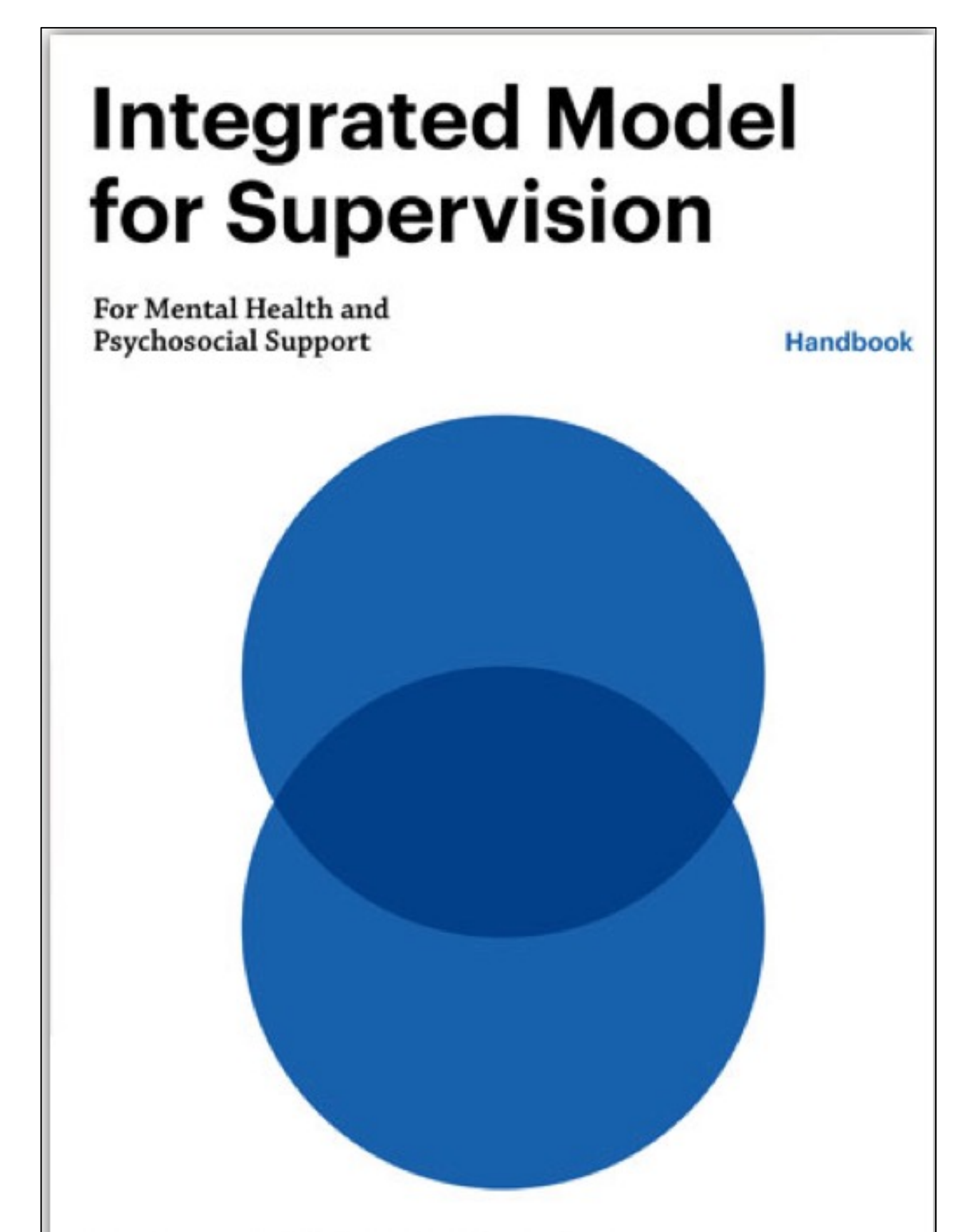
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Background

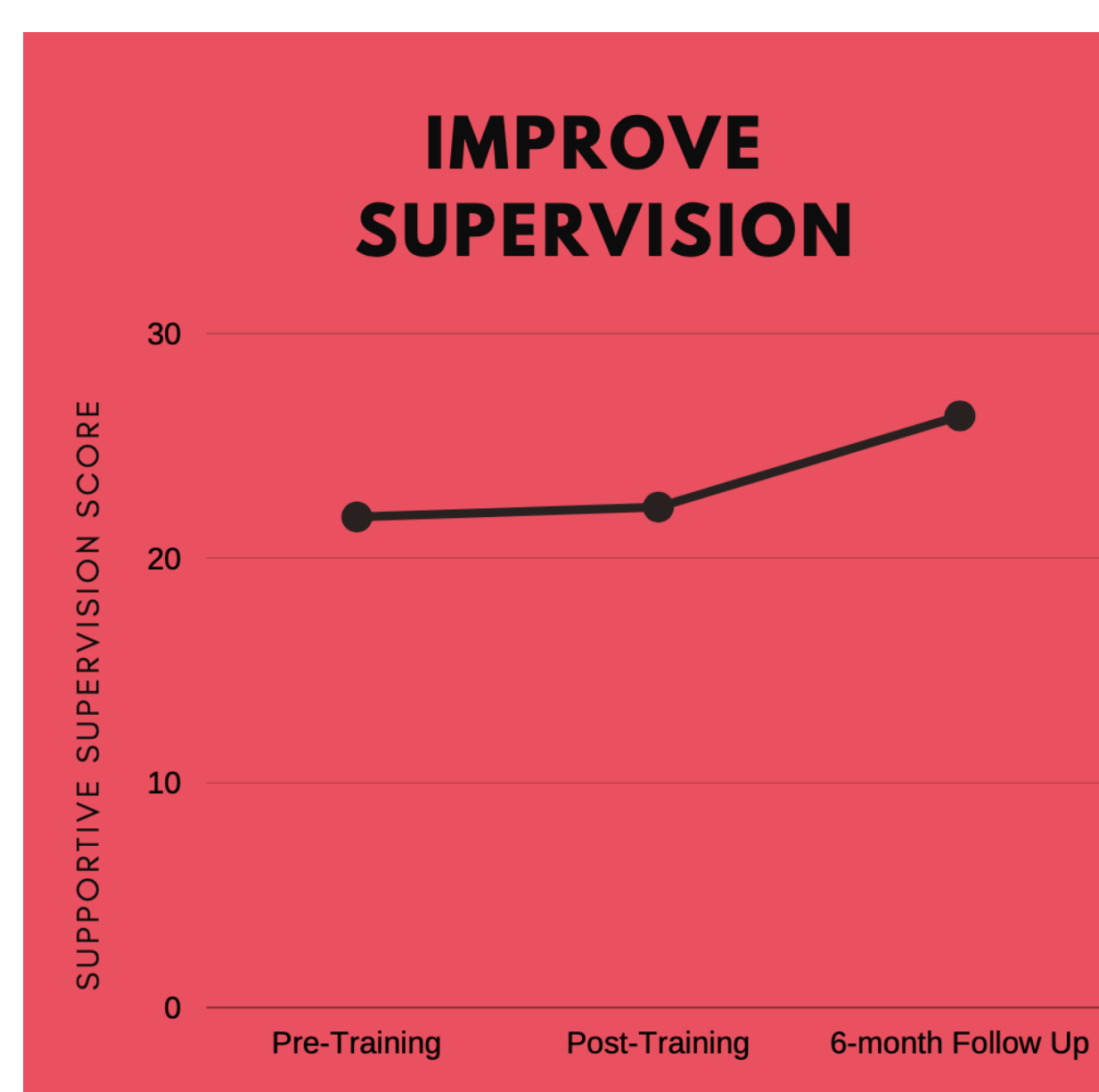
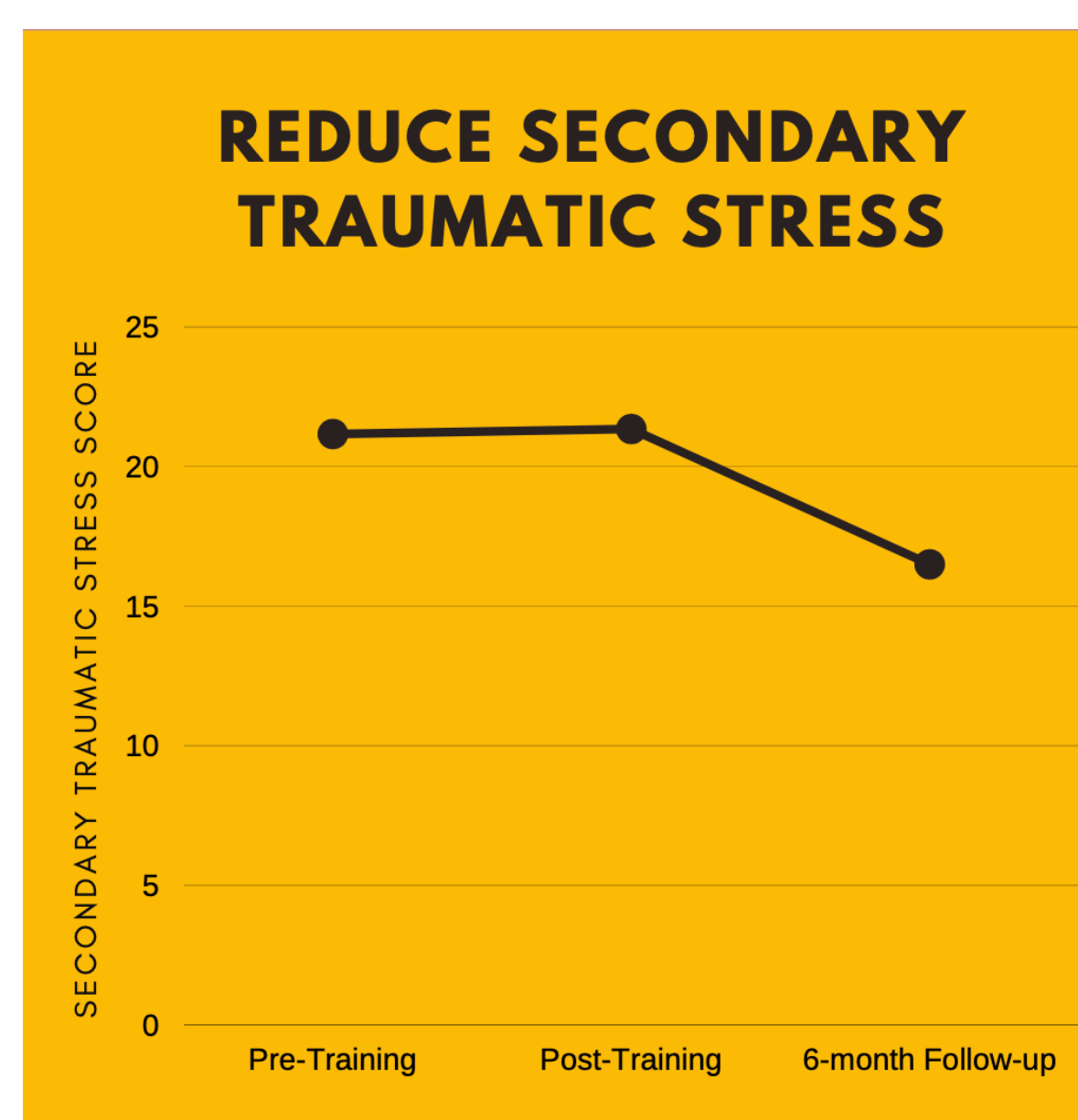
- Supportive supervision is considered integral to preventing burnout, work-related stress, psychological distress, and secondary traumatic stress across a range of professions with a high risk of trauma exposure.
- Within the humanitarian response sector, the provision of supervision is often referred to as one of the most challenging aspects and unmet needs in programme implementation.
- The IFRC Psychosocial (PS) Reference Centre and Trinity Centre for Global Health (TCGH) have developed the Integrated Model for Supervision (IMS) Handbook and accompanying training guide.

Methods

- Developed using participatory approaches, the IMS reflects input from a range of stakeholders with expertise in humanitarian emergencies, ensuring a user-centered design.
- The IMS was piloted within four humanitarian organizations in Afghanistan, Nigeria, Jordan, and Ukraine.
- Its impact was assessed using a mixed-methods design, measuring changes in burnout, secondary traumatic stress, and confidence regarding supervision practices; and interviews to assess the acceptability, appropriateness, and feasibility of the IMS.



Results



'[The IMS] will make my supervision session more practical, more important, more applicable between me and my supervisee. From this handbook, I increased my understanding of supervision. It increases my knowledge and information about supervision'

SUPERVISOR (JORDAN)

'Everybody is super enthusiastic about [the IMS] especially those who spend the most [time] in training, like the PSS unit, and also the emergency response teams'

SUPERVISOR (UKRAINE)

'A genuine buy-in, staff got the idea behind it, and they were interested in learning more...they were like wow; this is actually really important'

MANAGEMENT (AFGHANISTAN)

Discussion/Conclusion

- Preliminary data suggests that IMS training is associated with improvements in knowledge and reductions in secondary traumatic stress and burnout.
- Results also suggest increased organisational support for supervision; evidenced by increased protected time for supervision and increased monitoring and evaluation practices.
- Participants indicate that the IMS addresses a clear gap present within their organisations. The IMS contributes to strengthening support structures for human resources among high-risk professions.

Scan here to access the IMS:



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