

The Difference Between Professional Supervision, Mentoring, NRCPD Supervision and Line Management Supervision

Line Management Supervision

Line managers have a responsibility to their organisation to monitor standards of practice and review performance. They set priorities/objectives in line with the organisation's objectives and service needs and will identify training and continuing development needs of their staff. Practitioners do not choose their line manager. Line managers may offer employees time to reflect on their work, but as they also conduct staff appraisals and may be involved in disciplinary procedures, this may result in a guarded supervisory relationship.

Professional supervision is supervisee lead and practitioners choose their professional supervisor. In this relationship the supervisee chooses what to bring to supervision for reflection, evaluation and guidance.

NRCPD Supervision

This is carried out by a RSLI with additional relevant qualifications. Their role is to monitor the progress of the trainee towards assessment and qualification, monitor the trainee's development plan and act as a point of contact for NRCPD regarding the trainee's performance.

Professional supervision plays an important role in the support and development of TSLIs by providing them with an opportunity to explore their interpreting practice and gain guidance and feedback on their work.

Mentoring is task-focused and time limited. For example, an interpreter who wants support and guidance with learning the skills necessary to work in a new domain may approach a mentor. They would meet with their mentor to discuss a specific issue and mentoring would end on completion of this piece of work. A mentor may shadow and observe the mentee during the relationship.

The mentor and mentee may only meet for one or two sessions if that is all that is needed to complete a piece of work.

Professional Supervision is an integral part of a practitioner's professional development. Rather than focussing on specific tasks or skills, supervision offers the practitioner space and time to discuss issues that arise, such as inter and intra personal relationships, dilemmas and decisions within interpreting, rather than the practical skills of interpreting. A professional supervisor would do so by using guided reflection to enhance and develop skills and knowledge of the supervisee. This may continue throughout the professional career of a practitioner.

“Professional supervision is about maintaining the professionalism of practitioners in working with service users, and service providers” CQC 2013