

# DEFINITION AND PURPOSE OF SUPERVISION

THEME: SUPERVISION OF THE RESIDENCY PROGRAMME-  
DEFINING ROLES and RESPONSIBILITIES.

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DIRECTOR OF TRAINING-WACP

# AGENDA

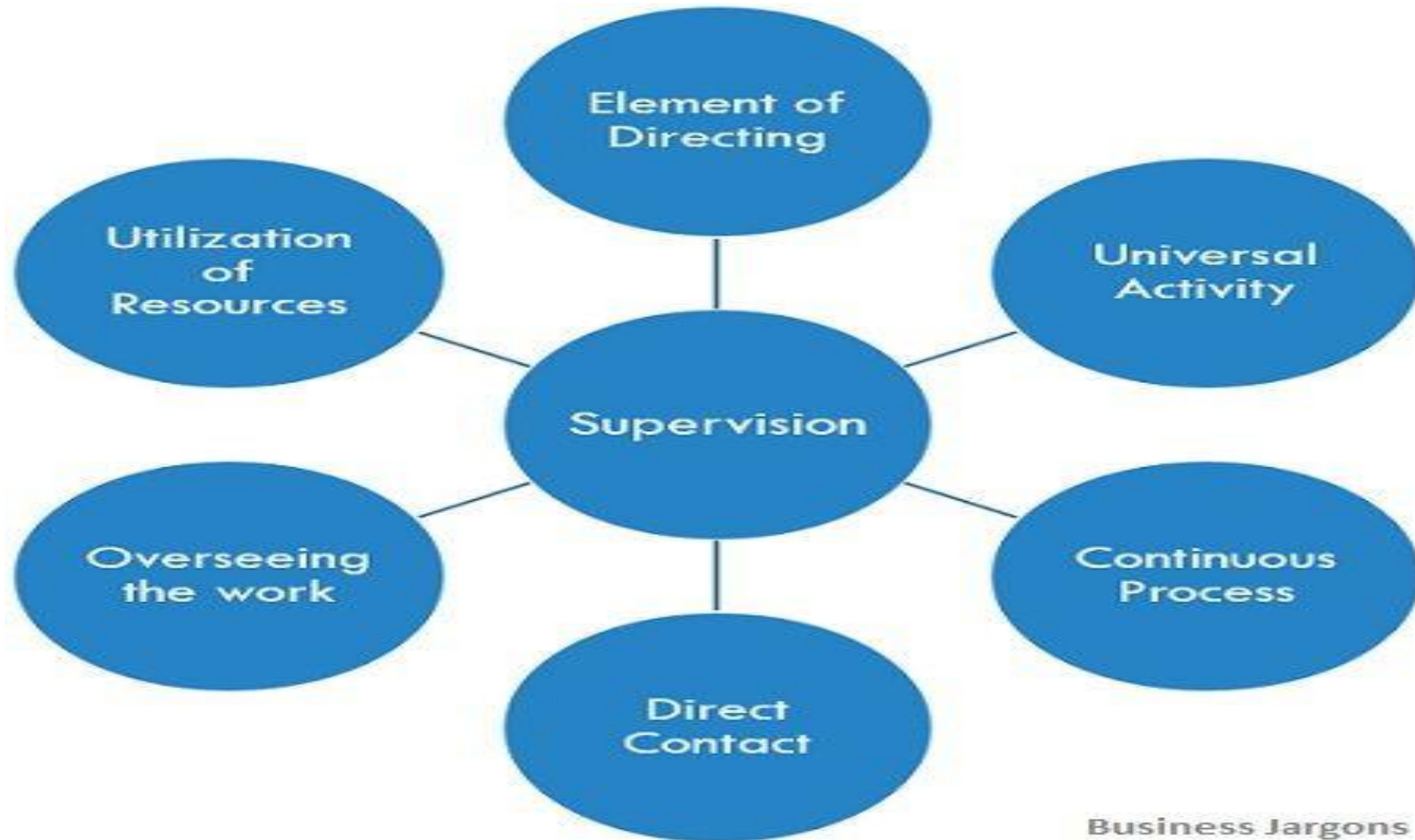
S/N	TOPIC	SPEAKER	TIME ALLOTTED
1	OPENING REMARKS	DR ALBERT AKPALU SECRETARY GENERAL- WACP	2 MINS
2.	DEFINITION AND PURPOSE OF SUPERVISION	DR VICTOR O.ANSA DIRECTOR OF TRAINING- WACP	5MINS
3	PRINCIPLES OF SUPERVISION	DR AYODELE B. OMOTOSO	15MINS
4.	LEVELS OF SUPERVISION	DR MUSA DANKYAU	15MINS
5.	RESPONSIBILITIES OF THE COLLEGE, FACULTY AND RESIDENT	DR ALFRED YAWSON	15MINS
6.	QUESTIONS AND ANSWERS	ALL	10MINS

# DEFINITION

- ▶ Supervision is a Latin word made up of two components:
- ▶ “Super” - over and above
- ▶ “vision” - to see or view
- ▶ Supervision is therefore simply put- *overseeing the activities of others.*
- ▶ *In a learning environment the aim is to see if the learning process is being undertaken in the prescribed manner.*

- ▶ In the residency training programme it can be said to be a one to one and prompt guidance provided to resident doctors aimed at ensuring that tasks are carried out in an efficient and effective manner.
- ▶ It comprises a combination of **instructing**, **monitoring** and **directing** them as they carry out assigned tasks.
- ▶ The essence is to ensure that the tasks are performed according to laid out guidelines.
- ▶ In summary : It is that art of instructing, guiding, monitoring and observing residents while they are performing tasks.

# CHARACTERISTICS OF SUPERVISION



Business Jargons

# BENEFITS OF SUPERVISION

1.	FACILITATES ISSUANCES OF INSTRUCTIONS
2	FACILITATES CONTROL
3	MAKES FOR EFFECTIVE UTILISATION OF RESOURCES
4	MANTAINS DISCIPLINE
5	PROVIDES A PATHWAY FOR FEEDBACK
6	IMPROVES COMMUNICATION
7	PROVIDES MOTIVATION
8.	MAINTAINS GROUP UNITY

# BENEFITS

## ➤ FACILITATES ISSUANCE OF INSTRUCTIONS .

Supervisors are able to give specific instructions to the guide the performance of the residents . These the important role of **initiating, modifying and terminating** activities.

## ➤ FACILITATES CONTROL

Supervision helps to monitor the methods ,techniques and procedures used to perform given tasks. It ensures that tasks are performed according to set guidelines.

## ➤ EFFECTIVE UTILIZATION OF TIME AND RESOURCES

By providing needed guidance supervision guarantee the effective utilization of time and resources available

## ➤ MAINTAINS DISCIPLINE

Supervision ensures discipline among the residents.

## ➤ PROVISION OF FEEDBACK

Supervisors come in direct contact with the mentees in the course of performing their duties. Feedback in form of suggestions, reviews ,grievances and complaints are easily obtained. These are processed for the benefit of all .



## ▶ IMPROVES COMMUNICATION

A combination of verbal and non-verbal communication is utilized which makes for cohesion among the parties - Residents, Supervisors, the Faculties and the College.

## ▶ PROVIDES MOTIVATION

Performance of the residents is usually improved with effective supervision. The moral of the residents is boosted and they are motivated for better performance.

## ▶ MAINTAINS GROUP UNITY

Team work, team spirit and unity in the group or establishment are maintained.

# SUPERVISION POLICY ?

- ▶ DO YOU HAVE ONE FOR YOUR TRAINING INSTITUTION?
- ▶ ANY FOR THE FACULTY?
- ▶ DO WE HAVE A POLICY ON SUPERVISION OF RESIDENTS IN THE WEST AFRICAN COLLEGE OF PHYSICIANS ?

# CONCLUSION

- SUPERVISION IS THE KEY TO AN EFFICIENT AND RESULT ORIENTED RESIDENCY PROGRAMME.
- IT IS LEFT FOR US AS TRAINERS AND TRAINING INSTITUTIONS TO DETERMINE IF WE ARE DOING THE RIGHT THING AT THE MOMMENT.
- THE RESULT OUR SUMMATIVE ASSESSEMENT LARGELY DEPENDENT ON HOW WELL OUR RESIDENTS WERE SUPERVISED IN COURSE OF THEIR TRAINNING.



# CONCLUSION

- EFFECTIVE SUPERVISION WILL GUARANTY SUCCESS.
- WE ARE AWARE THAT SOME RESIDENTS MAY BE RACALCITRANT AND REFUSE TO SUBJECT THEMSEVES TO SUPERVISION.
- WHAT POLICY DO WE HAVE IN PLACE TO SANCTION SUCH ERRANT INDIVIDUALS?
- AT THE END OF THIS TOT- WACP SHOULD BEGIN WORK ON THE FORMULATION OF VISIBLE SUPERVISION POLICY.

**THANK YOU FOR  
LISTENING**