

Thematic Synthesis Table 2

Themes:	Sub-themes:
Factors that contribute to Effective Supervision (Helpful)	Experienced Practitioner/Ability to Lead
	Governance
	Challenged on practice
	Critical reflection
	Training
	Regularity
	Model/Mode
Challenges to Effective Supervision (Unhelpful)	Lack of resources – Time/Staff
	Confusion in terminology, role, and models
	Lack of Training/CPD
	Organisational Culture
The Supervisory Relationship	Support/Containment
	Openness/Honesty/Trust
	Feeling Safe/Safe Environment