This dissertation originates in research project Potřeby a podpora pracovníků poskytujících paliativní péči v hospicích (FHS_P19_2014_068) (Paliative Hospices Care Staff Needs and Support) which was implemented in 2015. The dissertation deals with needs of hospices staff. These are derived from demands and requirements placed on the staff and correlate with their workload. I express management strategies and attitudes related to staff support. In the theoretical part of the dissertation I survey organization culture and ways and means of staff care. One of the care forms may be supervision. I focus on its possible form (shape) and supervisor’s function. The empirical part of the dissertation is based on the research performed in two hospices. I focus on facility description and provided care. It is based on conversations with staff and management of these facilities. I try to depict the way management views the staff support, demanding situations they are exposed to and their idea of management support. Last but not least I focus on the supervision area, the way the staff perceives it, to what extent they see it as a contribution (benefit) and what do they expect of it.