Clinical Supervision - Bridging the gap

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Our Presentation

- What does clinical supervision mean to us?
- Why do we need it?
- Challenges/Barriers to clinical supervision
- Quality versus Quantity
- Building the bridge: Promoting clinical supervision within The North London Clinic
What is Clinical Supervision?

Definitions of Supervision:

- Clinical supervision in the workplace was introduced as a way of using reflective practice and shared experiences as a part of continuing professional development (Royal College of Nursing, 2003)

- A formal process of professional support and learning which enables individual practitioners to develop knowledge and competence, assume responsibility for their own practice and enhance consumer protection and safety of care in complex clinical situations (Department Of Health 1993)
Why do we need it?

- To develop practitioners practice
- To protect patients
- An opportunity for reflective practice
- To aid the development of the service
- Support personal and professional development
- Identify training needs
- Supportive forum for work performance
Challenges/Barriers to Clinical Supervision

- Time
- Shift planning
- Quality control auditing
- Individual perceptions toward clinical supervision
- Team dynamics
- Confidence of supervisor
- Low priority
- Flexibility
Quality Versus Quantity

- Recording of supervision within the Hospital – end of the month records going up
- HCW’s – Knowledge of supervision?
- Qualified Nurses – Previous experiences of supervision?
- Ticking boxes
- Skill level?
Building the Bridge

- Clinical supervision workshop
- Clinical supervision contract
- Recording on the database
- Promoting responsibility with the Charge Nurse
- Identifying other means to support the team with supervision opportunities
- Staff out of patient contact
- Weekly reflective practices on all wards
- Instant debriefing following any incidents on wards
- Utilising more effectively outside support such as Care First
Review of Clinical Supervision workshop

- Definition
- Models of reflection
- Guidance for supervisor and supervisee
- Working on possible supervision scenarios
- Review of the supervision contract which draws on rights and responsibilities and negotiable/non-negotiable aspects of supervision
References

Any Questions?

and any further tips, gratefully received...

Many Thanks