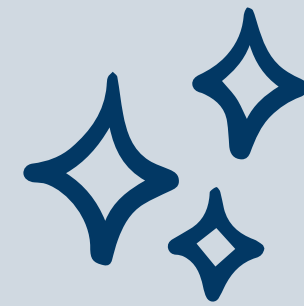




# Clinical Supervision

**NNCGSI x FoNS**



# The Challenge



Develop a plan to build regular protected time for restorative reflective practice through clinical supervision in your workplace.

This could include:

- Considering the potential benefits of clinical supervision in your workplace
- What are the attitudes of others towards clinical supervision
- Who you will involve
- How you will engage others in conversation
- Potential barriers
- How you may overcome barriers

**Prize:**

A place on a FoNS RBCS Champion and Cascade Programme to develop facilitation skills

# Proctor (2001)

## Restorative

Supportive supervision

Colleague, counsellor,  
relaxor or appreciator

## Normative

Managerial supervision

Co-monitor, challenger

## Formative

Practice supervision

Teach, tutor, mentor or  
encourager



# Psychological Safety





**Facilitator  
Relationship**



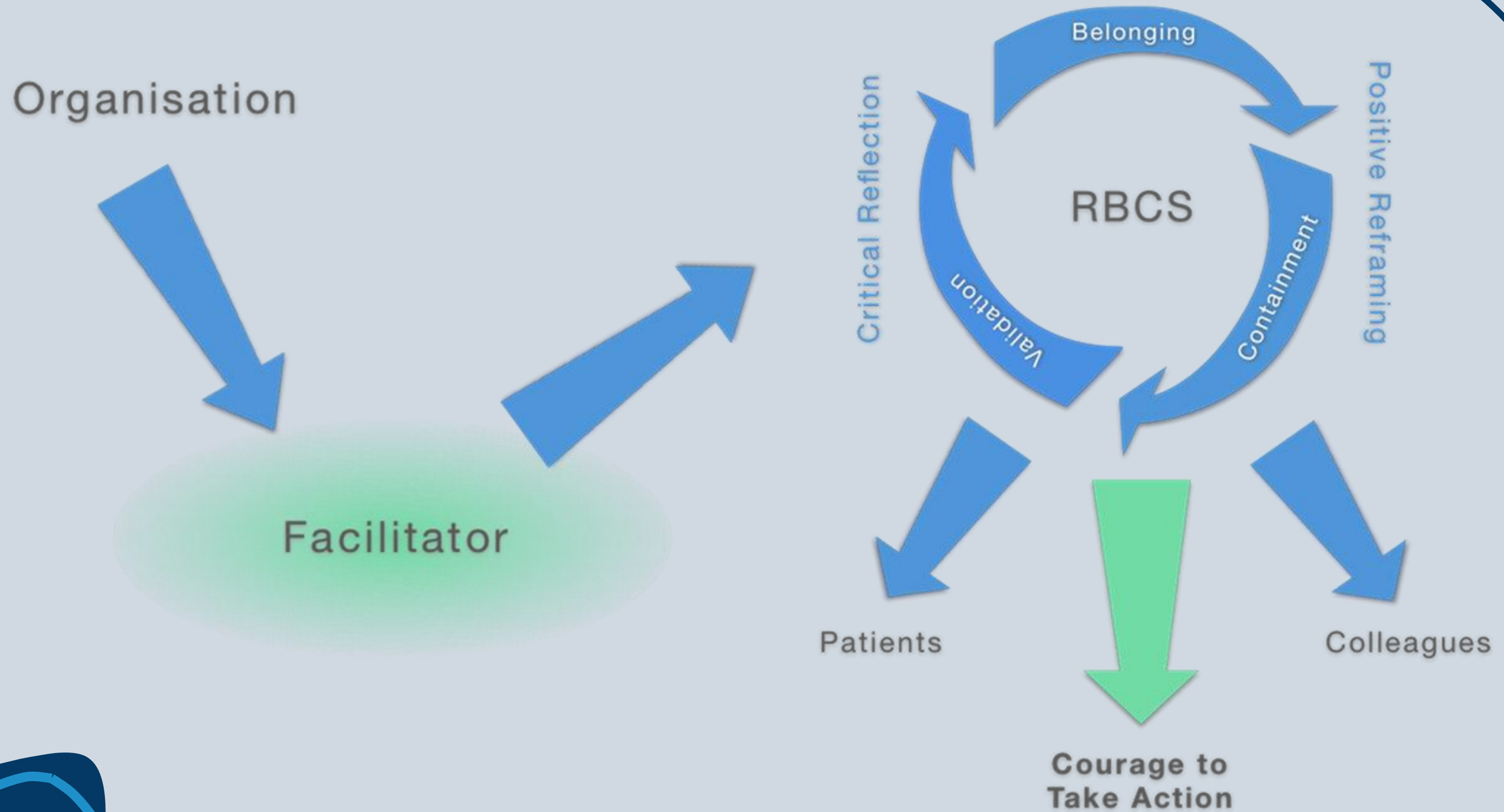
**Group  
relationship**



**Structure**



# Compassionate Flow



# Shaw et al. 2023

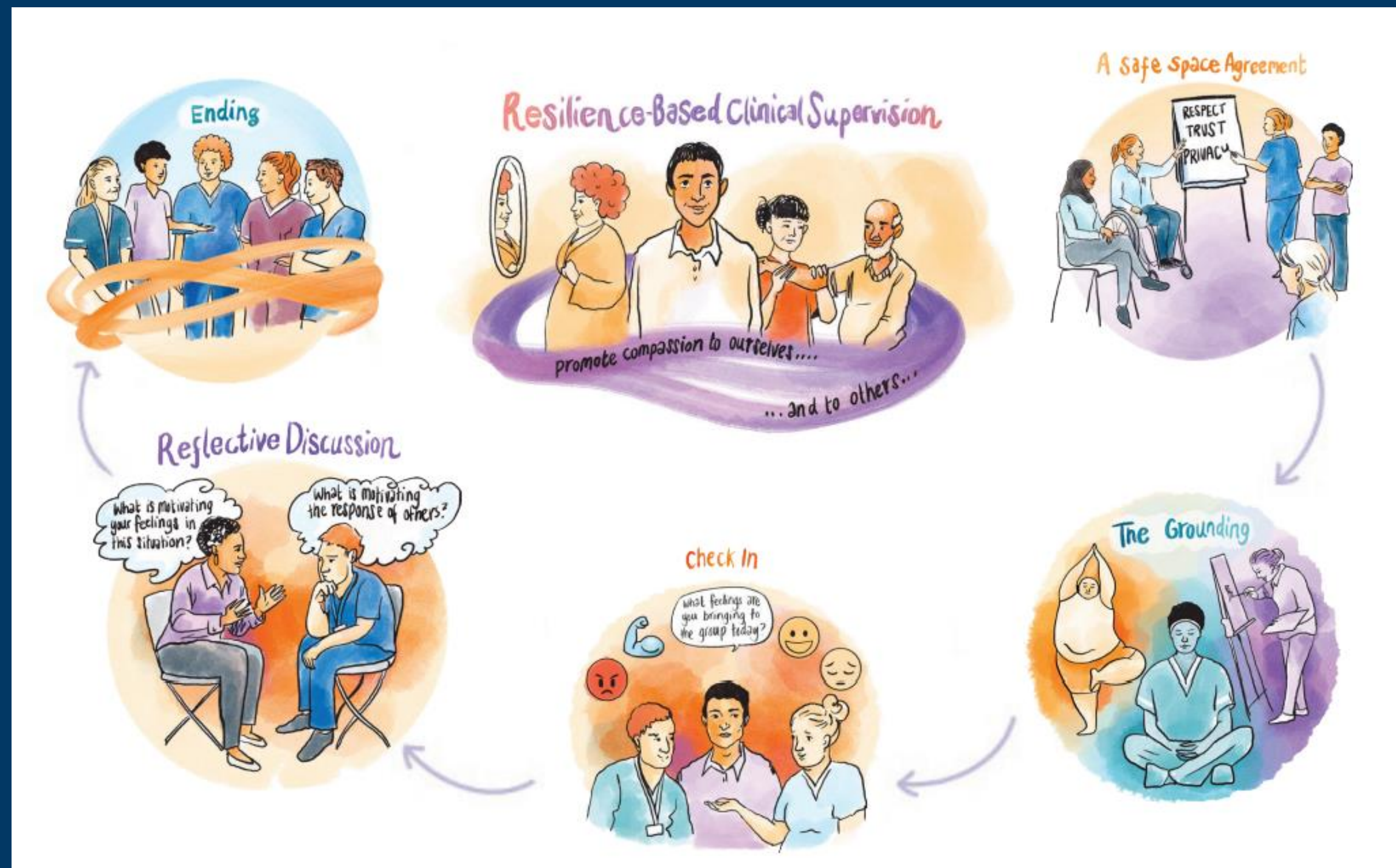
*'What has enabled it is the fact that we've had such good buy in from our organisation. Our chief nurse, she is very concerned about the wellbeing of staff and their ability to provide safe patient care and she recognises that that begins with staff being well in themselves'*

*Barriers? Same old, same old: time! Time and cover to release because we don't naturally have that, we're not walking away with two hours of our day that we can just give up'*

*I think that's down to management to make sure there are sufficient people within an organisation to do it. A bit of forward thinking. But I think it goes back to whether people really understand it, they talk the talk but don't walk the walk'*



# Resilience Based Clinical Supervision



[FREE RESOURCES](#)

Stacey et al.,  
 2017

Stacey et al.,



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