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Clinical Supervision

NNCGSI x FoNS



The Challenge



Develop a plan to encourage acceptance of clinical supervision in your workplace

Deadline: 2 May 2025

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

What is Clinical Supervision?

“... 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)

What it is...

- An exploration of the relationship between actions and feelings
- A tool for professional development
 - A safe space
 - Supportive
 - Confidential
 - A place of learning
- A place to share the burdens of work
- A structured framework for guided reflection
- Open to questions and challenges
 - Affirming
 - Solution focused
 - Self drive and self owned
- Supportive of personal accountability
 - Mutually supportive for all
- A place to be compassionate to yourself and others

What it isn't...

- Not giving advice or fixing people
- A means of checking up on practice
 - A judgement on your practice
 - A teaching session
 - A personal soap box
- A performance management tool
 - An appraisal
- Therapy(although it may be therapeutic)
- Counselling or an opportunity to practice as a counsellor
- Controlled and delivered by managers
 - Part of the reporting process
 - An assessment
 - A place for snooping
 - A place for blame
 - A place to run down others
- A place for the facilitators agenda

Proctor (2001)

Restorative

Supportive supervision

Colleague, counsellor,
relaxor or appreciator

Normative

Managerial supervision

Co-monitor, challenger

Formative

Practice supervision

Teach, tutor, mentor or
encourager

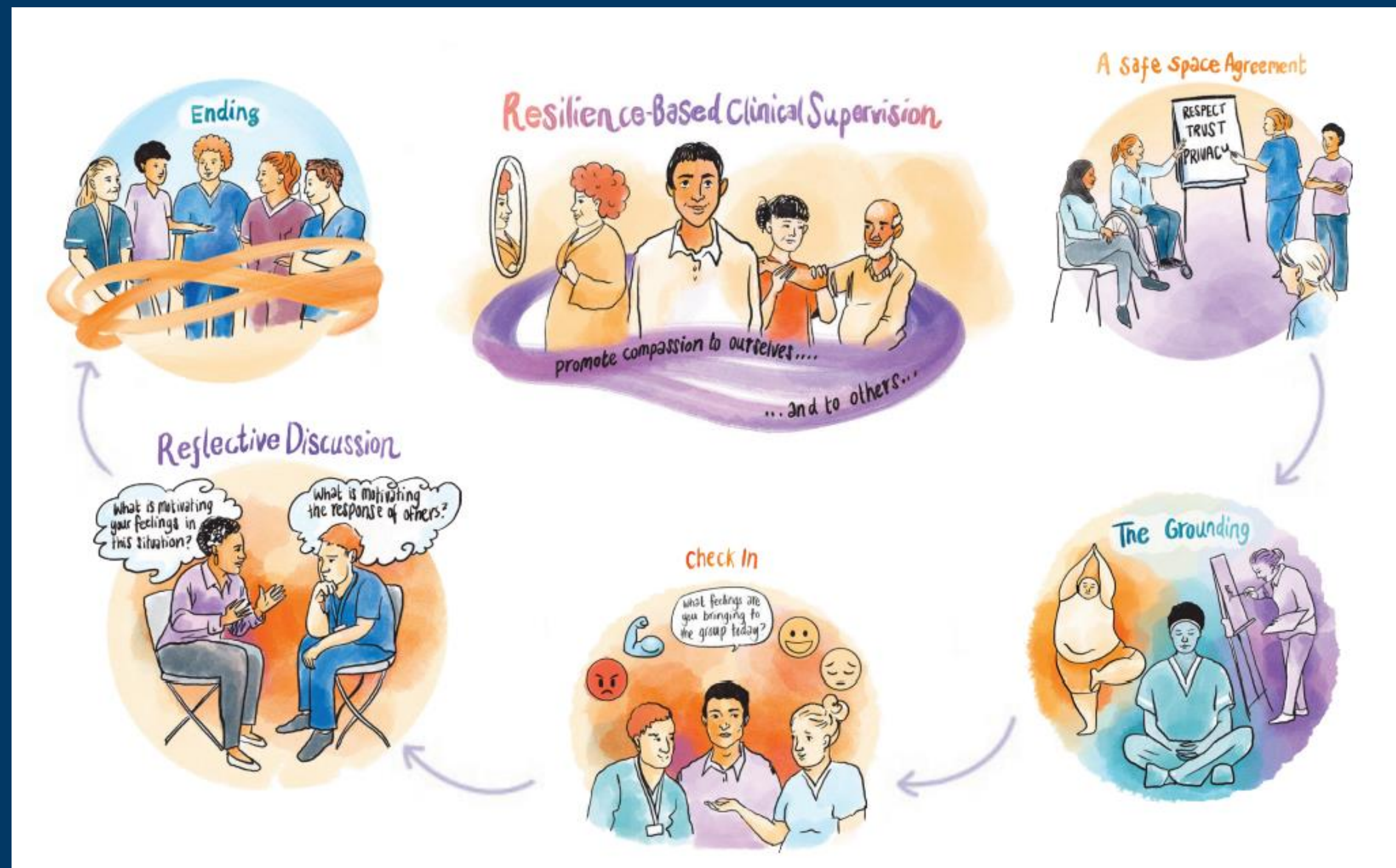


Benefits



- **Reduced stress, anxiety and burnout**
 - Winstanley, 1999; Dickinson and Wright, 2008
- **Greater staff retention and job satisfaction**
 - Martin et al., 2021; Rothwell et al., 2021
- **Team working**
 - Long et al., 2013
- **Development of knowledge, skills and confidence = more resilience practitioners**
 - Taylor, 2014; Beddoe et al., 2014
- **Compassion fatigue**
 - Mendes, 2015
- **Increase quality of care**
 - Rothwell et al., 2021; Alleyne and Jumaa, 2007

Resilience Based Clinical Supervision



FREE RESOURCES

Stacey et al., 2017
Stacey et al., 2020

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