

CLINICAL SUPERVISION



Victorian Healthcare Association

- “Supervisors do not directly offer service to the client, but they do indirectly affect the level of service offered through their impact on the direct service supervisees”
(Kadushin: 1985: 24).



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CLINICAL SUPERVISION &
CLINICAL LEADERSHIP
IN COMMUNITY HEALTH

Clare O'Reilly, VHA Project Officer

Session Outline



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- Project outline & summary of activities
- Minimum and leading practice guidelines
- Clinical Supervision Framework
- Documentation and resources
- Clinical Leadership Framework

Background & Context



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- Clinical Governance & Scope of Practice and Credentialling
- DHS funded 12 month project
- Target group – allied health, nursing, dental and general practice in Community Health

Project Aim



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- To develop effective clinical supervision and leadership frameworks to enhance the quality and safety of services to clients in community health

Objectives



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- To develop a Clinical Supervision framework
- To develop Clinical Supervision guidelines for the sector
- To develop clinical supervision resources for the sector to adapt to their agency

Objectives



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- Identify opportunities for enhancing clinical relationships between community health services & between community health & acute sector
- To develop a Clinical Leadership Framework
- Disseminate information to sector

Clinical Supervision – definition



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- An opportunity for staff to formally discuss the ongoing management of their clients' issues in a supportive environment, facilitating reflective practice and providing an opportunity to improve therapeutic skills. It also provides an environment to monitor and promote appropriate and effective care and address ethical, professional and best-practice standards.

Literature Review

– Key Components



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- Policy
- Selection of supervisor
- Background of supervisor
- Choice of supervisor
- Clinical supervision training

Literature Review

- Key Components cont.



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- Line managers as supervisors
- Confidentiality
- Documentation

Client outcomes



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- Enhanced quality of care management
- Reduction in symptoms
- More satisfied with treatment
- More likely to continue with treatment

Workforce benefits



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- Reduced stress and burnout
- Reduced isolation
- Retention

Barriers to supervision



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- Time
- Lack of resources
- Balance support & challenge
- Poor leadership
- Shortage of trained/qualified supervisors
- Culture of workplace & staff response to change

Interviews with sector



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- Commitment from Management
- Structures in place
- Lack of funding
- Policy & Procedures
- Documentation
- Reporting/Communication
- Training

Interviews with sector



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- Supervisee training/orientation
- Line management & clinical supervision
- Selection of clinical supervisor

Clinical Supervision – minimum & leading practice guidelines



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- Outline
- 1-2 key areas/table (20min) A. S
- Each table will report back 1-2 key points from discussion, quick discussion from floor, then seek agreement on guidelines for that element (10X5min)
- Summary

Clinical Supervision



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- Framework
- Policy & Procedures
- Guidelines to supervision contract
- Clinical supervision contract
- Supervision record
- Components of training

Clinical Supervision Framework and Resources



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- Overview
- Small groups, 1-2 documents/table (15min)
- Feedback/discussion from the floor (30min)

Clinical Leadership



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- Overview – literature/interviews
- Framework
- Structure
- Panel member presentations & qns
- Kath Baggaley, ISCH
- Peita Price, MCH

Clinical Leadership



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'...these evaluation and research reports equate to international evidence, recognition and agreement that leadership development is fundamental to quality health care practice'

(Clinical Leadership Programme, Australia)

Clinical Leadership – Literature



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- Available effective role models
- Mechanisms for mentoring & clinical supervision
- Career pathways
- Intentional succession planning
- Other strategies

(Davidson et al 2006)

Clinical Leadership – Characteristics



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- Honesty
- Competence
- Ability to be forward looking
- Ability to inspire others

(Kouzes & Posner 2002)

Clinical Leadership – Sector interviews



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- Experience
- Qualifications
- Role/Tasks

Clinical Leadership Framework



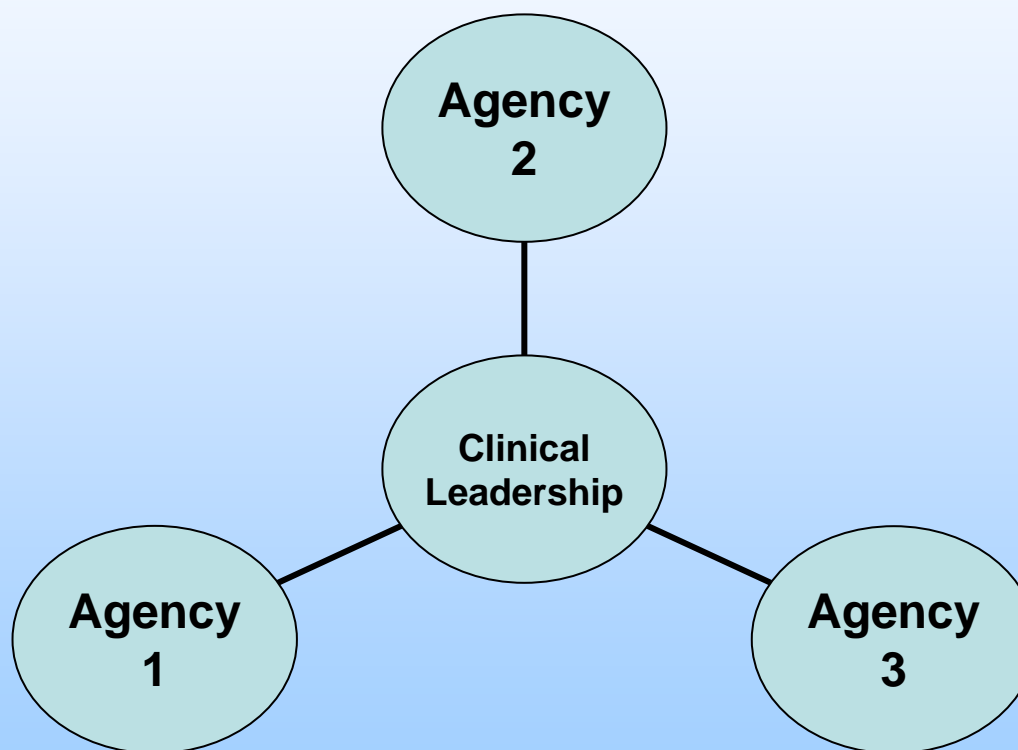
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- Quality Improvement
- Risk Management
- Evidence Based Practice
- Scope of Practice
- Service Review & Evaluation
- Partnerships

Clinical Leadership – Option 1



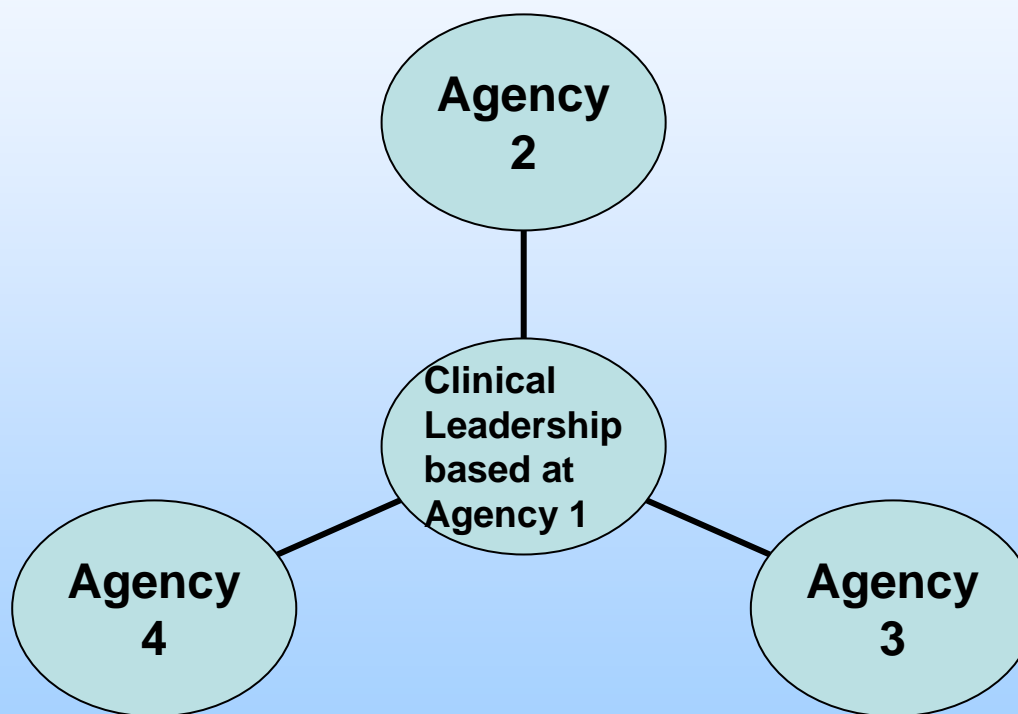
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Clinical Leadership Option 2



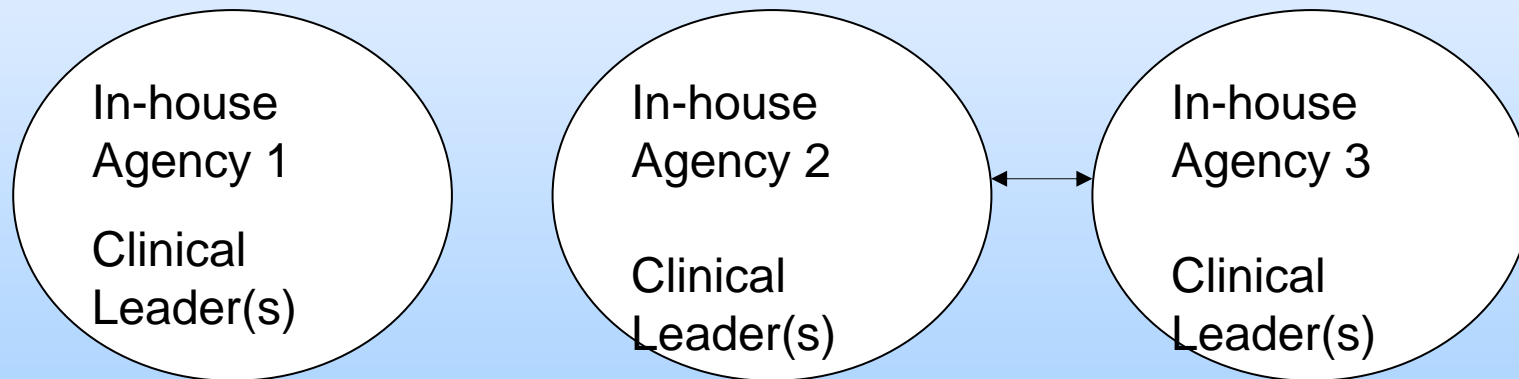
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Clinical Leadership – Option 3



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Clinical Leadership



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- Panel presentations
- Small groups – role of CL and issues to be explored (10min) A.S
- Discussion/qns from floor (30min)
- Summary

Project Officer details



Victorian Healthcare Association

- Clinical Supervision
- Clinical Leadership

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