

Clinical Supervision Grants Program

Initiative funded by Department of Human Services

Clinical supervisors in the health and primary care sectors are critical to the overall capacity and successful delivery of clinical placements for health student education. The Clinical Supervision Grants Program is an initiative designed to assist participating facilities provide an opportunity for their employees to undertake training in supervision.

The Clinical Supervision Grants Program aims to:

- Provide opportunities for formal skill development to health clinicians from medicine, nursing and allied health to work as part of a multidisciplinary supervisory team
- Develop local and/or regional partnerships for supervision training and clinical placement delivery
- Support training at different levels of supervision competence across the spectrum (from basic to advanced)

Background

Learning in clinical environments is an essential component of training for health students. It supports the development of clinical skills, professional socialisation and integrated learning. All clinicians, from early graduates to highly experienced specialists, need to accept a role in clinical supervision¹ to increase overall training capacity and maintain the quality of clinical experiences for students. Opportunities for clinical staff to undertake professional development and further education in clinical supervision have the potential to positively impact on the clinical supervision capacity of health services and contribute to individual staff job satisfaction.

Providing support for clinical supervisors has been identified as a key component of the Council of Australian Governments (COAG) November 2008 agreement on health workforce reform. The State government is working in collaboration with the Commonwealth government on the COAG health reform implementation process to ensure ongoing support for supervision initiatives into the future.

Feedback to the Department of Human Services (the department) has identified the availability of supervision as a significant barrier to clinical training capacity. In response to this need, the department has allocated specific funding to support health professionals to undertake training in supervision skills. This Clinical Supervision Grants Program builds on the department's previous Preceptor Training Grant initiative.

Enhancing partnerships between organisations is regarded as a key aspect, not only to increase clinical placement quality and capacity but also to provide critical mass for purchasing supervision training. As such, priority will be given to applications that have established training networks or partnerships with other settings/facilities.

¹ For the purposes of these grants, clinical supervision encompasses all forms of student clinical education including direct and indirect supervision, simulation, development of practical clinical skills, formal teaching activities and other informal learning activities.

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Which agencies are eligible to apply?

The following agencies are eligible to apply:

- A public health service. This refers to all public health hospitals, metropolitan health services and multipurpose services identified in schedules 1,2,3,4 and 5 of the Health Services Act.
- A registered community health service.
- Public, private and/or not-for-profit primary health/community service organisations, including non-registered community health services, mental health facilities, psychiatric disability rehabilitation and support services (PDRSS), general practice, residential aged care, disability, home and community care, alcohol and other drug services, and child protection services².

Who can form a partnership?

A network of agencies can include public, private and/or not-for-profit organisations, however they must include at least one public health service or registered community health service. Applications will need to identify the lead agency (to act as funds holder) and the staff from within the network who will be trained. Health service networks that offer integrated care services would qualify as a training network, although these partnerships could also include additional stand-alone facilities.

Which health clinicians are eligible to access the training?

The health clinicians undertaking supervision training must be:

- Currently employed by at least one of the participating facilities for a minimum of 15 hours a week on a regular basis
- Qualified in his/her area of employment or clinical practice
- Interested in and committed to participating in a supervision training program
- Prepared to undertake supervision responsibilities

What training programs are covered by the grant?

The supervision training program must be:

- An interactive workshop, seminar or other suitable learning model
- A minimum of one day in duration
- Conducted by a higher education provider, registered training organisation or experienced training providers with skilled facilitators and educators
- Supported by instructional materials to assist learning outcomes
- Recognised by providing participants with a record (eg. a certificate) of completion or attainment
- Applicable to those working in medicine, nursing and allied health

The supervision training program should include a selection of the following:

- Assessment, evaluation and feedback capabilities
- Course planning skills
- Knowledge of effective teaching principles

² These organisations are only eligible to apply for a grant in partnership with at least one public health service or registered community health service.

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- Interpersonal skills; how to manage students, deal with difficulties, foster an inclusive learning culture, cultural awareness, etc
- Understanding of methods to integrate interdisciplinary learning approaches into teaching
- Techniques for running interactive small group programs
- Clinical leadership and decision-making skills
- Skills to develop teaching/learning resources

Examples of relevant available training programs can be accessed at www.vha.org.au.

Assessment Criteria:

Priority will be given to applications that demonstrate:

- Best value for money
- Capacity for clinical placement growth
- Training networks and partnerships between agencies
- Interdisciplinary learning models
- Opportunity for supervision in expanded settings

Applicants must provide:

- A completed application form, including information on any partnering agencies, course information, organisational endorsement, budget, details of participating clinicians
- A brief statement about an ongoing commitment to a learning culture within the participating organisations and how the training will impact upon future workforce outcomes (this should include details about how the course/qualification/training resource will meet the identified needs of the partnership)
- Information regarding how this clinical supervision training course will contribute to increasing the capacity for, and quality of, student clinical placements (NB: please quantify current clinical placement days - students and disciplines - and the expected increase across participating facilities)

What support is available?

A grant of up to \$10,000 per application will be available as a contribution to upskill health clinicians who currently participate in clinical student supervision or those seeking to undertake clinical supervision in the future. It is expected that this funding will initiate or increase the capacity of participating facilities to accommodate students undertaking clinical placements.

The grants must be used to facilitate the completion of an identified course that will improve clinicians' ability to teach, supervise, assess and/or develop course curricula in an inter-professional environment.

The grants may be used to pay for:

- Course fees – this may include the cost of participating in an existing course as part of a partnership collaboration or the cost of hiring a registered training provider to conduct the course
- Study resources (books, e-resources)
- Cost of staff study leave

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- Accommodation and/or travel expenses
- Backfill of positions at the participating facility during participation in training

The grants can be used to support any number of clinicians to undertake training, with priority given to those applications that demonstrate value for money/critical training mass. Applicants should also provide details of any matched/additional funding provided by the participating facilities, including backfill.

Process

Applications must be submitted to VHA using the Clinical Supervision Grant Program Application Form, which can be accessed on the VHA website www.vha.org.au and forwarded to:

Clinical Supervision Grants Program
The Victorian Healthcare Association Limited
Level 6, 136 Exhibition Street
MELBOURNE VIC 3000

Closing date for applications is **7 September 2009**.

Procedure for approval

Applications to the Clinical Supervision Grants Program will be considered by the selection panel. Applications will be assessed against these guidelines and alignment with the department's policies in relation to clinical placements. Information on clinical placements can be accessed at <http://www.health.vic.gov.au/workforce/placements>.

Only those applications which meet these guidelines and which contain the necessary information will be considered. The agency type and geographic location of applicants will also be considered to ensure equitable distribution throughout Victoria.

All applicants will be notified in writing of VHA's decision. Unsuccessful applicants will be eligible to apply for future funding opportunities.

The total budget for the program is capped and therefore not all applicants that meet the criteria will necessarily be granted a subsidy or the total amount being sought.

Terms and Conditions

Successful applications will have funds directly allocated to the lead agency and must be used for the purposes stated in the application. The lead agency can not charge administration or processing fees for managing the grant program/funding.

It is expected that successful participating facilities will:

- Provide ongoing support to clinical supervisors and access to continuing professional development opportunities
- Recognise and value the clinical supervisor role in the organisation

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- Facilitate the clinician to successfully complete the training course through the provision/allowance of study leave and time
- Complete a survey no later than 6 months after successful notification to provide an update on training activities
- Complete an evaluation in the future (up to 18 months after successful notification) to identify and assess the impact the supervision training has made upon the quality of, and capacity for, clinical training within the partnership.

70 per cent of the funding grant will be paid upon notification of the successful application. The remaining 30 per cent will be provided upon completion of the 6 month survey and after the provision of original receipts for training activities, in accordance with public funding guidelines.

Further Information

If you require further information or have any queries in regards to the requirements, please contact VHA on 9094 7777 or email scholarships@vha.org.au