



Clinical Leadership & Supervision in Community Health

Inner South Community Health
Service

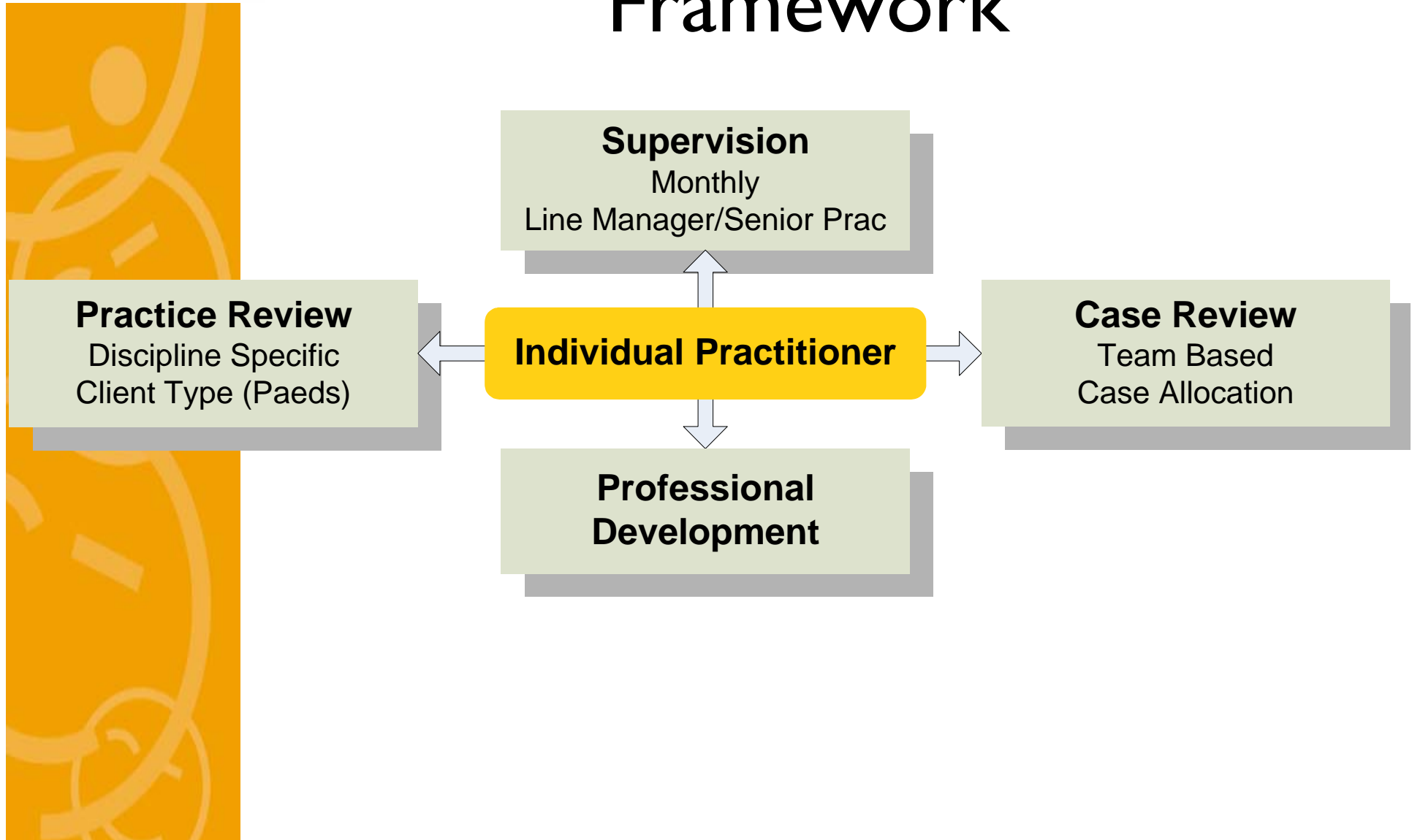


Clinical/Practice Leadership

- What is Clinical/Practice leadership?
- What is best-practice?
- What is the ISCHS vision for clinical leadership and how do we implement it?

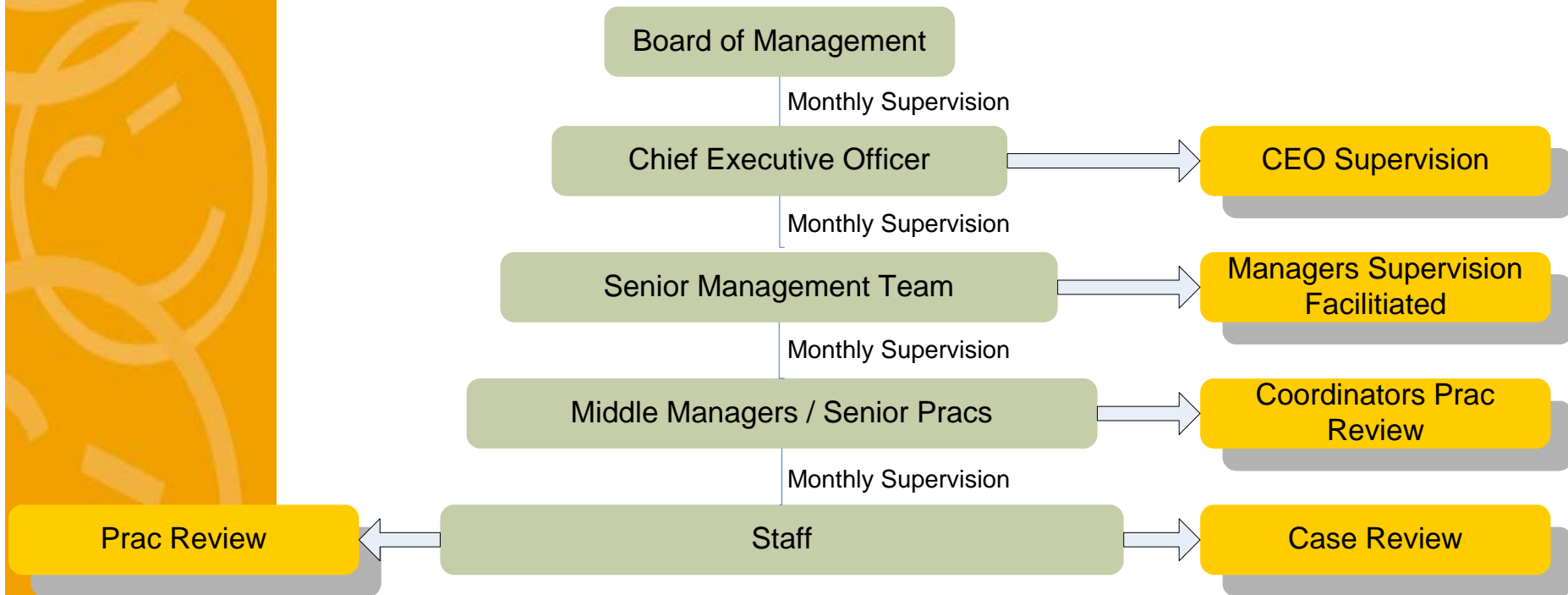


Clinical Leadership Framework





Organisational Perspective





ISCHS Supervision Model

Professional Supervision aims to serve the interests of:

- The clients/consumers of the ISCHS
- The Staff of the ISCHS
- Organisational objectives

It aims to ensure

- High quality accountable practice across ISCHS
- A skilled, competent workforce
- Sound industrial relations
- Job satisfaction



Aims of Supervision

- A learning culture through reflective practice
- Effective organisational management and communication
- Professional and career development for staff.

VICSERV, A VICSERV Paper: *Staff Supervision Standards in PDRS Practice*, New Paradigm Press, Melbourne 2004



ISCHS Workshop on Supervision

- What are the good things about Supervision?
- What are the challenges?
- What frameworks are we currently utilising?





Tensions with ISCHS model

- Does the ISCHS model for clinical supervision support personal and organisational development and meet clinical governance requirements (enabling vs ensuring)?
- What are the minimum standards for Supervision?
- Is there consistency of practice across Practice Review Groups?
- Is there equity of access to a Senior Practitioner vs Line Manager



Tensions with ISCHS model

- Tension between line management/clinical supervision
- Difficulty when managing multi-disciplinary teams
- Supervision by some one from another discipline
- Are you being Supervised in your functional area (eg case management) or discipline (eg Nurse)?



What works well in this model

- Supervisors have access to professional development in this area.
- Staff report feeling supported through supervision
- Framework allows variety of learning styles (eg case review, supervision and prac review).
- Sharing practice and stories
- Monitoring and managing goals





What works well in this model

- Assists staff to reflect on practice
- It is embedded in the culture – happens at all levels of the organisation
- Encourages flexibility, partnerships and the development of strategies
- Ensures accountability
- Draws on a variety of frameworks





Where to from here?

- Compiling terms of reference for Prac Reviews
- Developing minimum standards for Supervision
- Cross reference with new clinical governance framework
- Upward Feedback recently implemented



Development of minimum standards

- Record Keeping – standard template and clear instructions around storing information
- Frequency
- Checklist to ensure clinical governance issues are covered while still allowing time for reflective practice, innovation and learning



Questions and Discussion



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