

Canberra Hospital and Health Services

Policy

Clinical Supervision

Policy Statement

All Canberra Hospital and Health Services (CHHS) employees, and students undertaking placements, have access to clinical supervision mechanisms.

ACT Health provides training and educational programs for staff to understand their role and responsibilities to provide clinical supervision.

Purpose

The purpose of this policy statement is to provide a broad understanding of Clinical Supervision as it applies to all disciplines and across all settings within CHHS. There are a number of models of Clinical Supervision. Each discipline will apply a model appropriate to their profession.

Clinical supervision is an activity that brings skilled supervisors and practitioners together in order to reflect upon their practice. Clinical supervision enables practitioners to maintain and promote standards of care.

A supervisor is a qualified practitioner who has sufficient experience to deploy advice in a supervisory situation. Supervisors may be line managers or colleagues who are in a position to counsel staff on practice guidelines and applied policy.

A supervisee is a practitioner who receives professional advice, support and guidance from the supervisor. The process of clinical supervision enables the supervisee to develop greater knowledge.

The ultimate purpose of supervision is to improve person care/experience and outcomes.

Clinical supervision skills are developed through education and practice.

Scope

This policy applies to all clinical staff working in CHHS facilities. In addition some divisions may have local procedures and standing orders that apply only in their specific area.

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Roles & Responsibilities

Responsibility of ACT Health:

1. Provide appropriate training in clinical supervisory skills to clinical staff
To ensure that staff have access to appropriate supervision through a range of mechanisms.

Responsibility of Managers: *(may also be their nominated delegates or Allied Health Lead Professionals).*

1. To conduct clinical supervision activities, they may delegate some, or all of these activities to their staff.
2. To ensure that the supervisory skills of their staff are appropriately maintained.
3. To identify staff who require supervision training, and provide an opportunity for them to undertake this training.

Responsibility of Supervisors:

1. To provide clinical supervision to their assigned supervisees. This may be in the form of individual or group sessions.

Responsibility of all Staff:

1. To monitor compliance with this policy.

Related Policies, Procedures, Guidelines and Legislation

Policies & Frameworks

1. ACT Health Learning and Development Framework.
2. ACT Public Service Performance Framework Policy.
3. Mental Health, Justice Health, Alcohol & Drug Services Clinical Supervision Policy, Document Number MHJHADS: 064
4. Student and Trainee Clinical Placement Policy, Document Number DGD13-001
5. Health Workforce Australia 2011, National Clinical Supervision Support Framework, Health Workforce Australia: Adelaide.

Procedures

1. Standard Operating Procedure Student and Trainee Clinical Placement, Document Number DGD13-001.
2. Supervision of limited registration Dental Officers - Standard Operating Procedure.

Guidelines

1. Health Workforce Australia (2014). National Clinical Supervision Competency Resource.
2. Health Workforce Australia (2014). Clinical Supervision self assessment tool.

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Definitions

Clinical Supervision

It is a practice focused professional relationship involving a practitioner reflecting on practice guided by a skilled supervisor.

Accountability

Attention is focused on the standards for clinical practice within the organisation and professions, including accountability for client outcomes (ASSW Supervision Standards 2014).

Active learner

An active learner is not just a listener instead they share the responsibility for their learning with their supervisor (C, West; K, Usher; LJ, Delaney, 2012).

References

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