EFFECTIVE CLINICAL SUPERVISION

is conducted in regular, private & protected time, away from the practice setting

is supported by an agreement that is reviewed regularly & includes the extent & limits of confidentiality

is confidential within the ethical & legal boundaries of nursing & midwifery practice

develops knowledge & confidence with a strengths-focus aimed at building supervisee practice skills & awareness of practice

building supervisee practice skills & awareness of practice

TRUSTING PROFESSIONAL ALLIANCE

is a culturally safe & respectful relationship that has commitment from both the supervisor & supervisee(s)

is an opportunity to talk about the realities, challenges & rewards of practice & to be attentively heard & understood by another professional

is provided by professionals who have undertaken specific training in clinical supervision & engage in their own regular clinical supervision

has effective communication & feedback at its core, is supportive, facilitative & focused on the work issues brought to the session by the supervisee(s)

is not provided by a professional who has organisational responsibility to direct, coordinate or evaluate the performance of the supervisee(s)

facilitates supervised selfmonitoring & self-accountability & involves the supervisee learning to be a reflective practitioner

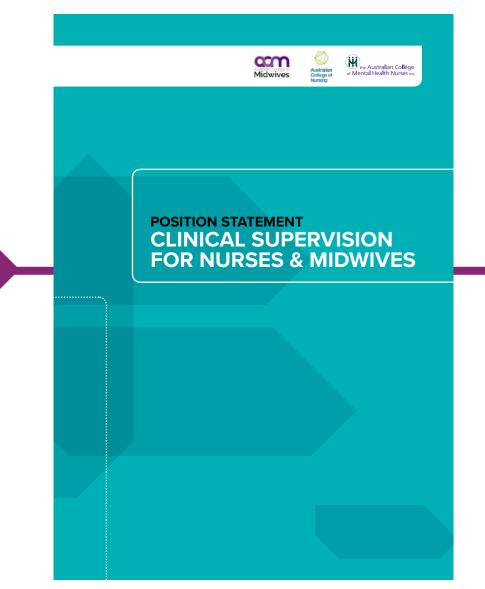
is predictable and consistent with thoughtful & clear structures, boundaries, processes & goals

Clinical Supervision is increasingly recognised as a core component of professional support for contemporary nursing and midwifery practice.

There is consistent evidence that effective clinical supervision impacts positively on the professional development as well as the health and wellbeing of supervisees.

The health and wellbeing of nurses and midwives is vital for recruitment and retention and ultimately a healthy and sustainable workforce.

There is also emerging evidence that clinical supervision of health-care staff impacts positively on outcomes for service-users.



to choose their supervisors

Clinical Supervision:

- is a formally structured professional arrangement between a supervisor and one or more supervisees.
- is a purposely constructed regular meeting that provides for critical reflection on the work issues brought to that space by the supervisee(s).
- is a confidential relationship within the ethical and legal parameters of practice.
- facilitates development of reflective practice and the professional skills of the supervisee(s) through increased awareness and understanding of the complex human and ethical issues within their workplace.

It is the position of the Australian College of Nursing, the Australian College of Mental Health Nurses and the Australian College of Midwives that Clinical Supervision is recommended for all nurses and midwives irrespective of their specific role, area of

practice and years of experience.

To achieve this position, it is recommended that:

- Clinical supervision is embedded in all nursing and midwifery undergraduate and vocational education as a component of professional practice.
- All nurses and midwives are fully orientated to clinical supervision upon entry to their relevant workforce and have access to clinical supervision that meets their individual needs.
- All clinical supervisors of individuals and groups undertake specific educational preparation for this role and engage in their own regular clinical supervision.
- The nursing and midwifery professional bodies advocate for a national standard for educational preparation of clinical supervisors.
- All employers of nurses and midwives positively support and actively promote quality clinical supervision through organisational policies, procedures and workplace culture.
- Regular systematic evaluations of the quality and efficacy of clinical supervision arrangements are undertaken at the local service level, taking care not to compromise the integrity of confidentiality agreements between supervisors and supervisees.
- The nursing and midwifery professional bodies advocate for investment in robust clinical supervision programs throughout the health and aged care systems to support implementation and sustainability.





