

Clinical Supervision is not:

- A management tool
- A method of surveillance
- A formal performance review
- A form of preceptorship
- Counselling
- Hierarchical
- Criticism of the individual as a nurse or person
- A form of therapy
- The same thing as training supervision

(HSE, 2015)

Formats of Clinical Supervision

There are a number of different ways Clinical Supervision may be delivered:

- One-to-One Supervision
- Group Supervision
- Peer Supervision

References:

Butterworth, T. and Faugier, T. (1992) Clinical Supervision and Mentorship in Nursing. London: Chapman and Hall.

HSE (2015) Clinical Supervision Framework for Nurses Working in Mental Health Services in Ireland.

HSE (2019) Clinical Supervision for Nurses Working in Mental Health Services; a guide for managers, supervisors and supervisees.

CLINICAL SUPERVISION

Clinical Supervision promotes and enhances nurses' personal and professional development through reflective practice





Why have Clinical Supervision

Clinical Supervision is an important process in supporting nurses within organisations with elements of clinical governance in the following ways:

- Quality Improvement
- Risk Management and Performance Management
- Systems of Accountability and Responsibility

(HSE, 2015)

Benefits of Clinical Supervision for Mental Health Nurses:

- Reduces stress and emotional exhaustion
- Feeling valued
- Enables nurse to focus on service user needs
- Improves recruitment and retention
- Lower sickness rates
- Identifies professional development needs
- Fosters learning culture
- Increases safeguarding of standards
- Identification of training needs
- Better work culture
- Improved morale
- Improved risk management and clinical governance

Clinical Supervision

Clinical Supervision is a professional relationship between a supervisor and a supervisee (nurse) where the supervisor facilitates the practitioner in reflecting critically upon their practice. By offering learning opportunities, support, professional guidance and oversight of the supervisees work, clinical supervision promotes high standards of ethical practice and ensures the welfare of service users and staff alike (HSE, 2019).



In order for to Clinical Supervision to succeed; it must have sponsorship at all levels in the Mental Health Services. The organisation and senior management must support and enable the process of formalised reflection on practice; organisational culture is a critical determinant of implementation (Butterworth et al., 2008).