

Professional Supervision in New Zealand nursing: the past, the present and future direction of

Presented by:

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Welcome

- ◆ Introduction
- ◆ The past
- ◆ The present to 2010
- ◆ Future Directions of

The Past – in the context of International Nursing



- Florence Nightingale provided supervision, advice, & support to her nurses
- Clinical supervision in nursing 25+ years
- Other professions have a well-established tradition of clinical supervision
- The content, approach, type, form, mode & process of this supervision shaped by time, tradition & those participating

The Past – in the context of International Nursing

- Variety of definitions
- Linked to language we use & our understanding of things around us
- Clinical supervision is an international issue in nursing
- Increasing amount of theoretical & empirical literature
- Evidence confirms that Clinical supervision is beneficial to nurses, nursing & patient care



A nurse leaving a depot on her daily round of visits, during the 1918 influenza epidemic in Christchurch

The Past – in the context of International Nursing

The organization of clinical supervision within the nursing profession: a review of the literature

Fowler, J. (1996). *Journal of Advanced Nursing* 23,471-478

- Need for clinical supervision
- Different ways clinical supervision used
- Perceptions of good supervision
- Models of supervision used
- Preparation & training for the role of supervisor

The Past – in the context of International Nursing

*Observation tells us the fact,
reflection the meaning of the fact.*

Reflection needs training as much as observation.

(Nightingale, 1860 cited in Levett-Jones, T. 2007, p.114)

The Past – in the context of International Nursing

Reflective practice in nursing



The Past – in the context of New Zealand Nursing

- ‘Snoopervision’
- 1970's - 1990's clinical supervision was little understood in NZ nursing
- NZ nurses have made significant contributions to the literature - but much is not published



Role training helps nurses cope with difficult situations

Consedine, M. (1984) New Zealand Nursing Journal 77 (2)

- Influenced by psychodrama & work of Jacob Moreno in 1920's
- “Based on his role theory which sees personality in terms of a series of interactive roles” p.3
- Method for examining interactions with patients & colleagues

Clinical supervision and Role Development

Consedine, M. (1998) Unpublished

- CS - overseeing clinical work & responsibility of clinical line managers
- Ignored aspect of 'Learning & Development' function
- Primary aim of psychotherapy supervision is learning & development, not accountability
- Use of Moreno's role theory & naming role
- Concept of Development or readiness
- Proper purpose of clinical supervision is role development

The concept of clinical supervision



Report on Clinical Supervision Trial project for Public Health Nurses January to June 1996

Anderson, J. & McCormick, A. (1996)
Unpublished report for SRHA

1994 Service Needs Task Group

- all staff be offered supervision
- Training for supervisors
- Standards of Practice for Supervisors & Procedures developed
- Then.....restructuring.....1995
- 2 nurses attended Training in Supervision – CIT, Wellington
- Client-centred framework & TAPES Model
- PHN asked to self select

Report on Clinical Supervision Trial project for Public Health Nurses

Anderson, J. & McCormick, A. (1996)
Unpublished report for SRHA

- 5 nurses participated in pilot
- 1:1 supervision
- 2 weekly sessions
- weekly offered at times of extreme workload & stress
- Preparation, contracts, evaluation
- Sessions - cases, nurse's practice, self care
- Supervisors - Monthly 'group' supervision
- Recommendations from supervisors & supervisees

Professional supervision for nurses and midwives

Irvine, H. (1998)

Report for Winston Churchill Memorial Trust Board (Unpublished)

.To explore the development of clinical supervision for nurses in the UK

- 1992 UKCC - clinical supervision as a requirement for all nurses in UK.
- Similarities interest & innovative practice, resistance issues implementation
- A Co-ordination centre in NZ to advance development
- Publication of NZ data
- Recommendations for NZ clinicians, educators, NCNZ, MOH and employers

Disquiet in the development of clinical supervision for professional development in nursing practice: a literature review

Robertson, G. (2000)

Unpublished Masters Thesis Victoria University of Wellington

- Data illustrating nurses' experience of developing supervision within their areas of practice
- Continued confusion & lack of clear definitions
- Lack of empirical evaluation of the:
 - effectiveness of supervision
 - how it improves patient care
- Portrayed as a support system rather than a sophisticated form of skills training

continued

Disquiet in the development of clinical supervision for professional development in nursing practice: a literature review

Robertson, G. (2000)

Unpublished Masters Thesis Victoria University of Wellington

Recommendations include:

- Survey to reveal understanding & practice
- Guidelines for training, implementation & models of practice
- Evaluative studies to measure benefits to patient care & professional practice of nurses

From the past – into the present: in the context of International Nursing



Health Practitioners Competency Act (HPCA) 2003

- Nursing Council of New Zealand
- Competencies
- Supervision mandated at Nurse Practitioner Level

National Framework for Nursing Professional Development & Recognition Programmes & Designated Role Titles

National Professional Development & Recognition Programmes Working Party, (2004, p. 14)

“For competent Registered Nurses to continue to develop, support from more experienced nurses in a safe environment, a commitment to some form of clinical/professional supervision, and resourced, planned and professional development activities are essential.”

Position Statement on Professional and Clinical Supervision

New Zealand Nurses Organisation (2005)

- NZNO state that professional and clinical supervision:
 - is a critical component of nurses and midwives professional development and supports nurses and midwives to ensure quality patient services.
 - has benefits and outcomes for the individual nurse, patient and employer.
 - should be accessible and available to all areas of nursing and midwifery practice.
- NZNO supports nurses, midwives and employers to have a commitment to the provision and resourcing of professional and clinical supervision

Clinical Supervision in Mental Health

Research Report: Lesley Cooper and Jim Anglem, 2003
(Flinders University and Anglicare, South Australia)

- Aim :
 - Map models of professional supervision in mental health
 - Investigate how clinical supervision fits with clinical governance
 - Examine the effectiveness, values and difficulties of supervision
 - Report on the extent to which cultural supervision is practised
 - Identify practice and policy issues

Clinical Supervision in Mental Health (cont.)

Lesley Cooper and Jim Anglem, 2003
(Flinders University and Anglicare, South Australia)

◆ Findings:

- Clinical supervision and not cultural supervision was key purpose of supervision.
- No strategies for improving clinical governance such as audits, developing best models, feedback and effectiveness studies were evident.
- Nurses supervision sessions focused on feelings and reactions to patients and families and how to care for these people.
- Supervision for supervisors is a future training issue.
- Participants perceived that management did not understand the importance of supervision as a core of professional practice.

A lamp to light the way: Public health nurse's perceptions and experiences of professional/clinical supervision

Farrell, E. (2003)

Unpublished Masters Thesis (MHealSc Sci) Auckland University of Technology

- ◆ Aim:
 - ◆ To find out from seven public health nurses (PHN's) what their perceptions are of clinical supervision

- ◆ Rationale for clinical supervision from the participants perspective included:
 - ◆ Need to understand the public health nursing specialty

 - ◆ Recognition of the impact the practice has on PHN's wellbeing and their ability to provide competent nursing care

The value of a programme of clinical supervision for graduate nurses: an evaluative study

Karina Kwai, 2005.

Unpublished Thesis Master of Arts(MA) Victoria University of Wellington

◆ Aim:

- ◆ to evaluate a programme of clinical supervision for new graduate nurses

◆ Findings: The programme provided

- ◆ Professional support
- ◆ Identification of education needs
- ◆ Difficulties in accessing supervision was highlighted

Clinical Supervision in the Homecare Context

Yarker-Hitchcock, V. M (2005)

Unpublished Thesis Master of Arts Victoria University of Wellington

- ◆ Aim of thesis:
 - ◆ To evaluate the impact of supervision on five co-coordinators in a rural homecare setting

 - ◆ Looks at the impact clinical supervision has on their practice and professional growth

- ◆ Findings: clinical supervision assisted with
 - ◆ the provision of personal support
 - ◆ managing stress
 - ◆ reducing feelings of isolation
 - ◆ improving communication
 - ◆ using clinical supervision as a safety net
 - ◆ facilitates empowerment

Clinical supervision in nursing: an investigation of supervisory issues from critical experiences

Carolyn Murray (2006)
Unpublished Masters Thesis (MHealsc) University of Otago

- Aim of descriptive study is:
 - to look at the nature of supervisory issues for psychiatric nurses using two theoretical models: the Loganbill, Hardy and Delworths (1982) and Sanbury's propositions
- Findings:
 - there was no relationship between gender, training and supervisory experience of supervisors and the type of issues that emerged from descriptions.

Creativity and life: The impact of clinical supervision on mental health nurses' relationships with consumers

Julie Mernick, 2010

Unpublished Masters Thesis (MHealSc) University of Auckland

- Aim:
 - To discover ways in which the supervisory process impacts on mental health nurses' relationships with consumers.
- Findings:
 - Clinical supervision can lead to relational changes with consumers:
 - Nurses report that as defensive practices are uncovered and acknowledged they are replaced with behaviours that reflect:
 - higher energy levels
 - Hope
 - Partnership
 - Increased sense of integrity
 - Greater sense of connectedness with consumers
 - Create an environment that is more responsive to recovery

Professional supervision for mental health and addiction nurses: A review of current approaches to professional supervision internationally and in the New Zealand mental health

McKenna, B., Thom, K., Howard, F. and Williams, V. (2008)

- Aim:
 - to investigate current approaches to professional supervision for mental health and addiction nurses within DHB's and NGO's across New Zealand and internationally

Professional supervision for mental health and addiction nurses: A review of current approaches to professional supervision internationally and in the New Zealand mental health

McKenna, B., Thom, K., Howard, F. and Williams, V. (2008)

- Findings:
 - Most services provide cultural and professional supervision separately yet Maori nurses indicate the need for this to happen simultaneously.
 - Supervision is most successful when it is embedded within the organisations culture.
 - Not enough trained supervisors
 - Lack of baseline information that tracked involvement of staff in supervision
 - Scant information of evaluation accountability

National Guidelines

Te Pou o Te Whakaaro Nui, the National Centre of Mental Health Research,
Information and Workforce Development (2009)

- Audit current supervision processes
- Assess barriers to supervision
- Promotion of supervision through education at all levels
- Identify resources
- Develop a cultural plan
- Develop a model of all professional development activities
- Establish a professional supervision co-ordinator
- Establish a professional supervision process and evaluation procedures

Professional Supervision in New Zealand nursing: the future



Future directions of

- National Guidelines
- Implementation
- Sustainability
- Geographical spread of nurses
- Technology
- Interdisciplinary supervision