

## Clinical Supervision: How Supervisors Add Value

Baker, N.<sup>1,2</sup>, Kapur, L.<sup>2,3</sup>, Garner, J.<sup>2,3</sup> & Lange, B.<sup>1,2</sup>

### Background and aims

Clinical supervision (CS) provides safe, quality outcomes for our patients. Supervisees develop personal, clinical and professional skills through facilitation by supervisors. Supervisor expertise is essential to enhance clinician skills, knowledge and attitudes.

### Methods

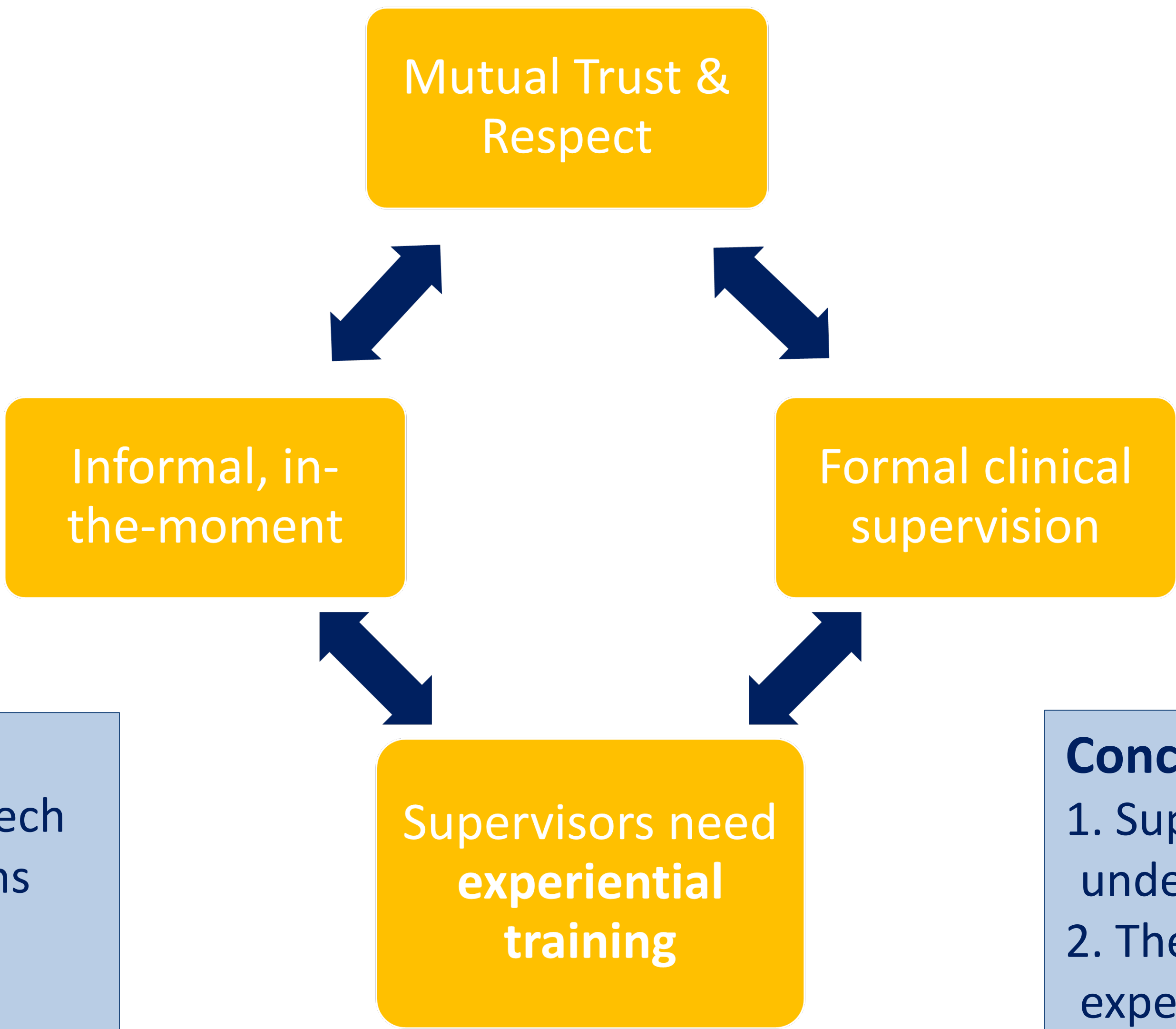
Professional clinical staff attended focus groups to explore CS perceptions and experiences. Key themes emerged.

### Results

Six Allied Health disciplines (dietetics, occupational therapy, speech pathology, social work, podiatry, physiotherapy) with 25 clinicians provided informed consent.

Themes emerged regarding **supervisor requirements**:

1. mutual trust and respect is crucial
2. flexibility required to accommodate both informal and formal supervision
3. choose experiential supervisor training over online



Format	Advantages	Disadvantages
<b>Formal</b>	Individualised, quarantined, documented	Important but not urgent
<b>Peer</b>	Informal, reactive, immediate, Interprofessional,	Not trackable
<b>Group</b>	Time-effective, task-oriented, competency-based, content-specific	Impersonal, not confidential, inequitable participation, timetabling
<b>Informal</b>	Immediacy, safety, accessibility	Not trackable

### Conclusions

1. Supervisors **add value** when they gain formal supervision skills by undertaking **experiential, interactive** training
2. The focus of supervisor skills changes according to supervisee level of experience:
  - Consolidating and advancing **clinical skills** in new graduates
  - Facilitate **effective teamwork** and **conflict management skills** in established clinicians
  - Supporting **management** and **leadership skill development** in senior clinicians

<sup>1</sup> Caring Futures Institute, <sup>2</sup> College of Nursing and Health Sciences, Flinders University; <sup>3</sup> Rehabilitation, Aged and Palliative Care, SALHN