Developing Effective Clinical Supervision And Portfolio Development

Alison Wells

wellsalison@ntlworld.com
Background


wellsalison@ntlworld.com
Vision for the Future 1993

‘The exploration of the concept of clinical supervision should be further developed so that it is integral throughout the lifetime of practice, thus enabling practitioners to accept personal responsibility and be accountable for care and to keep that care under constant review.’

DoH 1993
Working in health and care is inherently emotionally demanding. To support staff to act consistently with openness and compassion, teams need to be given time and space to reflect on the challenging emotional impact of health and care work. Many organisations are already finding ways to do this, for example through Schwartz Center Rounds and Restorative Supervision.
CQC- Outcome 14

The registered person must have suitable arrangements in place in order to ensure that persons employed for the purposes of carrying on the regulated activity are appropriately supported in relation to their responsibilities, to enable them to deliver care and treatment to service users safely and to an appropriate standard............by—

(a) receiving appropriate training, professional development, supervision and appraisal;

wellsalison@ntlworld.com
Clinical Supervision - Definition

“a formal process of professional support and learning which enables individual practitioners to develop knowledge and competence, assume responsibility for their own practice and enhance consumer protection and safety of care in complex clinical situations”. (DH, 1993)
The overriding principle is that it is the supervisees' time to reflect upon their practice. The supervisor is there to help them do that, not tell them what to do!
Hard Truths 2013
Well-treated staff treat patients well.
Incident or issue in clinical practice

Feeling of concern or pleasure

Define and describe incident or issue

Analysis and reflection

Look at choices for solving problem

Make plan to deal with situation

Put plan into practice

Evaluate result

Clinical Practice

Clinical Supervision

Define incident or issue

Analysis and reflection

RCN 1999

wellsalison@ntlworld.com
Confidentiality

Key to the clinical supervision process

Considering what stays in the room and what can be shared.

Ground rules
Groups
or
One to one?

wellsalison@ntlworld.com
Statutory Supervision vs Clinical Supervision

Midwifery Supervision vs Clinical Supervision

Functions vs Functions
Portfolio development

The portfolio should contain:

‘relevant learning activity and the way in which it has informed and influenced your practice.’

(NMC Prep Handbook 2011)
Encouraging practitioners to record issues in practice and to consider how the reflection will inform future practice will mean that they have the evidence for revalidation. It will help to inform Personal Development Plans and can support the assessment of competence.

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