



Clinical Supervision: Looking back and looking forward

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What is clinical supervision? It is a negotiated relational partnership between you and your supervisor. Supervision enables you to learn from your work through regular, ethical interaction with each other. Your reflection allows you to explore and experiment with new ways of thinking. You return to the workplace with a stronger professional identity and the ability to enact change. The result is a better experience for your patients, colleagues and you.

How do you negotiate a relational partnership? It is about addressing questions like these: Who are we? Where do we come from? Where are we in relation to the Tiriti? Where do we want to go? How will we get there? How can we feel culturally safe? What are our expectations of each other? What are our respective responsibilities? How will we deal with changes?

What are the responsibilities of the supervisor? The supervisor's job is to build a professional relationship with you that is open, honest and respectful. She listens with empathy, observes with clarity, acknowledges respectfully and responds with caring and creativity. She has a relevant qualification, is committed to a professional Code of Ethics and complies with contractual obligations.

What are your responsibilities? To identify work questions to bring to supervision, to participate in a professional relationship with your supervisor, to be ready to evaluate the supervision experience. To use supervision as an opportunity to learn how to influence the workplace and get greater job satisfaction. To undertake to work within professional ethical boundaries.

How does it work? You choose a supervisor who fits with your values and interests. She provides a safe space. You develop a written agreement together about what you want to achieve. You bring to each session something you want to reflect on. The supervisor listens and uses various methods to support you to work things out. Each session finishes with your feedback. You do regular reviews and long term planning.

What is the ultimate goal of clinical supervision? Quality improvement and professional emancipation. It produces nurses who do their work as productive, responsible and creative practitioners - professional people who can increasingly and successfully evaluate their own practice.

What can supervision mean for palliative care nurses? In palliative care nurses there is a strong relationship between personal and professional identity. Personal self-esteem contributes to your belief that you are doing a good job. I believe that supervision can enhance your self-esteem and strengthen relationships with patients and colleagues.

What does supervision of palliative care nurses mean for me, the supervisor? I can be a better supervisor if I have an understanding of the culture of palliative care nursing and appreciate the particular sensitivity of your work. I am interested in and care about your patients, you and your work. I undertake to keep abreast of developments in the palliative care sector.

What clinical supervision isn't. It is not the close monitoring of clinical practice. In Aotearoa/NZ it is not cultural supervision. It is not the kind of supervision that might be provided by managers. It is not supervision as defined by the Nursing Council of New Zealand with regard to Enrolled Nurses. If it involves supervision in facilitated groups, it is usually known as group supervision. Peer supervision is usually two professional peers co-supervising each other.

Cultural safety Cultural safety in supervision occurs when you and your supervisor understand that there are cultural differences between you. You explore these differences and acknowledge their impact on the relationship. Building trust and respect will result in both people feeling culturally safe.

Who has influenced my thinking the most? Dr Irihapeti Ramsden, Professor Mason Durie, Dr Megan-Jane Johnstone, Professors Jean Watson, Patricia Benner, Joan Tronto and Carl Leget, Dr Alun Jones, people I have supervised, my supervisor Dr Sue Lennox, my tutors at Wintec, Janet May, Angie Stewart and Eugene Davis. Alison Davys and Liz Beddoe, Nicki Weld, Michael Carroll.

Other Resources

<https://www.tepou.co.nz/>

clinicalsupervision.org.au/

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