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Special Edition

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Introduction and analysis of a clinical supervision model on staff wellbeing and implications for quality of patient care

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Background

Clinical supervision is a foundation of nursing practice and is recognised as essential for all healthcare providers to support (NHS 2021). Despite extensive research on the benefits of supervision for staff and patient care, locally there remains a lack of clarity and understanding of what clinical supervision consists of, and a lack of training for staff acting in a supervisor capacity. This project aims to analyse the use of a clinical supervision tool or model on experiences of both supervisor and supervisee. To evaluate the impact constructive and regular supervision has on clinician's wellbeing, resilience and implications this has on the quality of patient care.

Review of the evidence

BMJ, PubMed and CINAHL databases were searched using the terms 'Clinical Supervision' AND 'Nursing'. This was filtered further to focus only on mental health nursing. Duplicates were removed and titles and abstracts reviewed to include the most relevant full text articles.

The clinical supervision of health professionals is associated with effectiveness of care and improvement in compliance with evidence-based process, aligned to improved patient outcomes (Snowdon et al. 2017). The improvement of mental health nurses' resilience and wellbeing with regular and appropriate supervision is noted, with demonstrable benefit to the patient's psychological condition (Gonge and Buus 2015, Griffiths, 2022). The effectiveness of supervision is reliant on the level of participation from both parties and the culture of the organisation. Research studies have demonstrate that when organisations place a high value on the importance of clinical supervision and ensure that any barriers are removed for its regular practice, healthcare staff can engage in the process, reflect more deeply and then in turn value the positive effects of supervision on their practice (NHS 2021, Gonge and Buss 2015, Snowdon et al. 2017, Butterworth 2022).

Project plan

This evidence implementation of this project will utilise the JBI evidence implementation model (Porritt et al. 2020). Following this literature review, key stakeholders will be engaged, and teams identified to undertake the project. The current experiences of supervision will be evaluated by questionnaire and analysed alongside the literature with stakeholders in a 'focus group'. This group, alongside the project lead, will then identify and recommend an appropriate supervision model to implement the change. There will be an interim evaluation to ensure concordance and any adjustments required. Impact will be measured through audit of recorded supervision and analysis from a final feedback questionnaire. The focus group will then look to ways sustainability of the project can be delivered.

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