

Clinical Supervision (CS) Program (Reflection)

Clinical supervision Definition

- Formally structured professional arrangement between a supervisor & one or more supervisees
- Regular meeting that provides for critical reflection on the work issues brought to that space by the supervisee(s).
- Confidential relationship within the ethical and legal parameters of practice.
- C.S facilitates development of reflective practice and the professional skills of the supervisee(s) through increased awareness and understanding of the complex human and ethical issues within their workplace.

(Australian College of Midwives, Australian College of Nursing, & The Australian College of Mental Health Nurses inc., 2019, p.2)

Possible Benefits

For individuals:

- Promotes health, wellbeing and psychological safety.
- Reduces stress and burnout
- Improves clinical and professional interactions
- Meets obligations for nurses and midwives professional registration
- Meets lifelong learning and reflection requirements for AHPRA standards for practice
- Builds positive workplace culture and trust

For organisation and consumers:

- Reduces stress and increases coping behaviours in staff
- Motivates and energises staff – known to support quality patient outcomes
- Provides tools for staff to be adaptive and responsive to change
- Decreases burnout, sick leave and workers compensation claims
- Supports clinical governance processes and quality key performance indicators
- Improves staff recruitment and retention

2027 Graduate Program Overview

- Demystifying session about clinical supervision at orientation
- Cohort of graduates who would like to undertake CS
- Attend monthly group clinical supervision with manager's support

Testimonials



Help me clear
my thinking and
put things in
order, a way
forward



Clinical supervision saved
my career as a midwife



I always left
feeling more
positive and
confident