



Department of

**Health, Social Services
and Public Safety**

www.dhsspsni.gov.uk

AN ROINN

**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

MÁNNYSTRIE O

**Poustie, Resydënter Heisin
an Fowk Siccar**

FROM THE CHIEF NURSING OFFICER
Martin E Bradley

To: Chief Executives, Trusts & Boards
Executive Directors of Nursing, Trusts
Chief Nurses, Boards

Cc: Chief Executive, HSCA
Chief Executive, RQIA
Chief Executive, NIPEC
Chief Medical Officer
Schools of Nursing, QUB, UU, OU
In-service Education Consortia

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Date: July 2007

Dear Colleagues

Re: Standards for Supervision for Nursing

Please find attached a set of Standards for Supervision for Nursing. These have been developed following a review of Clinical Supervision across nursing which was facilitated by the Northern Ireland practice and Education Council (NIPEC). The published report (www.nipec.n-i.nhs.uk) builds on work previously undertaken by the DHSSPS in producing Best Practice Guidelines for Supervision in Mental Health and Learning Disability nursing (DHSSPS 2004).

The importance of effective supervision has been highlighted in national and regional critical incident inquiries such as The Clothier Report (1994), Lewis Review (2003), Shipman Reports (2005), Murtagh Review (2005) and McCleery Report (2006). The Regulation Quality and Improvement Authority (RQIA) also recognises the importance of ensuring that staff have access to effective supervision and this is reflected in DHSSPS published Quality Standards for Health and Social Care (DHSSPS 2006). The quality standards recommend that an effective system for clinical supervision across H&SC can help organisations to meet each of the clinical and social care governance standards by:

- **having in place appraisal and supervision systems for staff which support continuous professional development and lifelong learning (p 11)**
- **ensuring that clinical and social care interventions are carried out under appropriate supervision and leadership, and by appropriately qualified and trained staff who have access to appropriate support systems (p 15)**

(DHSSPS, Quality Standards 2006)

The development of standards that would be located within the overall performance management framework of the organisation was seen as an important step towards enabling the implementation and evaluation of supervision. A modernised definition of supervision for nursing has been developed and will form a cornerstone for the introduction of the new standards.

“Supervision is defined as a process of professional support and learning, undertaken through a range of activities, which enables individual registrant nurses to develop knowledge and competence, assume responsibility for their own practice, and enhance service-user protection, quality and safety of care.”

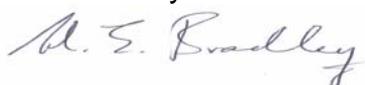
An action plan was developed following the review of clinical supervision and the development and publication of Standards for Supervision for Nursing is the first output from that Action Plan. Other actions include the review of training relating to supervision and the development of robust monitoring and evaluation strategies that will demonstrate effectiveness and impact on quality of care. An Annual Report of Supervision will be undertaken by each Trust and presented to the Trust Board, with key issues brought to the attention of the Chief Nursing Officer.

The enclosed standards will come into effect from 1st April 2008 when it is anticipated that recording and evaluation systems will have been developed. The DHSSPS and NIPEC will work with service and education providers to take forward the full range of actions arising from the Review of Clinical Supervision report and this work will commence in August 2007.

N.B. Links to Statutory Supervision: Safeguarding Children, Young People and Families

A regional model of supervision for nurses and midwives whose role necessitates specific and detailed work in relation to safeguarding children, has been developed and will be implemented across Northern Ireland. The model is complimentary to supervision for nursing.

Thank you for your continued support
Yours sincerely



Martin E Bradley
Chief Nursing Officer

Standards for Supervision for Nursing

Domain 1 : Implementation of Supervision

Standard Statement

Supervision can contribute to the delivery of safe and effective care when practitioners have access to appropriate systems that facilitate the development of knowledge and competence through a culture of learning by reflection.

Rationale

Recognising that organisations are at different levels of preparedness in relation to the effective implementation of supervision, it will be important to share best practice. The aim is to ensure that organisations have in place a framework that supports supervision in a way that takes account of organisational structures. The implementation of supervision will be underpinned by innovative and responsive training and education that reflects the modernised definition.

Criteria

The Organisation:

- a. works in partnership with education providers to continue the process of curriculum review and redesign of supervision training
- b. identifies Supervision Champions who can provide leadership at different levels within the organisation
- c. develops an organisational framework that supports and strengthens a shared commitment to supervision between the individual and the organisation
- d. supports and promotes a range of supervision activities to meet the needs of practitioners in a variety of settings
- e. ensures that the principles of confidentiality in the supervision relationship compliment individual and professional accountability
- f. participates in regional review and audit of the effectiveness of supervision

Standards for Supervision for Nursing

Domain 2: Governance of Supervision

Standard Statement

Supervision will become an effective tool to improve the safety and quality of care when it is embedded within an organisational framework that supports effective leadership and performance management.

Rationale

Strong leadership is required to effectively implement and drive supervision within the nursing profession. The aim is to promote individual, team and organisational responsibility to engage with and fully utilise supervision as a mechanism to promote safe and effective care. This process will be aided by recording and reporting systems that facilitate data collection, analysis and sharing of learning across organisations and the wider HPSS.

Criteria

The individual:

- a. has a professional responsibility to engage in supervision in a way that affords the practitioner the opportunity to demonstrate learning on and in practice
- b. has a duty to comply with organisational policies and procedures relating to supervision
- c. undertakes training to adequately understand the intended purpose and outcomes of supervision
- d. undertakes such preparation as is required to maximise the effectiveness of the supervision experience

The Organisation:

- e. invests the Executive Director of Nursing with the responsibility for strategic leadership on supervision for nursing
- f. develops such policies and procedures as are required to embed supervision within the organisation
- g. participates in the development of a regional approach to recording and reporting systems and processes for supervision activity
- h. monitors and evaluates the uptake and effectiveness of supervision in a way that improvements to care and practice may be identified and implemented
- i. establishes supervision as a complimentary process that informs and enhances both appraisal and the Knowledge and Skills Framework.