

Supervision Arrangements

This variable for each clinical area, except for

Students: All have assessors who work and assess them during their placement.

Overseas Nurses: All had preceptors for their first 6 – 8 months while completing their objectives for registration.

Sultan ward

Clinical supervision – this is held for qualified and unqualified staff and is run on a 4 – 6 week bases. There are 4 groups, facilitated by E, F & G grades, each group consists of mixed grades.

New staff joining the ward is supervised for the first 6 months using the “buddy system”.

There is an action learning group for qualified staff, which runs on monthly bases.

Ward meeting held on monthly bases to cascade relevant information to all staff

Daedalus ward

For new staff they try and use the “buddy system” where possible, they hold monthly ward meetings and team leader also try and hold team meetings every 6 –8 weeks.

Dryad ward

At present a trail with group clinical supervision is taking place, they are working with two groups at the moment but hope to increase to three groups shortly. Ward meetings are held but not running regularly at the moment.

Clinical managers

They have individual clinical supervision sessions every 1-2 months, with myself; previously this session was with the service manager.

Monthly action learning groups for clinical managers have been running since 1999. They have now been put on hold for the next few months as all G and F grades will attend action learning sessions monthly as part of the

gerontological nursing programme, these will be facilitated by critical companions.

Clinical managers meetings have been held on an ad hoc basis using action learning and HODs time but this has changed now and meetings are being held every month for two hours and are attended by the clinical manager or a representative in their absence. It enables clinical managers to feedback any information from study days / forums which they have attended, but also individual services can speak to the clinical managers if they have concerns.

H grade

Meet on a monthly basis with the service manager to discuss service issues, and attend clinical supervision with one of my peers every one – two months, on a one –one basis.

As part of the gerontological programme, action learning sessions have been set up for the critical companions. These are held on a monthly basis and are facilitated on alternate months by the RCN. Action learning is also held on a monthly basis with my peer group as part of the clinical reference group meetings

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Nov 2001