

Clinical supervision training in the Loddon Mallee

Project summary

The aim of this project was to develop, deliver and evaluate a four-tier clinical supervision training model that builds the capacity of Loddon Mallee health services to provide quality supervision and mentoring to students on clinical placement.

This was a collaborative project with Bendigo Health (BH) and Monash University (Monash), providing the clinical and academic educators skills to develop and deliver the different tiers of clinical supervision training to an interdisciplinary audience.

The program was delivered through four modules:

- Module 1 – Clinical supervision concepts: provided the foundation for clinical staff to learn how to best supervise and support students.
- Module 2: involved a case scenario to reinforce the practical application of clinical supervision and support.
- Module 3 – Active clinical supervision and assessment: provided participants with a deeper understanding of the complexities involved in providing clinical supervision and support.
- Module 4 – Clinical supervision and assessment train the trainer: was developed to enhance sustainability of the program post-project through up-skilling those involved most closely with clinical supervision and support of students.

In Module 4, a select team of clinical support and education staff undertook a 'train the trainer' program to enable them to provide clinical supervision and support training to others on an ongoing basis, increasing clinical supervision and support capacity across the region. Five hundred and seventy-six clinicians from a broad range of disciplines and from across the region participated in the training. Feedback from the program participants was very positive.

Drivers and challenges

Loddon Mallee health services provided over 54 358 clinical placement days in 2009 and over 65 509 clinical placement days in 2010 (viCProfile 2012). This represents a 20% growth in clinical placement activity and evidence from training and development reporting suggests that this 20% growth will likely be reflected in 2011 and 2012 figures. This growth in clinical placement activity year on year is likely to result in a commensurate need to invest in clinical supervision training. A review of current supervision methodologies found that there was a variety of clinical supervision training models across the health science disciplines delivered throughout the Loddon Mallee. The approach to delivery was not standardised and the content was not uniform. None of the supervision training programs were delivered uniformly to all sites in the region or across all disciplines and

many health services do not receive funding for clinical supervision training, consequently access to clinical supervision training is sporadic, often expensive and inconsistent.

There are 2754 FTE clinicians working across twenty-two discipline types throughout the Loddon Mallee Region (viCProfile). In addition to this over 28% of the population in the Loddon Mallee and over 23% of Loddon Mallee nurses (enrolled and registered) are over the age of fifty-five. An ageing clinical population is therefore likely to result in clinicians nearing retirement reducing their hours of work or retiring altogether. This workforce is replaced annually with new graduates, who have often had no clinical supervision training, but are very quickly expected to mentor and or supervise students.

It is this growth in clinical placement activity and the departure of skilled supervisors and arrival of new graduate clinicians with no formal training or experience that demonstrate the need for investment in clinical supervision and trainers to deliver this training throughout the region.

Arriving at a solution

A challenge in providing an inclusive regional approach to clinical supervision training was to identify where existing educational programs and support resources sit on the best practice continuum, identifying the gaps and recognising the particular clinical supervision and training needs in rural and regional health services. By developing a best practice clinical supervision and support program (CSSP) using a regional framework, appropriate pathways into clinical teachers training can also be improved.

Implementation process

- Project Agreement established between BH and Monash;
- Educators from BH and Monash were recruited;
- A working group was established;
- Curriculum and support resources developed and ratified;
- Training workshop dates were set:
 - Seventeen Module 1 sessions conducted in seven different regional locations
 - Module 2 self-directed learning package
 - Eleven Module 3 sessions in six different regional locations
 - Module 4 training to provide trainers across the region
- Teaching strategies guidebook developed and printed.

The following resources were developed to assist in the delivery and evaluation of training workshops:

- Curriculum plan;
- Module 1: PowerPoint presentation, evaluation survey;
- Module 2: Case scenario and worksheet;
- Module 3: PowerPoint presentation, evaluation survey;
- Supervisor guidebook;
- Module 4: PowerPoint presentation, evaluation survey.

Outcomes and impacts

Expected outcome/impact	Actual outcome/impact
An overall increase in the number of trained supervisors throughout the Loddon Mallee Region.	Five hundred and seventy-six Loddon Mallee clinical supervisors were trained throughout the course of this project.
More supportive clinical placement environments.	This is a longitudinal measure and BH has implemented the BPCLE student evaluation to monitor progress in this regard. Each health service throughout the Loddon Mallee will need to implement the collection of this data independently.
Increased supervisor satisfaction with educational supports to assist them in their role as clinical supervisors/assessors.	Over 84% of participants evaluated throughout the course of the project rated the training as entirely relevant to their roles as clinical supervisors.
Increased clinical students satisfaction with placement experiences	This is a longitudinal measure and BH has implemented the BPCLE student evaluation to monitor progress in this regard. Each health service throughout the Loddon Mallee will need to implement the collection of this data independently.
Establishment of ongoing educational partnerships among clinical supervisor training providers in the Loddon Mallee Region.	BH and Monash will continue to deliver the CSSP program in 2013/14 in line with Health Workforce Australia's (HWA's) subsequent program.
An increase in trainers capable of delivering clinical supervision training throughout the region.	Sixteen participants who completed all three prerequisite modules were then eligible to participate in the train the trainer/master class session provided in May 2013.
A greater number of trainers able to deliver the CSSP program throughout the Loddon Mallee.	The Loddon Mallee CPN now have sixteen more trainers capable of delivering the training than prior to the CSSP projects commencement.

Challenges and management strategies

Whilst Aboriginal Controlled Community Health Organisations (ACCHOs) were approached to be involved in this education none took up the offer. For future programs relationships with this group of health care providers needs to be fostered to encourage participation.

Some challenges were also encountered in the setting of workshop times and health services ability to free staff up for the required periods of time. In the early stages of the project this resulted in cancellations of workshops but as the program became known and positive feedback received this issue resolved itself.

Conclusions

- This project achieved its aim which was to develop, deliver and evaluate a four-tier clinical supervision training model that builds the capacity of Loddon Mallee health services to provide quality supervision and mentoring to students on clinical placement.
- Collaboration between BH and Monash's Bendigo Regional Clinical School provided both the clinical and academic expertise to develop and deliver the different tiers of clinical supervision training to an interdisciplinary audience.
- Evaluation feedback supports the program as a suitable method for clinical supervision support.
- The train the trainer Module 4 program and the guidebook for 'Workplace-based teaching for rural and regional clinical supervisors' will enhance sustainability of project outcomes.

Future directions and sustainability

BH and Monash's Bendigo Regional Clinical School have both put in submissions to deliver the course developed during the first iteration of the CSSP project. It is the intention of the project partners to see the participants of the train the trainer course co-deliver any future clinical supervision training work should the project partners be successful in being identified on the HWA multi-user list for supervision training.

Further information

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