Clinical Supervision for Allied Health Professionals: A state-wide training program

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**Background**

Effective clinical supervision is a critical ingredient to ensuring patient safety and promoting the professional development of clinicians. Clinical supervision sessions provide a platform for critical reflection, development of clinical reasoning and identification of further learning opportunities. Clinical supervision has benefits to health care organisations by enhancing job satisfaction of both supervisees and clinical supervisors, which increases staff retention.

The Health Education and Training Institute (HETI) provides state-wide leadership and coordination of education and training for allied health working within NSW Health. The Allied Health Portfolio of HETI developed a publication called *The Superguide: A handbook for supervising allied health professionals* to support the clinical supervision practices of allied health professionals in NSW Health. In addition, a blended training package (consisting of pre-readings, online modules and a face-to-face programme) on clinical supervision was developed to support the implementation of this guide.

This presentation will describe the training package and feedback obtained from participants from across NSW Health along with preliminary findings from the clinical supervision research project.

**Aims**

To develop and roll out a standardised state-wide training package at a foundation level for allied health clinical supervisors to improve the quality of clinical supervision across NSW Health. This will aim to enable the formalisation of supervision practices of allied health professionals across NSW Health.

**Methods**

Following an evaluation of *The Superguide* it was identified that allied health professionals wanted training to be able to apply the concepts in the guide. A blended learning package was developed consisting of pre-readings, online learning modules and a face-to-face training package. The face-to-face training package was a train the trainer package.

**Results**
The training package was rolled out to all 18 Local Health Districts and Speciality Networks across the state to approximately 400 people. An overview of the training package and an analysis of the evaluation data will be discussed in the presentation.

**Conclusion**

Clinical supervision for allied health professionals requires a multi-faceted approach through investment in training, access to resources, and governance to support practices.