

SUPERVISION POLICY

Purpose and Aim of Supervision

The purpose of supervision is to facilitate reflection for the parish nurse and thereby to encourage both spiritual and professional growth.

The aims are:

1. To encourage spiritual growth in the parish nurse
2. To help the parish nurse explore learning needs and strategies applicable to her/his developing role
3. To improve the parish nurse's ability to synthesis the spiritual dimension of life into professional practice.
4. To improve professional performance and standards of practice

Scope of supervision

Supervision will help the nurse to focus on both professional and spiritual aspects of their learning and practice. Both a professional practitioner and a spiritual mentor may provide supervision separately or these skills may be found in one supervisor. Supervision will remain distinct from managerial processes and the supervisee will remain accountable to the NMC for their professional practice.

Policy for Supervision

1. Professional supervision may be provided in a group context at PNMUK cluster meetings or by peer supervisors.
2. All parish nurses will have named supervisors whose responsibility will be to provide regular opportunities for the supervisee to raise issues of concern, reflect on their personal growth, learning and performance and identify strategies for development in all spheres.
3. For peer support the nurse will receive supervision through the local/regional cluster meetings and through attendance at the annual Parish Nursing Conference.
4. Individual supervision time must be planned, protected and uninterrupted. Sessions should be held in private where possible.

5. If notes of the supervision meeting are kept these will remain the confidential property of supervisee. Feedback to other authorities of information gained during supervision, by supervisors, will only be divulged with the agreement of the supervisee or where there is any clear breach of professional or other ethical codes of practice

Criteria for Supervisors

The Supervisor(s) will not normally be personally familiar with the nurses's congregation or clientele (In order to preserve any confidentiality issues). They will

1. (Professional) Be a qualified and experienced nurse. (Spiritual) Be experienced in Spiritual support.
2. have good counselling and interpersonal skills, will normally have received training in supervision, and will be subject to their own professional supervision frameworks.
3. be willing to provide a minimum of 5 private supervision sessions per annum
4. familiarise themselves with the principles of Parish Nursing and the programme of study which the Parish Nurse is undertaking.

Methods of distribution.

Copies should be made available to all those working in any capacity on behalf of the charity

Review dates: July 2018, February 2022