

Freedom of Information Act [2000] request

Clinical Supervision for Mental Health Nurses

[REDACTED]

Clinical Supervision [CS] provides a *time-out opportunity for staff, within the context of an ongoing professional relationship with an experienced practitioner, to engage in guided reflection on current practice in ways designed to develop and enhance that practice in the future.* Mental Health Nurses [MHN] were early adopters of CS and, although CS has become widely regarded as a central tenet of professional practice, the national MHN/CS landscape has not been scoped.

The following Freedom of Information questions seek to provide an overview of CS arrangements for MHN's across England, to remedy this information gap.

Q1. What is the full name of your Trust?

Hertfordshire Partnership University NHS Foundation Trust

Q2. How many mental health nurses are employed in your Trust?

- Head count? 757
- Whole Time Equivalent? 700.91

Q3. Is Clinical Supervision provided to mental health nurses employed in your Trust? Yes / No

Yes.

Q4. Is there an accountable officer at Trust Board level responsible for Clinical Supervision arrangements?

Yes.

Q5. Is Clinical Supervision a mandatory requirement of your Trust, or is it voluntary?

Mandatory for Mental Health Nurses

Q6. How often are MHNs expected to usually receive Clinical Supervision? [in weeks]

Clinical Supervision should take place monthly, but a minimum requirement of 8 weekly. As you have requested this to be expressed in weeks, the expectation placed upon staff for it to take place approx. every 4.3 weeks

Q7. How long is each Clinical Supervision session usually expected to last? [in minutes]

No fixed time as it will depend upon the context and requirement of the role, as well as hours worked etc. as well as being in line with the relevant governing body.

However, the Trust has set an expectation that each session be between 1 and 2 hours

Q8. Are the Supervisors in your Trust specifically trained to provide Clinical Supervision to MHNs?

Yes

Q9. Does your Trust evaluate the Clinical Supervision MHNs receive?

Yes

If yes:

- **what aspects of CS are evaluated/measured?**
- **what evaluation methods are used?**
- **how often do CS evaluations take place?**
- **Is the latest CS evaluation report publicly available? If yes, please attach a PDF copy [and/or provide the relevant link on the Trust website]**

Each Services is required to have a monitoring system that is visible to all staff, indicating the names of staff in the team, the name of their supervisor and date of when supervision has taken place This should enable all team members and their managers to see at a glance, supervision uptake within their area of responsibility and to address compliance if it falls below expected standards.

The Supervisor and Supervisee discuss the supervision that has taken place in the preceding 6 months at mid-year and end of year Reviews.

Q10. Does your Trust have a publicly available Clinical Supervision policy? If yes, please attach a PDF copy [and/or provide the relevant link on the Trust website]

Please see attached.

Please provide any additional publicly available information regarding the Clinical Supervision provided to Mental Health Nurses in your Trust [optional]

Clinical supervision training is available for all staff who are required to provide supervision.

Thank you for your cooperation
6 July 2020