

# Laying the Clinical Supervision Foundations: Implementation of an Allied Health Clinical Supervision Program for Northern Sydney Local Health District (NSLHD)

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Northern Sydney  
Local Health District



HEALTH  
EDUCATION  
& TRAINING

## Background



Local Health Districts and Service Networks identified a need for reflective supervision training



Health Education and Training Institute (HETI) collaborated with Allied Health educators and clinical supervision champions to develop 2 clinical supervisor workshops – 'Laying the Foundations' and 'Overcoming Challenges' and 1 supervisee workshop



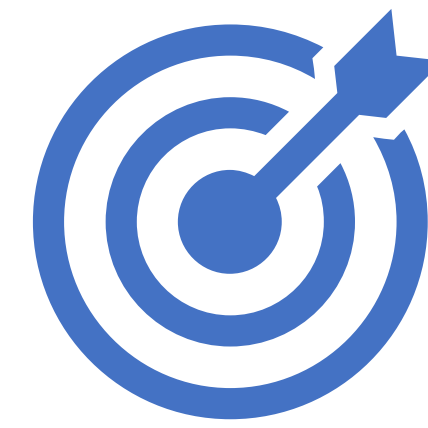
This state-wide program is designed to be customised and implemented at a district level to meet district needs



Complements an existing suite of resources:

- 2 x online learning modules
- HETI Allied Health Clinical Supervision page
- The Superguide

## Aim



To evaluate implementation of the HETI Allied Health Reflective Supervision Program in NSLHD

## Method

Communication to managers

Champions nominated and trained as workshop facilitators

Allied Health Directorate managed logistics

Champions facilitated sessions

Acceptance evaluated through surveys

## Results

Program rolled out across 4 hospital sites

Positive feedback from facilitators and participants

- 24 workshops run
- 46 facilitators trained
- 172 workshop participants

- 100% of participants are now confident applying reflective supervision models
- 100% of participants indicated the content was relevant

Positive implementation factors include:

- HETI support to upskill Champions
- Multidisciplinary participation, facilitating sharing of diverse experiences
- Focus on core content to ensure the training's integrity and consistency
- Building internal facilitation capacity adding relevance and depth to the workshops

*'Great to have lots of discussion and examples of situations from others'* HP1

*'Practical components of the training were helpful in assisting and aiding learning'* HP3

*'Trainers engaged and enthusiastic about the content'* HP5

*'A great networking event'* HP6

## Conclusions and Implications for Practice

- The implementation strategy successfully engaged clinicians and improved supervision knowledge and skills
- The rollout strategy can be adapted for the implementation of the next modules in 2025 and across other health districts
- Next steps include ongoing professional development, establishing policy frameworks, and evaluating educational outcomes for NSLHD.

### References

- Snowdon, D. A., Sargent, M., Williams, C. M., Maloney, S., Caspers, K., & Taylor, N. F. (2019). Effective clinical supervision of allied health professionals: a mixed methods study. BMC health services research, 20(1), 2. <https://doi.org/10.1186/s12913-019-4873-8>.
- Health Education and Training Institute. (2012). The superguide: a handbook for supervising allied health professionals. Sydney: HETI.

