



# CLINICAL SUPERVISION CHALLENGING THE NURSING ENVIRONMENT?

ANSE - RESEARCH CONFERENCE  
APRIL, 24<sup>TH</sup> AND 25<sup>TH</sup> 2015, BUDAPEST

# Nursing in the Czech Republic

- Changes in educating paramedical professions consistent with the EU.
- Shifting qualifying education from vocational high schools to universities (bachelor's degree) in the year 2004 (2008)
- Formation of three levels of nursing workers (nurse assistant, general nurse with registration, nurse specialist)

# Distinctive features of nursing

---

- Current situation in health service in general (financial aspect, the number of employees per department, doctors quitting and migration of nurses)
- The issue of death and dying
- Unclear competences of nurses in relation to doctors
- Changes in the role of nurses

# The main research question was:

---

- How could be supervision integrated into nursing?
- Would it be advisable to include supervision to the system of undergraduate education or into the lifelong learning (a compulsory component of professional education for qualified nurses)?

# Further subquestions (examples):

---

- What is the respondents' awareness of supervision?
- What are the views on the possibility of implementation among the different groups of respondents?
- Opinion on the purpose of supervision in nursing?
- Should supervision be part of a qualification or lifelong learning?
- How working environment in the Czech nursing affects implementation supervision?

# Research methodology

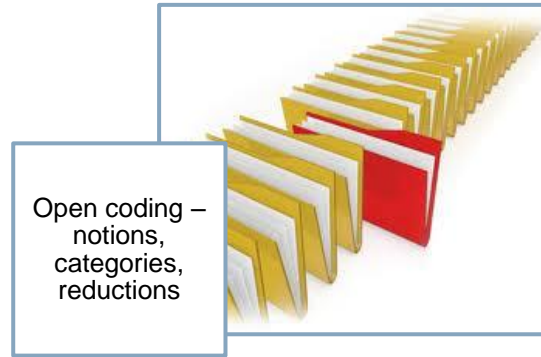
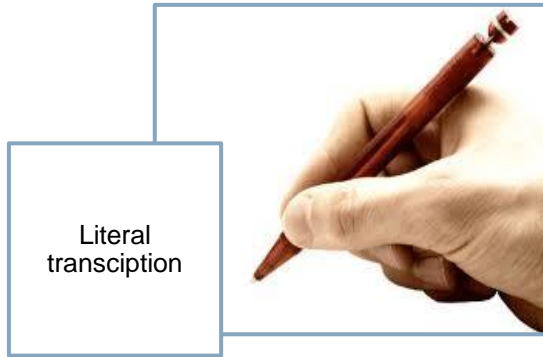
- Explorative qualitative research
  - Semi-structured interview
  - Theoretical selection of the sample + method of the snowball
  - Sample:14 respondents: 2 general nurses, 5 nurses managers, 4 supervisors, 3 nurses teaching nursing
  - Research selective character /Prerequisite : experience in supervision, experience with nursing educational system, experience working in nursing min. 5 years



Methods of data  
collection

- Semi-structured interviews
- Field notes, observation
- Watch of expert magazines and official internet portals, monitoring the media and political reality related to the topic

# Work with research data



- Data anonymized and stored securely in accordance with the ethical principles

# Results – 5 categories

---

- Awareness about supervision
- Qualification or lifelong learning?
- The atmosphere of nursing as a place of realization of supervision
- Motives why supervision?
- How to implement supervision?



# Results - Atmosphere in nursing

- The rigid structure of the health system, nursing values and stereotypes.
- Supervisors concerns about the medical environment. Their passivity in the popularization of supervision in nursing.
- *S: "... healthcare is a heavy caliber, I did not want to do supervision there. ..."*

# Results – How to implement supervision?

- Through **school** - YES because:
- Safer and friendlier environment, positive relationship with the supervision of teachers.
- Secured and guaranteed educational institutions
- The school influence on the adoption of the importance of supervision
- Introducing already in the study - support intrinsic motivation of students to reflect on their own work - forming a good practice.

# Results – How to implement supervision?

- Through the workplace - ???
- Fears of a hierarchically arranged environment
- The risk of misuse of information

*N: „... I'd had a big problem with confidence, risk of abuse against me is too high .....*“

# Through workplace - concerns/safety

- Concerns about ensuring a safe space for the recipient of supervision
- Negative attitude of doctors to the topic of nurses' supervision

*N:“.. it is necessary to suppress the negative attitude of the physicians within the meaning of taunts and ridicule about supervision, otherwise nurses will not want to have it...”*

# Through workplace – concerns/safety

- Intolerance of errors, bullying, fear, bossing

*NT: „... there is a big rivalry, bullying and a fear of peer reviews. Admit mistakes in front of others is simply impossible....“*

- The tendency to concealment of negative phenomena from practice

## Through workplace – concerns/safety

*S: „... nurse must always be perfect, serving standard performance. She must not admit that she something cannot know. She can not make mistakes and not have to too much to think about what she is doing. Must not doubt, because she performs an intention of the doctor. Her doubts are terribly threatening ...“*

# Through workplace - priorities

- Healthcare professionals prefer training in practical skills to the so-called Soft skills / communications

*NM:....“at the moment I do not see the application in practice, I look at it as manager. Better to send a nurse on a certified course on catheterization or cannulation... I want my nurses be educated on how to care for ill people.....“*

# Results – Motives why supervision

---

- Space for sharing
- Support of team spirit
- Unifying approach to the patient
- More views make better practice
- Reflection of undesirable phenomena



# Conditions for implementation 1

---

- Necessary to engage also other groups
- Spreading knowledge and literature
- Train more supervisors for healthcare
- Get specific support for supervision in nursing by the professional nurse organizations

# Conditions for implementation 2

- Good to have space where different professional groups could meet (supervisors, nurses, doctors)
- More engagement on the part of supervisors in this area is necessary
- More good supervision literature for nurses

# Summary and Conclusion 1

---

- Implementation of supervision is seen as more realistic through schools (more suitable environment)
- In the workplaces numerous barriers cause concern for both: nurses and supervisors.

# Summary and Conclusion 2

---

- Awareness of supervision among health professionals is still low, although in the last five years there have been new publications on supervision and supervision is provided unofficially in various educational programs.

# Thank you for your attention!

Markéta Vanclová

marketa.vanclova@gmail.com

