Governing Reciprocal Arrangements to further support Implementation of our *Clinical Supervision for Mental Health Nurses: A Framework for Victoria*

Victorian Senior Mental Health Nurse Leaders (RPN 6/7s)

The Clinical Supervision for Mental Health Nurses: A Framework for Victoria (The Framework) purpose provides for "individuals and organisations to develop, implement and evaluate clinical supervision for nurses in Victorian Mental Health Services" (DHHS, 2018, p 7). The Framework recognises that "Clinical Supervision is one component of a wider framework of clinical governance activities that are designed to support staff and to manage and monitor the delivery of high-quality services and effective outcomes for mental health consumers" (DHHS, 2018, p 10). This aligns with requirements of the *Australian Commission on Safety and Quality in Health Care Standards,* which regulate expectations and responsibilities of Health Services, including the specific *Clinical Governance Standard (Australian Commission on Safety and Quality in Health Care, 2017).*

The Framework outlines 'steps to building a clinical supervision implementation plan' (DHHS, 2018, pp 49-50) along with a table of 'success factors' ((DHHS, 2018, pp 52-55). One element of the success factors is Clinical Supervision Database. The Framework provides the following guidance in relation to Database:

> • *Supervisee: Supervisee is aware of and has access to a current database of organisationally supported supervisors or via other networks (or is prepared to pursue a supervisor using their professional networks, has some knowledge of their training and area of clinical specialty and is free to make personal choices about with whom they engage in the CS relationship)*

> • *Supervisor: Experienced supervisors with relevant training register in a database, indicating any areas of specific expertise, specialist training and most recent qualifications*

> • *Organisation: AMHS allocates a coordinator (or champions) with the specific responsibility for establishing and maintaining a current (possibly voluntary) database of relevant information (staff being supervised, staff providing supervision, currency of training, areas of clinical specialties, etc.) and also for encouraging mental health nurses to access CS*

The five Health Services currently participating in year 3, multi-site implementation, have developed health service specific Clinical Supervision databases.

More recently, the Centre for Mental Health Learning (CMHL) has developed a state-wide, public database for Clinical Supervisors. Clinical supervisors listed in the CMHL database will be required to assert that they meet the minimum criteria for inclusion in the CMHL public database. These criteria, developed by the CMHL through wide consultation (CMHL, 2021) and updated in conjunction with the Victorian Senior Mental health Nursing Group are:

•	They have, at a minimum, 3 years' experience in a mental health designated role

•	They accept the underlying principles of Victoria's Clinical Supervision framework for Mental Health Nurses

•	They have attended clinical supervision training or can demonstrate equivalent clinical supervision experience and expertise

•	Have received continuous Clinical Supervision for a minimum of 1 year

Supervisors applying to be listed on the CMHL public database attest that they agree to abide by their own service's policies and procedures in their supervision, including when providing supervision under reciprocal arrangements.

The CMHL is not managing reciprocal arrangements, it is up to Health Services to govern (CMHL, 2021).

The CMHL Clinical Supervisor public database has options for people to list a fee for service, as well as the option for reciprocal arrangements.

The CMHL Clinical Supervisor database doesn't require login, therefore, the information will be publicly available to anyone. Please consider whether your organisation/health service wishes to instruct your employees in relation to not posting personal contact details (e.g. phone and emails).

The Chief Mental Health Nurse appreciates the leadership and governance responsibilities and significant contributions from Victoria's Senior Mental Health Nurses. This document aims to guide further implementation of consistent approaches for reciprocal arrangements between Health Services, enabling more mental health nurses to access a clinical supervisor.

Some specific governance considerations for Health Services have been collated and listed below, including possible mechanisms for organisations to incorporate when approving team members/employee's engagement with and use of the Centre for Mental Health Learning (CMHL) state-wide, publicly available Clinical Supervisor database.

1. Health Service policy/procedures may specify expectations for employees being listed as a Clinical Supervisor, recognising that providing clinical supervision is a component of their health service employment. For example, the Health Service policy/procedure may require employees listing within the CMHL public Clinical Supervisor database to adopt specific information within the section '*please add any further cost information for supervisees*' such as:
   - Employees will state that there is no cost for employees within xx Health Service, or
   - Clinical Supervision is exclusively for/limited to employees of xx Health Service', or
   - Free for nurses from xx
2. Health Service employees are to seek permission from their Mental Health Director of Nursing and/or Senior Psychiatric Nurse (RPN 6/7) <u>prior to</u> applying to be listed as a Clinical Supervisor on the CMHL public database,
3. The Mental Health Director of Nursing and/or Senior Psychiatric Nurse (RPN 6/7) response to the employee will specify whether approval is provided for the employee to be listed, and whether they are approved to be listed as being available for reciprocal arrangements,
4. The employee will update the Mental Health Director of Nursing and/or Senior Psychiatric Nurse (RPN 6/7) of any requests to provide Clinical Supervision under reciprocal arrangements. The Mental Health Director of Nursing and/or Senior Psychiatric Nurse (RPN 6/7) will be responsible for liaising with their colleague in the other Health Service/organisation to facilitate the reciprocation,
5. Reciprocal arrangements, that is whereby clinical supervision is provided to another service in return for supervision within the home health service, continues to be work that is governed by the home health service policies and procedures and must be approved in writing by the Director of Mental Health Nursing,
6. All reciprocal arrangements will be agreed for a maximum of 12-month time frame and reviewed in conjunction with the Director for Mental Health Nursing at the anniversary of the agreement if not prior
7. Organisations are encouraged to seek Legal Counsel support from within their own organisation to support the reciprocal arrangement requirements for their organization

8. Organisations/Health Services may encourage employees not to provide personal phone numbers or personal email contact details for use in the CMHL public listing, however, may provide approval for use of the health service email and landlines as the listed point for contact,
9. Organisations/Services may choose to utilise the CMHL public Clinical Supervisor database rather than creating individual health service Clinical Supervisor databases,
10. The CMHL Clinical Supervisor database includes a filter 'service/organisation'. The CMHL promotes that the list of Clinical Supervisor names for a specific Health Service/organisation may be shared with an employer directly, should that information be requested by the organisation/service. Please note that a person may list under 'other' instead of selecting the Health Service.

References

Australian Commission on Safety and Quality in Health Care, 2017, *National Safety and Quality Health Service Standards Second edition*, Sydney, NSW accessed via https://www.safetyandquality.gov.au/sites/default/files/2019-04/National-Safety-and-Quality-Health-Service-Standards-second-edition.pdf

Centre for Mental Health Learning (CMHL), 2021, Clinical Supervisor Database, Melbourne accessed via (insert link once available)

Department of Health and Human Services (DHHS), 2018, *Clinical supervision for mental health nurses: A framework for Victoria,* Victorian Government, Melbourne accessed via https://www.health.vic.gov.au/mental-health/chief-mental-health-nurse