

Pharmacists' Perceptions on the Clinical Supervision Skills Competency Tool for Reflection & Supervisory Practice Growth

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Background

Reflective practice and professional development are key elements of clinical supervision, which contribute to patient safety and quality care¹.

Hospital pharmacists frequently supervise undergraduate pharmacy students, intern pharmacists, pharmacy technicians and early career or new hospital pharmacists.

At present, the process of reflection to support the development of pharmacists' supervisory skills lacks guidance.

Aim

To explore hospital pharmacists' perceptions on using the Clinical Supervision Skills Competency Tool (CSSCT) to self-reflect, develop & guide their own supervisory practice growth.

Method

The qualitative study was conducted between May and December 2022 (Figure 1).

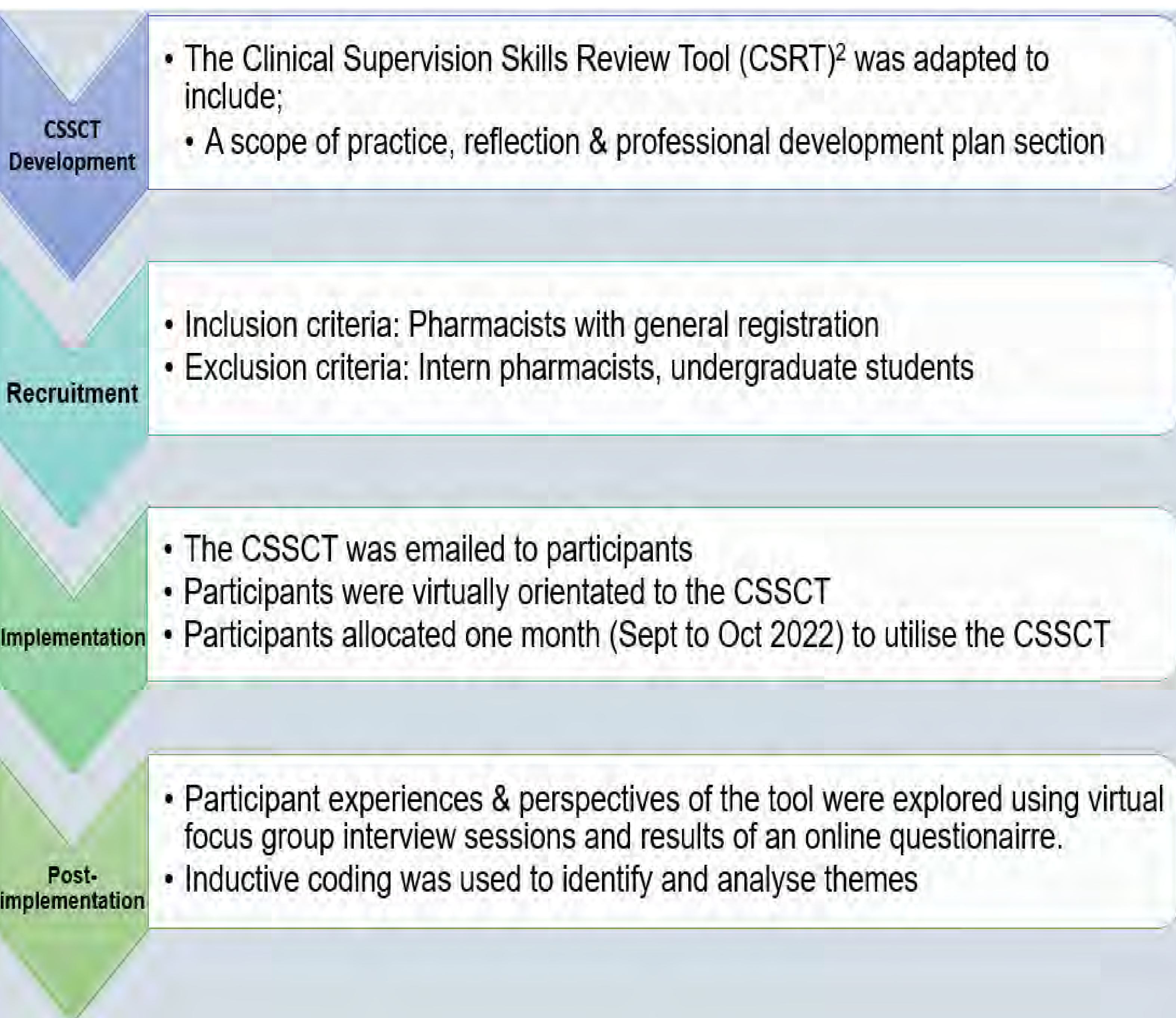


Figure 1: Flow chart of methodology

Results

The CSSCT was used by 19 registered pharmacists, of which 7 were pharmacy clinical educators. Focus group sessions were attended by nine participants and the online survey completed by 10 participants.

Three major themes emerged; feasibility, supervisory growth & future planning (Table 1).

Table 1: Major and sub-themes identified during analysis

Major Themes	Sub-Themes
Feasibility	<ul style="list-style-type: none">Motivators & Enablers of Tool CompletionBarriers to Tool Completion
Supervisor Growth	<ul style="list-style-type: none">Clinical Supervision ConfidenceGoal SettingSelf-ReflectionRealisation of Supervisory RoleAwareness of Supervision Competencies
Future Planning	<ul style="list-style-type: none">Clinical Supervision PlanningObservation & Peer FeedbackConsideration for CSSCT Implementation in Workplace

- Learner mental health, wellbeing and cultural safety awareness, were elements of supervisory growth highlighted by the CSSCT for supervisors to action.
- Barriers associated with CSSCT use included tool length & resources.

The CSSCT was perceived as supportive towards self-reflection, goal setting and provided guidance for building clinical supervisory skills (Figure 2).

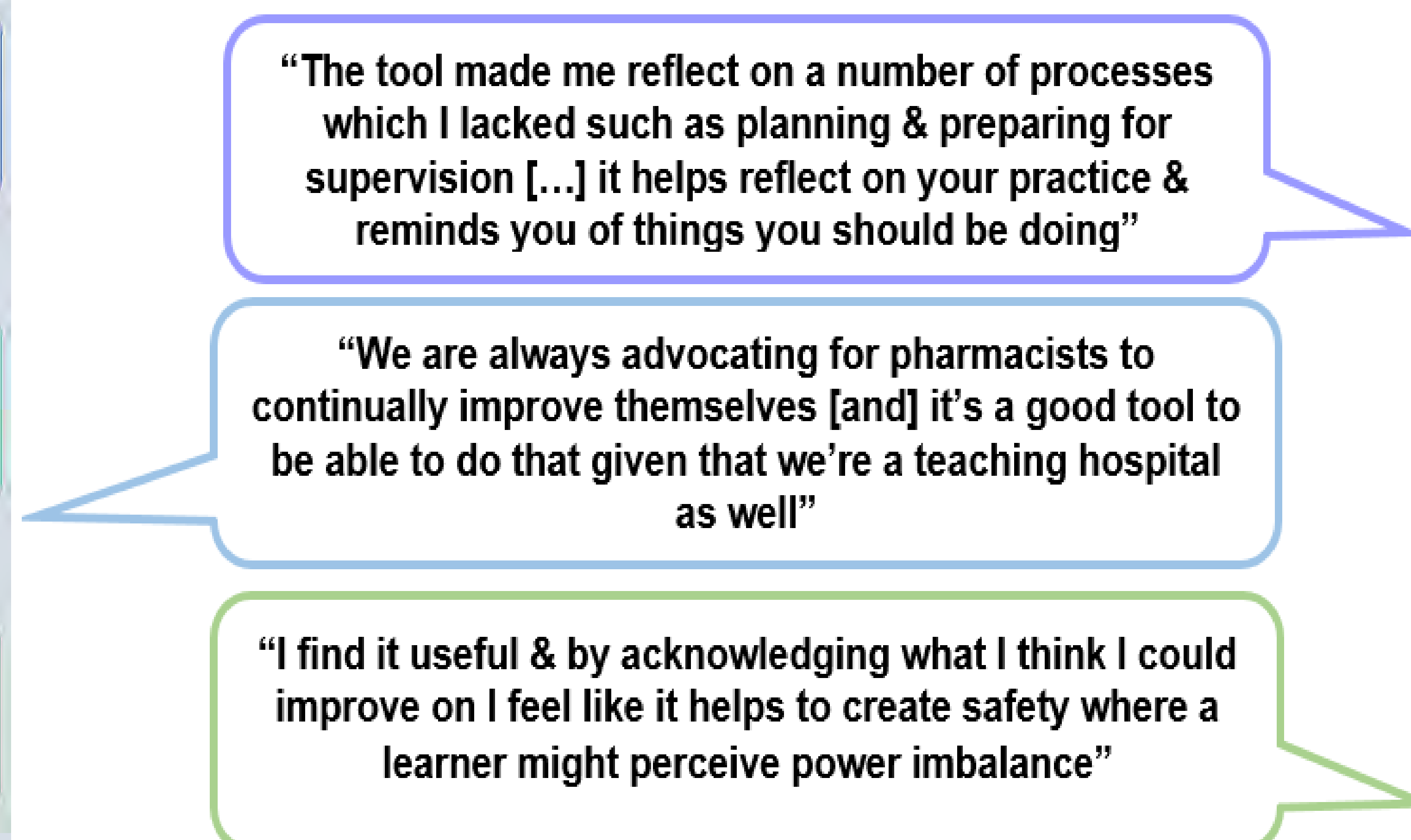


Figure 2: Examples of pharmacists' perceptions of the CSSCT under each major theme

Discussion

- The CSSCT provides supervising pharmacists with guidance on self-reflection & goal setting to support their supervisory practice growth.
- There is scope to include the CSSCT as part of pharmacists' professional development plan, to support their growth
- Future studies could explore how the CSSCT improves supervision competency

References

- Snowdon DA., Leggat SG., Taylor NF, *Does clinical supervision of healthcare professionals improve effectiveness of care & patient experiences? A systematic review.* BMC Health Serv Res. 17th ed; 2017 <https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-017-2739-5>
- Department of Health & Human Services. *The Resource Guide: Implementing the National Clinical Supervision Competency Resource and the Clinical Supervision Skills Review Tool.* Melbourne: State of Victoria; 2015 <https://vicknowledgebank.net.au/wp-content/uploads/National-Clinical-Supervision-Competency-Resource-Guide.pdf>