



when *life* works better,
business works better
Pai ake te oranga, pai ake te pakih

Professional Supervision for Registered Nurses

Nurses are talking about the need for professional supervision

"Their recognition that they would benefit from it", says CEO Liz Pennington who is a Registered Nurse herself and a supervisor, "isn't new to nurses in mental health - but for others it may not have been a common experience or one that they are sure about".

So what is Professional Supervision? It isn't counselling. It's not a channel or route that circumnavigates your direct report manager. It is a professional relationship that supports you both professionally and personally. It's a confidential service. It's a relationship and commitment that provides you with a protected space and dedicated support where you can talk openly and look for solutions, tools and strategies. It occurs at regular intervals throughout the year with a qualified and skilled person you have chosen and is a relationship that supports your building of self efficacy. Supervision assists you in reaching your potential. It provides warmth and support as you learn and grow personally and professionally.

Vitae offers nurses the opportunity and choice to have nurses as supervisors for nurses. This is an important choice. It may be that a nurse elects to be supervised by a skilled general supervisor and that is still a valuable and growth enhancing option that Vitae can also offer. For nurses who may have questions about their professional practice (whether they are working within scope or about professional boundaries), another nurse as supervisor may be a good option. Nurses talk about how they work hard to paint a picture and describe their situation to a large extent to a non-nurse. When speaking about the same situation to a nurse they describe getting straight to the detail more readily without needing to fill in the background.

You can choose your supervisor from a range of people so that we get a good fit for you. You can ask to see profiles of nurses and general supervisors. Once you have made your selection it is best to plan to meet regularly. You or your supervisor may be in a remote location and Skype or phone would be alternative ways of keeping an appointment. Where prior arrangements are made, employers may pay for individuals to attend a specified number of sessions in a year.

BUSINESS CHALLENGE

Registered nurses in management and leadership positions are often challenged by change and increasing levels of acuity. Finding the right clinical supervisor will help build self efficacy and resilience.

VITAE SOLUTION

Developing a national professional network of Registered Nurse Supervisors who can offer their clinical experience in support of others.

BUSINESS BENEFITS

- Targeted professional development
- Understanding of the dynamics of the profession
- Best practice outcomes

FURTHER INFORMATION

Vitae welcomes enquiries from organisations for their nursing teams or from nurses interested in being supervisors for Vitae. For further information contact:

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TRAINING OPPORTUNITY

PROFESSIONAL SUPERVISION – Fostering Critical Reflection for Advanced Nursing Practice. A two day course offered by Massey University. [Click here to read more.](#)