



**Position**                      **Practice Facilitation/Supervision**  
**statement**

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**The purpose of this position statement is to outline support for practice facilitation/supervision**

Health provider organisations are encouraged to ensure that there are processes to support structured practice facilitation/supervision of nurse learning in the practice setting to assist the nurse develop knowledge, skills and confidence in care delivery. The main focus is to support the care interaction between the nurse and their client and enable an opportunity to reflect on and develop and advance their clinical practice

Nurse leaders advocate for roles and processes that advance safe professional practice and develop skills and competencies. This includes supervised clinical practice and a supportive environment within a structured professional relationship.

Practice facilitation/supervision assists the nurse to;

- accept professional accountability for practice
- maintain currency of practice
- assess practice outcomes and safety issues using a risk management framework and safe review process
- assume personal responsibility for actions
- increase self-knowledge and understanding of the client, family and work setting
- plan for the effective delivery of care
- develop reflective practice and problem-solving skills

Practice facilitators/Supervisors should have formal preparation for this work and to work using best practice guidelines to establish the facilitation/supervision relationship

**Nurse Leader Considerations**

- The complexity of current practice environment requires that nurses receive support in their practice by people with the appropriate knowledge, skills, experience and preparation to provide coaching, clinical education and supervision
- Practice facilitation/supervision may be viewed as an optional extra but evidence shows that there is benefit in recruitment and retention, safe practice and positive client outcomes

**Key Documents**

NZNO Practice Fact Sheet (2015): Supervision

Te Pou; Professional Supervision Guide for Nurse Leaders and Managers 2017

Te Pou: Professional Supervision Guide for Supervisors 2017

Te Pou: Professional Supervision Guide for Supervisees 2017

Cook, C. (2018). Professional Supervision: an argument for protected time to reflect. *Te Puawai*, 25-31.