



# Delivering Group Restorative Clinical Supervision during extreme clinical pressures

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## Background

Professional Nurse Advocate's (PNA's) are trained to deliver Restorative Clinical Supervision (RCS) to listen and to understand challenges and demands of fellow colleagues, lead support and deliver quality improvement initiatives in response (Lees-Deutch, 2023.)

## Aim

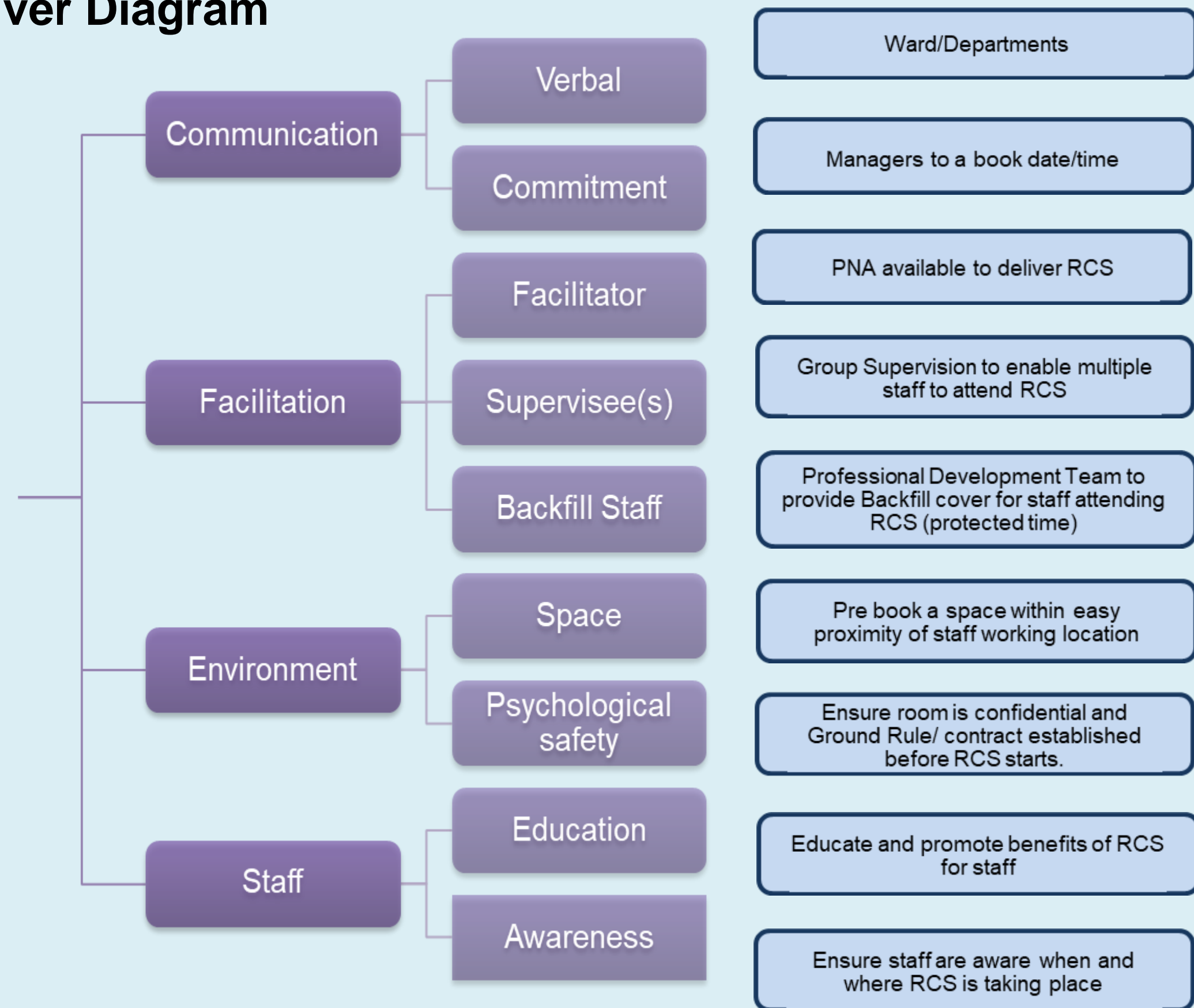
To increase the number of RCS sessions delivered by 50% over 4 weeks

## The Safety Concern

Across the Autumn and Winter of 2022, GHNHSFT faced extreme clinical pressures resulting in patients waiting for inpatient beds. Colleagues reported feeling increased levels of worry and stress whilst caring for patients in risk assessed additional bed spaces, with some individuals distressed with the level of care they felt able to provide. Additional concerns that staff were unable to engage in RCS due to work pressures during this time.

To increase the uptake of RCS by 50% over 4 weeks.

## Driver Diagram



## PDSA Cycles

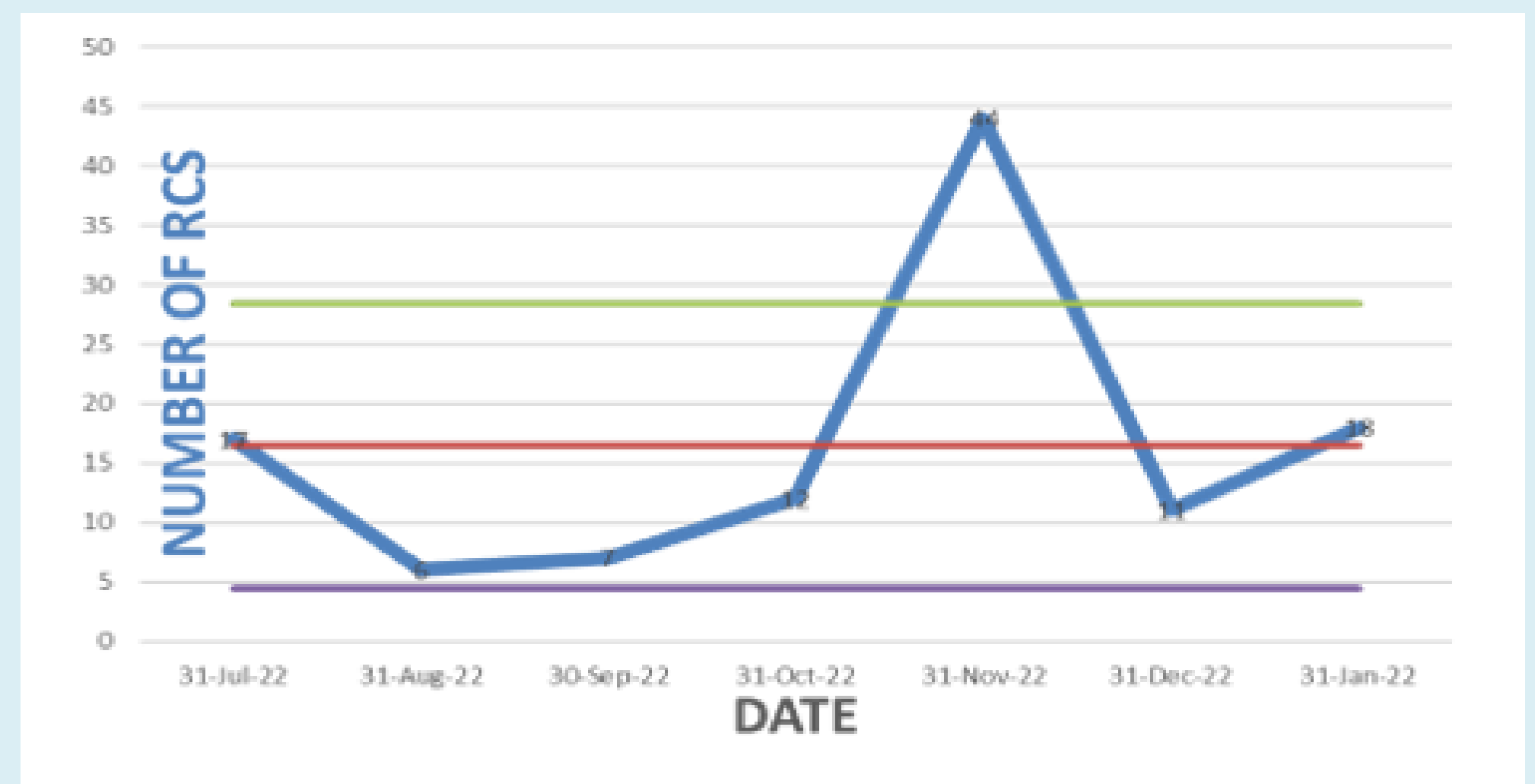
**CYCLE 1:** Educate Staff and Ward Managers on role of PNA and the delivery of RCS.

**CYCLE 2:** Plan and Book Group RCS with ward Managers. PD Team providing Backfill.

**CYCLE 3:** Create Surveys and QR codes to collect Data and feedback from the RCS.

**CYCLE 4:** Deliver booked Group RCS Sessions addressing 'Moral Distress'

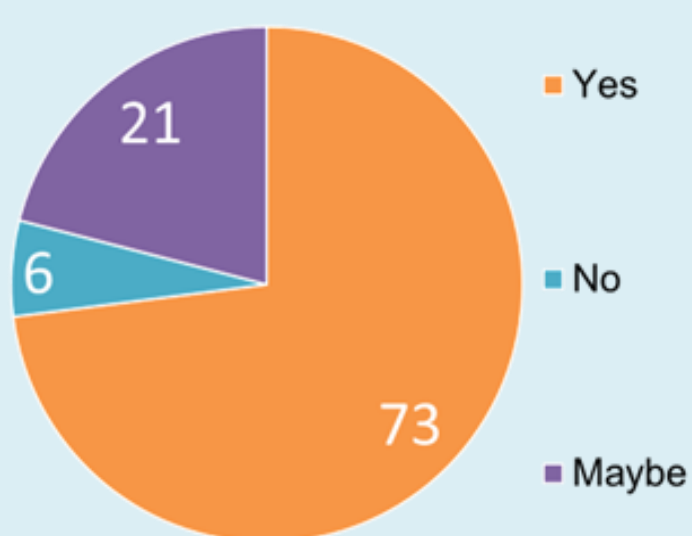
**CYCLE 5:** Evaluate Data



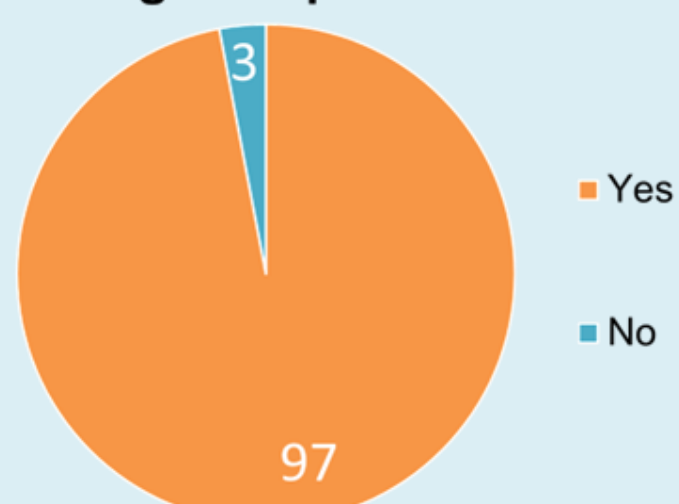
## Measures

- Outcome - no. of staff receiving RCS
- Process - no. of RCS sessions held each month
- Balancing - sustainability of backfilling staff, operational pressures and financial costs

% of colleagues who felt the RCS session enabled them to discuss their feelings



% of colleagues who felt RCS might help in the future



## Data

- Number of RCS sessions per month increased by 175% over the 4-week period
- Trial ran during extreme bed pressures
- Shows 'Protected Time' enables staff to have RCS

## Next Steps

- Collect more data to evidence the benefits of staff having RCS
- Write a business case to include Protected time
- Pilot area (Dept Critical Care) use data to prove need for RCS and Protected Time to deliver RCS

## Other Findings

38 colleagues attended and 31 left feedback. Feedback included:  
 Feeling heard and listened to  
 Feeling more connected to and better able to understand colleagues  
 Able to identify their own behaviours in response to why they were feeling the way they were.