

ACSA Clinical Supervision Conference 2025 – Day One

Thursday 12 June 2025

Time	Format	Venue Location
9:00am – 10:30am Opening Plenary		Marlin Room 1/2/3
9:00am – 9:15am	Welcome to Country	
9:15am – 9:30am	Conference Opening: Brad Roser <i>ACSA President</i> With a career spanning four decades, Brad commenced his training as a Psychiatric Nurse at Gladesville hospital with post graduate studies at the NSW College of Nursing and UTS. A varied career in nursing has seen Brad work in Education, Management and Clinical nursing including ten years in the Forensic Specialty. Brad is passionate about all health care professionals having access to clinical supervision having commenced training and practicing in Clinical supervision in 1999. He sees his role at ACSA as a practical way of contributing to promoting and advancing Clinical Supervision as a key practice in supporting the health and welfare of all health professionals.	
9:30am – 9:45am	Opening Address: Anna Love <i>Chief Mental Health Nurse Victoria</i> Anna is passionate about mental health nursing clinical practice and leadership in Victoria, nationally and internationally. In line with the Royal Commission into Victoria's Mental Health System, Anna's vision is to ensure we have a skilled mental health nursing workforce for the future, which is nurtured and valued. A workforce that is capable, flexible, and responsive will work collaboratively with consumers and carers encouraging self-determination and self-management of mental health and wellbeing. Anna promotes recognition of the mental health nursing profession, provides education and training, and promotes best practice standards, workforce planning, development and professional leadership. She advocates for positive and recovery-focused outcomes for consumers who access Victorian mental health services. Anna was appointed Victoria's Chief Mental Health Nurse in 2015. She started her nursing career in Scotland in the early 80s and moved to Australia in 1989. Anna has worked in both inpatient and community settings as a clinician, manager and as a Director of Nursing in both mental health and drug and alcohol services. In addition to her role as Victoria's Chief Mental Health Nurse, Anna is Safer Care Victoria's Executive Director Clinical and professional leadership unit.	
9:45am – 10:30am	Keynote Speaker: Sarah Hamilton <i>Statewide MHAOD Professional Practice Leader, Social Work, Metro South Addiction and Mental Health Service, Queensland Health</i> Presentation: Enhancing supervision feedback effectiveness and experience using an evidence based multi-lens tool Sarah Hamilton is a social worker with a PhD in clinical supervision. As the Allied Health Professional Practice Leader for Social Work within Queensland Health's Mental Health Alcohol and Other Drugs Services (MHAOD), Sarah plays a key role in enhancing service delivery and workforce development. Sarah works closely with clinicians and leaders across Queensland to support the resourcing and provision of safe and effective supervision. Sarah is passionate about fostering an environment where workforce are equipped with the skills, knowledge, and support they need to thrive in their roles and provide high-quality care.	
10:30am – 11:00am	Morning Tea	Foyer

Time	Format		Venue Location
11:00am – 12:30pm Concurrent Session 1			
	1A – Leadership in Clinical Supervision	1B - Clinical Supervision Around Australia	1C – Reflections on Clinical Supervision
ROOM	Trinity Room 2	Marlin Room 1	Marlin Room 2 + 3
11:05am – 11:25am	Emma Barker <i>Nurse Unit Managers’ perceptions and experiences of organisation-wide peer-group clinical supervisor training: “a transformational process”</i>	Kobie Hatch <i>A planning guide to assist implementation of nursing and midwifery clinical supervision programs in Queensland</i>	Chris Dawber <i>Reflective Practice Groups as a form of group supervision. The evidence to date</i>
11:25am – 11:45am	Liz Duggell <i>Nursing Excellence through Clinical Supervision</i>	Elizabeth Cleary and Maria Manton <i>An innovative interprofessional approach to maintaining clinical supervision momentum in the ACT</i>	
11:45am – 12:05pm	Sue Fitzpatrick <i>Bringing Clinical Supervision to Life: 5 Tips for Successful Implementation</i>	Leanne Roberts and Michael Bourne <i>When two heads are better than one: Bringing Clinical Supervision to the Apple Isle</i>	Belinda Kippen <i>Journeying to Joy: The key to preventing Burnout?</i>
12:05pm – 12:25pm	Tara Crow <i>Building a supervision advocacy website for Australian Dietitians: the DSRAI story.</i>	Jennifer Hamilton <i>Developing a clinical supervision training program for mental health nurses in Western Australia.</i>	
12:30pm – 1:30pm	Lunch		Foyer

1:30pm – 3:00pm Concurrent Session 2			
	2A - Frameworks and Models in Clinical Supervision	2B - Research in Clinical Supervision	2C - Clinical Supervision Across Sectors
ROOM	Trinity Room 2	Marlin Room 1	Marlin Room 2 + 3
1:35pm – 1:55pm	Angela Powell and Kathryn McEwen <i>Enhancing Supervision Practice with the RREAL Framework: A Contemporary Approach</i>	Christine Catling <i>Group Clinical Supervision for midwives: results from a cluster Randomised Controlled Trial</i>	Jaime Jenkinson and Amanda Anderson <i>Interprofessional group supervision: Learner Reflections in the Allied Health Mental Health early career program</i>
1:55pm – 2:15pm	Tatiana Catanchin <i>Clinical, Therapy and Line Supervision; understanding the interfaces and pitfalls. Applications for Individuals and Groups.</i>	Teresa Kelly <i>A relational, experiential, and translational clinical supervisor development program: A mixed methods evaluation.</i>	Carolyn Cousins <i>Group Supervision with Maternity Services: Learnings from comparing six teams experiences</i>
2:15pm – 2:35pm	Sue Harvey and Elizabeth Cleary <i>Building the momentum through collaboration: Developing a clinical supervision framework for ACT nurses and midwives</i>	Debbie Zonneveld <i>Clinical supervision experience of nurses in or transitioning to advanced practice</i>	Deborah McKenzie and Sonja Vanderaa <i>Relational psychotherapeutic supervision in the context of the education sector and complimentary allied health professions</i>
2:35pm – 2:55pm	Debra Klages <i>Moving Restorative Resilience Clinical Supervision from the United Kingdom to Australia.</i>	Marcel Koper <i>After the fire: Burnout identification and treatment in supervision</i>	Amanda Anderson and Jaime Jenkinson <i>Clinical supervision facilitates competency development in the novice allied health mental health workforce learning program</i>
3:00pm – 3:30pm	Afternoon Tea		Foyer

3:30pm – 5:00pm Workshop Session		Marlin Room 1/2/3
3:30pm – 5:00pm	<p>Enhancing supervision feedback effectiveness and experience using an evidence based multi-lens tool</p> <p>The importance of routine feedback and evaluation in supervision is not new, with appropriate, intentional, and constructive feedback deemed essential for professional growth and quality control. This workshop will provide an overview and opportunity to gain practical experience in applying a generic supervision assessment tool called the GSAT. The increased focus on competency and capability frameworks for the supervising disciplines has highlighted the critical need for accessible, relevant, and valid means of measuring clinical supervisors' efficacy. The GSAT has undergone rigorous psychometric testing to establish itself as a lead tool for evaluating supervisor competencies fundamental to effective supervision delivery across disciplines. Key strengths of the GSAT are its strong psychometric properties, invitation to engage multiple reflective lenses to enhance feedback, valid for use across diverse workforces, and benchmarking data on core supervision competencies. Using video of example supervision practice, participants will have the opportunity to use the GSAT items, discuss benefits, challenges and implications for feedback when using the tool in everyday practice. The facilitators will guide participants through suggestions for increasing successful practical application GSAT, with a particular focus on providing practical strategies for engaging and empowering supervisors and supervisees in cultivating a culture of critical reflection, feedback, and enhancing learning potential. Participants will:</p> <ul style="list-style-type: none"> • Develop a clear understanding of the GSAT • Benefits of using video in assessing and enhancing supervision assessment. • Learn how to apply the GSAT in routine practice, including giving effective feedback <p>Facilitators: <i>Sarah Hamilton, Statewide Allied Health Professional Practice Leader Social Work, Metro South Addiction and Mental Health Services, Metro South Health; Adjunct Lecturer with the Griffith School of Health Sciences</i></p> <p><i>Jemima Petch, Clinical Psychologist, Head of Practice, Relationships Australia QLD</i></p> <p><i>Kate Lloyd, Manager of Clinical Supervision, Relationships Australia QLD</i></p>	
5:00pm – 7:00pm	Welcome Reception	Shangri La Poolside
7:00pm - End of Conference Day 1		

ACSA Clinical Supervision Conference 2025 – Day Two

Friday 13 June 2025

Time	Format	Venue Location
8:30am – 9:00am	Pre Conference Wellbeing Session	Trinity Room 2
8:30am – 9:00am	<p>Delegate Wellbeing Session: Laughter Yoga for Supervisors</p> <p>Facilitator: Tara Crow <i>PACFA Reg Clinical, APD, Certified Laughter Yoga Leader</i></p> <p>A ‘Supervision Themed’ Laughter Yoga session designed to enhance delegate wellbeing and restoration through the use of breath, connection, play and laughter. Laughter Yoga is informed by Pranayama breathwork and offers an evidenced based counterpoint to the cognitive demands of conferencing. There is no experience required to attend just a willingness to be playful and try something new. Please avoid a heavy meal before attending. No pre registration required.</p>	
9:30am – 10:30am	Plenary Session 3	Marlin Room 1/2/3
9:30am – 9:35am	Welcome to Day 2	
9:35am – 10:30am	<p>Keynote Speaker: Julie Sharrock <i>Mental Health Nurse Consultant</i></p> <p>Presentation: <i>Momentum: the forces that keep clinical supervision moving into its second century</i></p> <p>Julie is a Registered Nurse and Credentialed Mental Health Nurse with 38 years of experience in clinical practice. Throughout her career, she has worked across various general and mental health nursing roles, with a specialist focus on Consultation-Liaison Mental Health. She has often been asked how she did this work for so long and without doubt, a key component of her survival in health care is good clinical supervision. In 2017, she transitioned from clinical practice to self-employment, concentrating on clinical supervision, education, and research. Julie is passionate about professional self-care for healthcare workers. She is an active member of the Australian Clinical Supervision Association, the chair of the Australian College of Mental Health Nurses Clinical Supervision Special Interest Group and is on the Editorial Board of The Clinical Supervisor. She contributed to the Framework for Clinical Supervision for Mental Health Nurses in Victoria and led the development and revision of the Joint Position Statement Clinical Supervision for Nurses and Midwives in Australia. She is certified in Critical Care Nursing, holds a Bachelor of Education, an Advanced Diploma in Gestalt Therapy, and a Master of Health Science in Psychiatric Nursing and is currently a PhD candidate at Southern Cross University.</p> <p>Presentation Summary: In this presentation Julie will present what she see’s as the tasks and challenges ahead of us to keep clinical supervision developing and being embraced as a key professional development and support activity. Aspects of clinical supervision that include the language we use; the common factors that are essential to effective supervision; and the steps we need to take to ensure clinical supervisors are educated and supported to deliver effective supervision will be considered.</p>	

Time	Format		Venue Location
10:30am – 11:00am	Morning Tea		Foyer
11:00am – 12:30pm Concurrent Session 3			
	3A - Contemporary Practice in Clinical Supervision	3B - Clinical Supervision in Community	3C – Future focus in Clinical Supervision
ROOM	Trinity Room 2	Marlin Room 1	Marlin Room 2 + 3
11:05am – 11:25am	Lynette Dungan <i>Supervising from a Contemplative Stance: Clinical Supervision Possibilities</i>	Julie Sharrock <i>Celebrating momentum: Sustaining clinical supervision for community health nurses</i>	Sian James <i>Improving Mental Health Staff Access to Clinical Supervisors through the SuperVision App</i>
11:25am – 11:45am	Melissa Metcalf and Nicole Ryan <i>More than ‘hello’ in the hallway. Connection through reflective clinical supervision spaces.</i>	James Gleason and Sasha Adams <i>Domestic and Family Violence is Everyone’s Business: DFV-Informed Clinical Supervision.</i>	Carolyn Imrie <i>Keeping the momentum through connection</i>
11:45am – 12:05pm	Leeanne Schmidt <i>Supervision of Supervisors: keeping the momentum</i>	Shazzy Tharby <i>Clinical Supervision for Neuroaffirming and Neurodivergent Clinicians: Empowering Inclusive and Effective Practices</i>	Pamela Seraskeris and Geraldine McKay <i>Supervision of Supervision: The New Frontier – opportunities and challenges.</i>
12:05pm – 12:25pm		Andy King <i>A life of momentum - from Client to Professional Supervisor</i>	Josie Penna <i>Incorporating the spirit and skill set of motivational interview within clinical supervision</i>
12:30pm – 1:30pm	Lunch		Foyer

1:30pm – 3:00pm – Workshop Sessions			
Speaker Times	Workshop 1 ‘Developing and Strengthening the Clinical Supervision Working Alliance’ Facilitators: Kobie Hatch and Cathy Boyle	Workshop 2 ‘How can Motivational Interviewing maintain the momentum in your Supervision Practice’ Facilitator: Tara Crow	Workshop 3 ‘An introduction to the Role Development Model and 3Dsimulation technique to enliven CS’ Facilitators: Paul Spurr and Chris Cairns
ROOM	Trinity Room 2	Marlin Room 1	Lagoon Room
	<p><i>This experiential workshop will explore the importance of the Clinical Supervision Working Alliance in developing the Clinical Supervision relationship and the impact on outcomes for Clinical Supervision. The focus of this session is on developing and strengthening this skill base and is suitable for both novice and experienced clinical supervisors.</i></p> <p>Kobie Hatch: Kobie Hatch is the Nursing Director, Mental Health Alcohol and Other Drug Advisor in the Office of the Chief Nurse Officer in Queensland. She is a credentialed mental health nurse, a Fellow of the Australian College of Mental Health Nurses and an experienced clinical supervisor and educator. Kobie is passionate about supporting the wellbeing and professional development of nurses and midwives through clinical supervision. Kobie has been involved in a series of state-wide projects to build clinical supervision capability and capacity for Queensland Nurses and Midwives and is a co-author of the Clinical Supervision Framework for Queensland Nurses and Midwives.</p> <p>Cathy Boyle: Cathy Boyle is a RN and a Credentialed Mental Health Nurse. Cathy is employed as a Mental Health Nurse Educator in Metro North Mental Health, in Metro North Health in Queensland. She is coauthor of the Clinical Supervision Framework for Queensland Nurses and Midwives (2021). Her portfolio includes, coordination of clinical supervision, delivering clinical supervision training, providing clinical supervision both individually and in group settings, and providing supervision of supervision. Cathy is currently working in a project role to develop capability for clinical supervision for all nurses and midwives in Metro North Health, Queensland.</p>	<p><i>Motivational Interviewing (MI) is an evidence-based conversational style that can be adopted by supervisors to improve supervisee engagement and facilitate a more reflective conversation in supervision. Based on learnable skills and principles, MI provides supervisors with an approach for conducting effective supervision and fostering an environment of trust and safety that is essential for supervision with momentum. This workshop will introduce the key concepts of MI and offer practical experiences for application in supervision practice. MI micro-skills, including open questions, affirmations, reflections, and summaries (OARS), will be described and illustrated. The components of MI Spirit will be explored. Additionally, methods for giving advice in a way that encourages supervisee participation and enhances their learning will be discussed.</i></p> <p>Tara Crow: Tara is a seasoned trainer, supervisor, and health professional with over 28 years’ experience in public, community, and private health sectors. She is a Clinical Member of PACFA (Psychotherapist & Counsellors Federation of Australia), Member of MINT (Motivational Interviewing Network of Trainers), PACFA Accredited Supervisor and an Accredited Practising Dietitian. In 2021 Tara founded Dietitian Supervision Resources Australia & International www.dsrai.net to lead the development of a culture of supervision in Australian Dietetics. Tara’s business, Practice Pavestones, now focuses exclusively on skills training and supervision for health professionals. Ever curious, she has recently added Laughter Yoga to her facilitation skill set.</p>	<p><i>The workshop is interactive and experiential, where a safe, confidential and respectful learning environment is developed (paralleling the process for group CS). Introduction to a range of techniques including 2D and 3D concretisation offers a visual element to the reflective process where an overemphasis on verbal language is often demonstrated. Participation in a group clinical supervision session allows for a real-life experience of a guided reflection using Play of Life followed by a focused group discussion to extend learning. The 90-minute workshop is suitable for supervisors at any stage of development, as well as supervisees and anyone wanting to gain a further understanding of clinical supervision. The target group is people who have not completed ‘Clinical Supervision for Role Development Training’ or education sessions by Clinical Supervision Consultancy, and is limited to a maximum of sixteen (16) participants. Delegates will have a sign in sheet at the registration desk onsite and we encourage you to sign up as soon as you arrive to secure your spot.</i></p> <p>Paul Spurr: Paul is a Credentialed Mental Health Nurse with extensive nursing experience in Australia and New Zealand, including appointments to psychiatric and general hospitals in Sydney in the role of Director of Nursing. Paul is the Founder and Principal of Clinical Supervision Consultancy, formed in 2002 to pursue his passion for training supervisors The Spurr Supervisor Training Model comprises an eight day foundational program, ‘Clinical Supervision for Role Development Training’, and ongoing workshops to extend supervisor knowledge and skills. Paul also provides expert-level consultation for CS implementation for organisations and local health districts. Paul was a foundational Management Committee Member and past Vice-President of ACSA, and enjoys connecting like-hearted people and improving work environments through clinical supervision.</p>

			Chris Cairns: Chris Cairns is an experienced registered nurse based in Melbourne with a passion for introducing clinical supervision into general nursing and new graduates as an essential wellbeing strategy. Chris is a Senior Associate of Clinical Supervision Consultancy and is a lead facilitator of foundational and ongoing supervisor training. Chris has made a significant contribution to the development supervisors, especially in Victoria and the ACT. Chris is involved in the support and ongoing development of co-facilitators and has a strong liaison role with organisations to enable supervisor training. Chris has served as an ACSA Management Committee Member and was a co-facilitator of the inaugural ACT CS Symposium in 2022. Chris is in private practice as a supervisor.
3:00pm – 3:30pm	Afternoon Tea		Foyer
3:30pm – 4:30pm - Closing Plenary			Marlin Room 1/2/3
3:30pm – 4:15pm	<p>Keynote Speaker: Michelle Bihary <i>Supervision and Leadership Educator</i></p> <p>Presentation: ‘Thrive and Revive: When supervision Meets Professional Sustainability’</p> <p><i>Michelle is a dynamic, passionate mental health occupational therapist, psychotherapist, and family therapist, who specialised in youth mental health, completing extensive clinical training and accreditations in neuroplasticity, coaching, strengths, and emotional intelligence. A confessed supervision addict, Michelle values reflective supervision as a vehicle for professional learning and support. Michelle has supervised hundreds and trained over 50,000 healthcare professionals across Australia and New Zealand. Michelle has authored two books, Leading Above the Line: Applying Neuroscience to Build Psychologically Safe and Thriving Teams and Caring Costs: Addressing the Cost of Caring in Healthcare and is currently writing a book on Supervision.</i></p> <p>Presentation Summary: Thrive and Revive emphasises supervision’s critical role in supporting supervisees’ professional sustainability amid systemic pressures and workplace toxicity. The keynote promotes proactive, meaningful well-being conversations and practical strategies, moving beyond superficial self-care. It equips participants to confidently support resilience, foster deeper self-awareness, and advocate effectively for mentally healthy workplaces and sustainable professional growth.</p>		
4:15pm – 4:30pm	Conference Wrap Up and Closing		
4:30pm - End of Conference Program			

POSTER PRESENTATIONS	Foyer
Poster: 'Facilitating and Enabling Access to Clinical Supervision: Experiences of Midwives, Supervisors, and Managers' Presenting Author: Kim Crook	
Poster: 'Reflective Practice Groups in Action: An Effective Group Clinical Supervision Model' Presenting Author: David Baker	
Poster: 'A Unique Working Model of Supervision in the Non-Profit Sector' Presenting Author: Katinka Pal-Zimny	