

EFFECT OF SUPERVISION ON COMPLIANCE WITH THE STANDARD PRECAUTIONARY RULES AMONG NURSES AT MADANI GENERAL HOSPITAL, MEDAN, NORTH SUMATERA

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ABSTRACT

Background: Proctor in 1987 splits managerial supervision into three different terms: (1) formative (education), (2) normative (administration) and (3) restorative (support). Normative supervision is a function of clinical supervision concerned with maintaining and developing standards of safe, ethical and quality practice. The focus is on enhancing the effectiveness and ability of the supervisee's clinical role and performance for and within the organization. Restorative supervision model was developed and designed to support the needs of professionals working with complex clinical caseloads. Supervision in this context is not a method of managing the content of staff work but one to support them with the emotional demands of the role. This study aimed to assess the effects of normative and restorative supervisions on compliance with the standard precautionary rules among nurses working in the hospital.

Subjects and Method: This was a cross-sectional study conducted at Madani General Hospital in Medan, North Sumatera. A sample of 89 nurses was selected for this study. The dependent variable was compliance with standard precautionary rules. The independent variable was supervision model (normative and restorative). The data were collected by questionnaire and analyzed by a multiple logistic regression.

Results: The compliance with standard precautionary rules increased with good normative supervision (OR= 25.23; 95% CI= 2.90 to 29.35; p= 0.005) and good restorative supervision (OR= 6.00; 95% CI= 1.83 to 19.74; p= 0.005).

Conclusion: Normative and restorative supervisions are effective to enhance compliance with standard precautionary rules among nurses working at the hospital.

Keywords: normative, restorative, supervision, compliance, standard precautionary rule, nurse, hospital

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