

PROFESSIONAL SUPERVISION

As outlined in the CDANZ Procedure Handbook 2011:

“Professional supervision is a formal collaborative and confidential process whose primary purpose is to enable persons working in career development to meet the needs of their clients as effectively as possible. It includes monitoring, developing and supporting individuals in their role as career development practitioners.

Professional supervision is therefore concerned with:

- the relationship between persons working in career development and their clients in order to enhance professional effectiveness;
- a constructive and supportive relationship between persons working in career development and supervisor which enables the career development practitioner to critically reflect on, and develop their professional identity;
- clarifying the relationships between persons working in career development, the client, the referring client, the employer and agents of other social systems;
- Ensuring ethical standards consistent with CDANZ Code of Ethics and Code of Professional Practice are maintained.

Wherever possible, professional supervision should be sought from professionally competent supervisors who are not in direct management or authority relationships with the person(s) working in career development.

Supervision can be in the form of one-to-one supervision, peer supervision or group supervision. Persons working in career development should expect to receive a minimum of one hour's supervision for every 40-50 hours of professional client contact and may claim twelve hours of supervision in their Professional Development Annual Record.”

Further Information when considering Supervision:

Why consider professional supervision?

- It will raise your professional standards and adherence to codes of ethics
- Your clients receive improved services and ultimately outcomes
- You get support for and insight into your practice
- You grow your professional knowledge and competence
- You become more dynamic in your practice delivery

Topics that could be covered in supervision:

- Exploring professional issues that are impacting on effective practice
- The use of assessment tools, resources and tests
- Discussing strategies, systems and processes when working with clients
- Skills development, be it micro-counselling or facilitating groups
- Conceptualising challenging cases
- Exploring ethical and cultural issues within a practitioner's practice
- Discussing how the practitioner's world view impacts on work with their clients

Things to consider when choosing a supervisor:

- What qualifications and experience they bring and what is their overall ability?
- How you connect and relate to that person – can you form a professional alliance?
- What your expectations and what you want to achieve out of supervision? What can a supervisor provide and what might they expect from you?
- Availability, frequency of meeting and fees
- The supervisor's professional membership and their code of ethics
- Whether they provide a written contract and what conditions are stipulated within the contract?
- Stated boundaries for supervision
- Professional expectations of supervisor and/or supervisee
- Disclosure or nondisclosure of information obtained from supervision
- Evaluation and review

CDANZ highly recommends members engage in supervision as valuable professional development. However, unlike many professional bodies, especially those with members who work in the more clinical fields of counselling and psychology, CDANZ does not make supervision mandatory and a requirement of membership. Some rehabilitation referral bodies require the agencies employing consultants delivering career support to clients to have supervision.

CDANZ website has a 'Supervisors Page' on which are listed qualified and experienced members who offer supervision.

Updated September 2012