

Clinical Supervision- Part 1

Presented by
Lorato Koosaletse
Clinical Programme Manager
Addiction Professional-ICAP 3

Definitions

- ‘The provision of guidance and feedback on matters of personal, professional and educational development in the context of a trainee's experience of providing safe and appropriate patient care.’ (Kilminster et al., 2009)

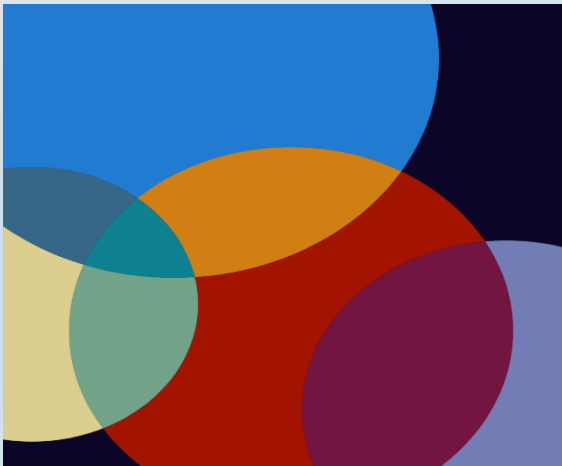


Definitions...

- Supervision is an intensive, interpersonally focused, one-to-one relationship in which one person (the supervisor) is designated to facilitate the development of competence in the other person (the supervisee) (Loganbill, Hardy, & Delworth, 1982, p.4).

Supervision Variables

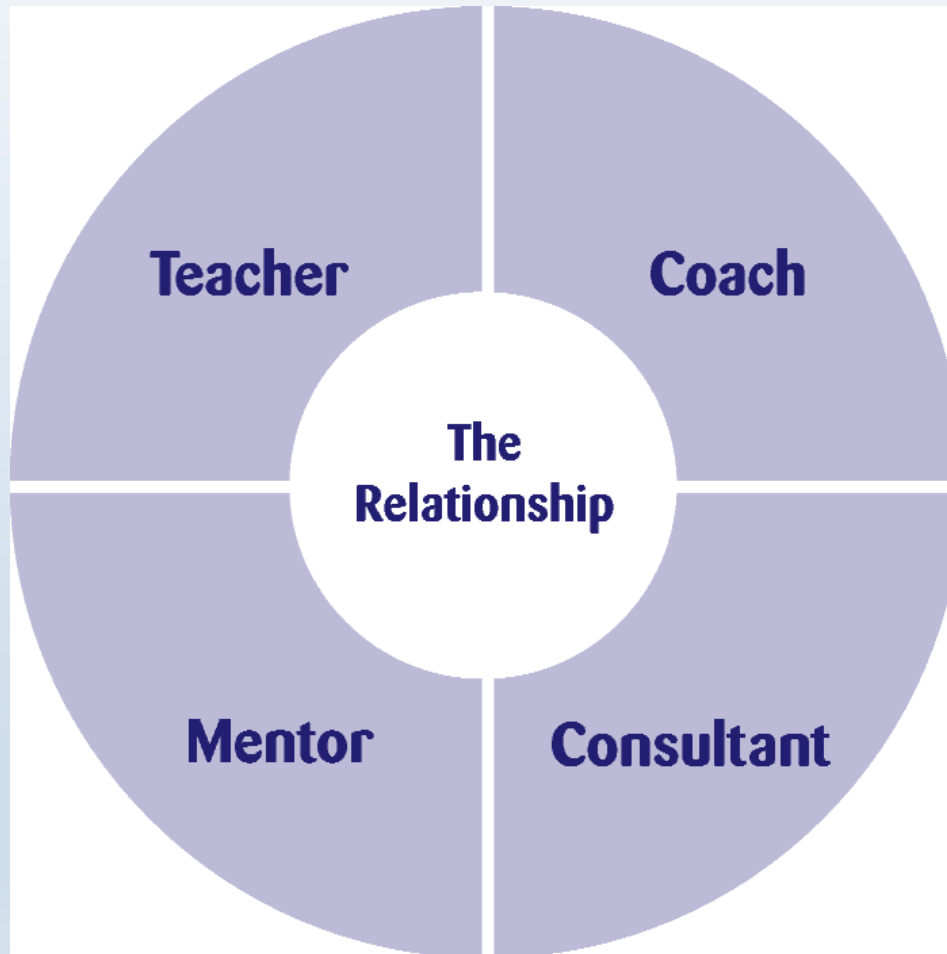
- Supervisor
- Supervisee
- Client
- Setting in which supervision occurs



Purpose of Supervision

- Facilitate supervisee personal and professional growth
- Promote counsellor competencies, knowledge and skills
- Promote accountable counselling programs

Roles of a Supervisor



Central Principles of Clinical Supervision

1. Clinical supervision is an essential part of all clinical programs
2. It enhances staff retention and morale
3. Every clinician, regardless of level of skill and experience, needs and has a right to clinical supervision. In addition, supervisors need and have a right to supervision of their supervision

Central Principles of Clinical Supervision...

4. Clinical supervision needs the full support of agency administrators
5. The supervisory relationship is the crucible in which ethical practice is developed and reinforced
6. Clinical supervision is a skill in and of itself that has to be developed

Central Principles of Clinical Supervision...

7. Clinical supervision in addiction treatment most often requires balancing administrative and clinical supervision tasks
8. Culture and other contextual variables influence the supervision process; supervisors need to continually strive for cultural competence

Central Principles of Clinical Supervision...

9. Successful implementation of EBPs requires ongoing supervision
10. Supervisors have the responsibility to be gatekeepers for the profession
11. Clinical supervision should involve direct observation methods.

Clinical Administration

- Administrative supervisors oversee the therapist's work on behalf of an organization and that organization's goals to serve clients.
- Clinical supervisors provide evaluation primarily for the purpose of the supervisee's professional/personal development.
- Administrative supervisors are concerned with role, duty, and function.



Roles and Responsibilities of Supervisor & Supervisees

- The effectiveness of group supervision depends on the facilitation skills of the person leading the group, and the openness of the supervisees to share and reflect.
- The role of the facilitator is to guide the group towards openly sharing ideas, opinions, expertise and experience with a view to achieving an agreed set of goals, and then to gain commitment to follow-up actions.



Roles and Responsibilities of Supervisor & Supervisees...

Effective facilitators:

- Plan in advance
- Take a neutral position and focus purely on the group process and desired outcomes
- Listen actively and ask questions that encourage and direct participation relevant to the goals of the group
- Draw out quieter members of the group and allow everyone a chance to participate
- Are not afraid of silence – they recognise when the group needs space to think
- Check for mutual understanding
- Keep the group focused on the agenda.

Difference Between Counselling and Supervision

	Clinical Supervision	Administrative Supervision	Counselling
Purpose	<ul style="list-style-type: none"> • Improved client care • Improved job performance 	<ul style="list-style-type: none"> • Ensure compliance 	<ul style="list-style-type: none"> • Personal growth • Behaviour changes • Better self-understanding
Outcome	<ul style="list-style-type: none"> • Enhanced proficiency in knowledge, skills, and attitudes essential to effective job performance 	<ul style="list-style-type: none"> • Consistent use of approved formats, policies, and procedures 	<ul style="list-style-type: none"> • Open-ended, based on client needs

Difference Between Counselling and Supervision

	Clinical Supervision	Administrative Supervision	Counselling
Timeframe	<ul style="list-style-type: none"> • Short-term and ongoing 	<ul style="list-style-type: none"> • Short-term and ongoing 	<ul style="list-style-type: none"> • Based on client needs
Agenda	<ul style="list-style-type: none"> • Based on agency mission and counsellor needs 	Based on agency needs	<ul style="list-style-type: none"> • Based on client needs
Basic Process	<ul style="list-style-type: none"> • Teaching/learning specific skills, evaluating job performance, negotiating learning objectives 	<ul style="list-style-type: none"> • Clarifying agency expectations, policies and procedures, ensuring compliance 	<ul style="list-style-type: none"> • Behavioural, cognitive and affective process including listening, exploring, teaching

Challenges- Supervisee Perspective

- Lack of understanding of what supervision is
- Trusting your supervisor
- Trusting the process

Challenges-Supervisor Perspective

- Feeling competent
- Understanding supervisees
- Differentiating between supervision and counselling

General Challenges

- Very few organisations/centres provide clinical supervision to staff
- Staff expect supervision to be provided for free and do not necessarily see it as a contribution to their professional growth

Successes

- Increased skills of counselors
- Faster response to crisis situations
- Improved networking
- Increased confidence of both supervisor and supervisees when done well

Recommendations

- Provide training for clinical supervision
- Lobby for clinical supervision to be mandatory for mental health counselling providers

- **QUESTIONS?**

References

- **Clinical Supervision and Professional Development of the Substance Abuse Counselor: A Treatment Improvement Protocol TIP 52.** U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES Substance Abuse and Mental Health Services Administration Center for Substance Abuse Treatment www.samhsa.gov
- The Basics of Supervision for Counsellors: Best Practices in Counselling Supervision
- **Competencies for Substance Abuse Treatment Clinical Supervisors 21.** Substance Abuse and Mental Health Services Administration Center for Substance Abuse Treatment www.samhsa.gov