












IMPROVING SOCIAL WORK SUPERVISION

These are the things agencies can seek to do to achieve better supervision standards:

SUPERVISOR

-  Ensure supervision takes place **regularly**
-  **Provide structure** on case supervision documentation
-  Develop supervisory skills and practice to **meet standards set out in SWAAB Guidelines**
-  **When confronting risk-related situations,**
 - ▶ **Conduct** comprehensive case reviews regularly with supervisee(s) and document the input on both clinical and administrative aspects
 - ▶ **Provide** clear case directions and intervention strategies to manage risk
 - ▶ **Document** key case discussions or directions as discussed during supervision process
 - ▶ **Monitor** follow up of the cases through supervisory case reviews, as per requirements stipulated by agency
 - ▶ **Documentation of supervisory discussion on cases should be kept within the respective case files** to allow for easy retrieval and tracking

AGENCY

-  Institute a structure whereby **all case workers are provided with supervision on a regular basis**, covering the different aspects of supervision – educational, supportive and administration
-  Ensure that both supervisors and supervisees **receive supervision support**
-  **Set guidelines and parameters** for both clinical and managerial supervision
-  **Delineate and define supervisory roles** within the agency
-  **Regulate the documentation required** in supervision discussion

SUPERVISEE

-  **Seek feedback** on a regular basis
-  Set goals for yourself and **check in with your supervisor regularly**
-  **When confronting risk-related situations,**
 - ▶ **Understand** the different roles and responsibilities set out in supervision contract
 - ▶ **Provide** complete and updated information to supervisors at case reviews
 - ▶ **Actively contribute** to the supervisory relationship and process
 - ▶ If new complexities or risk concerns have been identified, **supervisee should surface cases early and provide his/her supervisor with the clearly identified concern**, its context and suggest possible solutions, if available
-  **Inform** supervisor of any ethical or safety issues that arise in their practice
-  **Document** supervisory input on key case discussions or directions as discussed during supervision process



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