

- Brings to the attention of the Association instances where social work practice is at variance with professional standards
- Is committed to identification with social workers as a collective group via active professional links
- Recognises the limits of a social worker's roles, functions and skills.

D. ANZASW Supervisor Practice Standards

1. *The social work supervisor adheres to the Code of Ethics and the Objects of Aotearoa New Zealand Association of Social Workers.*

This standard is met when the social work supervisor demonstrates a knowledge of:

- The Code of Ethics
- The Association's Objects

and when the supervisor:

- Encourages supervisees to bring ethical issues to supervision
- Takes a stand from an explicit value position
- Is committed to professional standards, principles and practices
- Provides supervision in accordance with ANZASW's Policy on Supervision
- Contributes to supervisees' understanding of the Code of Ethics and Objects of ANZASW as appropriate.

2. *The social work supervisor demonstrates a commitment to practising supervision in accordance with the Code of Ethics (2007) and an understanding of the Principles of Te Tiriti O Waitangi.*

This standard is met when the social work supervisor:

- Demonstrates a knowledge of Te Tiriti O Waitangi and its implications for supervision and social work practice
- Recognises the Tangata Whenua status of the indigenous Maori people of Aotearoa New Zealand
- Respects Maori culture and protocol and has an understanding of her/his own culture and cultural heritage
- Challenges racism at personal and institutional levels in Aotearoa New Zealand
- Recognises the right of Maori people to determine their own needs and to develop services, including supervision, in accordance with those needs
- Offers and promotes practical support to the local Tangata Whenua for their initiatives
- Supports the development of Maori models of supervision.

3. *The social work supervisor establishes an appropriate and purposeful working relationship with supervisees, taking into account individual differences and the cultural and organisational context of the supervisee's situation.*

This standard is met when the social work supervisor demonstrates:

- An ability to establish a supervision relationship based on current supervision theory and practice for the Aotearoa New Zealand context
- An ability to work with a variety of supervisees as individuals or in groups
- Anti-discriminatory and anti-oppressive practice and awareness of cultural safety
- A knowledge of the different organisational contexts for social work practice
- A knowledge of the different fields of practice within social work
- The supervisory relationship is not compromised by any other relationship with the supervisee.

4. *The social work supervisor acts to secure the supervisee's participation in the working relationship.*

This standard is met when the supervisory relationship is based on a written agreement between the supervisor, supervisee and, where the supervisee is employed in an agency, the supervisor's line manager. The agreement includes:

- An understanding of the nature and purpose of supervision
- Expectations and accountabilities to each other and to the agency where applicable
- An acknowledgement of how this supervision links with any other supervision arrangements
- Appropriate agreement about confidentiality and its limits
- The structure of supervision – frequency, duration and location
- A plan for resolving any disagreements or addressing issues about professional safety
- The purpose, process, storage and any disposal of the supervision records
- A process for regularly monitoring and reviewing the effectiveness of supervision and the supervision contract.

5. *The social work supervisor's practice assists supervisees to develop professional, competent practice.*

This standard is met when the social work supervisor:

- Demonstrates the use of adult learning theory, the enquiry and action methods and reflective learning strategies
- Assists the supervisee to develop and maintain current knowledge relevant to their field of practice

- Encourages the supervisee to establish and maintain constructive work relationships
- Assists the supervisee to utilise strategies for managing stress and self care
- Promotes continuing professional development of the supervisee
- Engages in their own ongoing professional development.

6. *In working with supervisees, the social work supervisor uses her/his personal attributes appropriately.*

This standard is met where the social work supervisor demonstrates a knowledge of:

- How one's values and attitudes have developed and their impact on the supervisory relationship
- Personal strengths and weaknesses
- Stress indicators and how these affect her/his performance as a social work supervisor
- Not supervising beyond her/his level of competence
- Methods of self-evaluation.

7. *The social work supervisor has knowledge about social work and supervision methods, social policies, social services, resources and opportunities and acts to ensure access for clients.*

This standard is met when the social work supervisor demonstrates knowledge of:

- I. Social work and supervision practice with Tangata Whenua and Tauiwi, including Pacifica peoples and other ethnic groups, including the following aspects:
 - a. Communication processes
 - b. Planned, purposeful social work and supervision process
 - c. Group processes
 - d. Change strategies
 - e. Preventive strategies
 - f. Social planning, social action
 - g. Community work and community development
 - h. Power and authority issues
 - i. Privacy and confidentiality
 - j. Empowerment strategies.

- II. Social services, including the following aspects:

- a. The role of government
- b. The role of non-governmental organisations (NGOs)
- c. The role of volunteers

- d. Teamwork and multidisciplinary approaches
- e. Organisation and management practice
- f. Research principles and practice.

III. Social policies including the following aspects:

- a. Policy issues for people who may be disadvantaged on the grounds of race, gender, economic status, disability, sexual orientation and age
- b. Contemporary social policy directions
- c. Strategies for influencing policy
- d. Strategies for the promotion of informed participation.

IV. Resources and opportunities including the following aspects:

- a. The identification of needs including gaps in existing services
- b. The expansion and promotion of a range of choices and opportunities
- c. The use of networks to support clients, colleagues and communities in meeting social needs
- d. The availability of funding sources and procedures for obtaining funds
- e. The significance of culturally appropriate resources and personnel.

8. *The social work supervisor only works where systems of accountability are in place in respect of the agency, clients and the social work profession.*

This standard is met when the social work supervisor:

- Works within agency procedures and accountability mechanisms
- Is accountable through supervision arrangements that include being a full member of ANZASW
- Works within the framework of agreed supervision contracts.

9. *The social work supervisor constantly works to make the organisations and systems, which are part of the social work effort, responsive to the needs of those who use them.*

This standard is met when the social work supervisor:

- Acts to eliminate discriminatory practices
- Advocates effectively as an individual and / or as a team member
- Provides feedback or input into organisational change strategies
- Contributes to policy-making through personal agency and ANZASW processes
- Understands the conflict of interest inherent in actions that challenge agency / government policies.

10. *The social work supervisor uses membership of the Aotearoa New Zealand Association of Social Workers to influence and reinforce competent practice.*

This standard is met when the social work supervisor:

- Takes an active role in ANZASW
- Informs supervisees of her / his ANZASW membership and complaint processes
- Promotes membership of ANZASW for social workers
- Brings to the attention of the Association instances where social work and / or supervision practice is at variance with professional standards
- Is committed to identification with social workers as a collective group via active professional links
- Recognises the limits of a social work supervisor's role, functions and skills.