

## THE ANZASW SUPERVISOR PRACTICE STANDARDS

Approved November 2004

### **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 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 practicing supervision in accordance with the Bicultural Code of Practice 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 supervisee'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 worker demonstrates knowledge of:

- I. Social work and supervision practice with Pakeha, Maori and Pacific Islands 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 (NGO's);
  - 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 which 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.