



pathways
southwest

Towards better mental health

Patron

Mayor Gary Brennan (City of Bunbury)

Pathways SouthWest Inc

ABN: 91 769 457 185

P O Box 275

Bunbury WA 6231

1/14 Rose Street

Bunbury WA 6230

Telephone: 08 9791 1257

Fax: 08 9791 3804

Email: info@pathwayssouthwest.org.au

Website: pathwayssouthwest.org.au

Supervision Policy & Procedure

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THIS POLICY & PROCEDURE APPLIES TO: Pathways SouthWest Board of Management,
Staff, Students, Volunteers, Consumers, Carers, other Stakeholders and the General Public

Supervision Policy and Procedure

Policy

Pathways SouthWest is committed to ensuring that staff receive practitioner supervision.

Practitioner supervision is a process by which two or more professionals formally meet to reflect and review on situations with the aim of supporting and enhancing the practitioner in their professional environment.

Effective practitioner supervision can realise many benefits including support, education and improvement in service delivery within the mental health workforce.

The purpose of supervision is the provision of a process where staff regularly participate/engage in a prepared meeting to:

- **Improve understanding**
- **Develop Skills**
- **Enhance professional orientation**
- **Challenge decision making and explore practice issues whilst focusing on the well being of the consumer . Small group supervision promotes vicarious learning that comes about when participants observe and interact in discussions.**

Procedure

The supervisor may be from the same or another worksite as the supervisee and must:

- Have training and experience in practitioner supervision with a minimum of two years experience in the mental health field with support workers.
- May be from the same or another worksite as the supervisee.
- Differentiate between practitioner supervision and management supervisory roles.
- Give feedback at the supervisee's level of experience.
- Ensure an appropriate venue and mode availability and be committed to providing time.
- Maintain confidentiality
- Have an awareness of limitations in knowledge.
- Be accountable to the Pathways SouthWest by promoting safe practice.
- Take responsibility for their own professional development by seeking out additional resources for professional development and training as necessary.

The supervisee must:

- Commit to the process of supervision.

- Be prepared for supervision by having an issue to discuss e.g. a case , ethical dilemma

Related documents: