

# NEW ZEALAND CHRISTIAN COUNSELLORS ASSOCIATION



## STATEMENT ON SUPERVISION

### INTRODUCTION

The New Zealand Christian Counsellors Association (NZCCA) recognises that supervision is a fundamental requirement for any counselling or supervision practice, and therefore ongoing supervision is a requirement for membership of the Association. It is acknowledged that NZCCA Supervisors may also have supervision relationships with other professionals and workers who seek supervision, e.g. ministers of religion, and this statement also applies to these supervision relationships where the supervisor is a member of NZCCA.

### DESCRIPTION

Supervision is a collaborative, contractual, nourishing relationship between Supervisor and Supervisee. Supervision is a commitment to support client safety and Supervisee well-being, and provides opportunity for ongoing analysis and reflection of the Supervisee's practice. Supervision may take into account the needs of the client, the Supervisee, the community, the counselling profession, and the employing or training agency while holding client and supervisee safety as paramount.

Supervision is a shared process that identifies, and enhances facilitation of, the inner resources of the supervisee, whilst also providing teaching, sharing of experiences, care and support, and the ongoing development of their professional role and identity. Supervision may attend to a range of issues including: assessment, intervention strategies, application of theory, the nature of relationships, transference issues, parallel process, ethics, spirituality, culture including ethnicity, gender, sexual orientation, and socio-economic status in counselling practice.

### PURPOSE

The purpose of supervision is to encourage effective, ethical counselling for clients while attending to the personal and professional well-being of the Supervisee. Supervision is a process of accountability, reflection, and a wider perspective and extra resource for the Supervisee's work.

## RESPONSIBILITIES IN SUPERVISION

1. The Supervisor is responsible for initiating dialogue about contractual issues which may include:
  - i Agencies: when Supervisees work for agencies the contract may need to be negotiated between the Supervisor, Supervisee and the Agency.
  - ii Students: when contracting supervision with students, Supervisors need to be familiar with the requirements and expectations of the training agency and the learning needs of the student.
2. Supervisees need to be prepared with relevant material for the supervision session.
3. Supervisees and Supervisors both need to contribute to the nature and quality of the supervision relationship and process.
4. Supervisors may highlight areas of counselling practice or personal development that they perceive the Supervisee may benefit from addressing.
5. It is part of the Supervisor's role to educate Supervisees, especially those new to supervision, on the broader aspects of the supervision process.
6. Supervisors and Supervisees need to establish and maintain appropriate personal and professional boundaries in and around supervision.
7. Supervisors need to maintain confidentiality in accordance with the principles of the NZCCA Code of Ethics and Practice.
8. If personal circumstances arise which affect the clinical practice of the Supervisee these need to be discussed in supervision, if necessary appropriate strategies, including referral may be put in place to ensure safety for Supervisee and clients.
9. To guard against dual relationships, supervision is not the place for ongoing counselling.
10. Supervisors and Supervisees need to regularly review the effectiveness of supervision.
11. Supervisors and supervisees will regularly reflect on ethics in practice.

## SUPERVISORS' COMPETENCE AND EXPERIENCE

1. Supervisors need to be trained counsellors, psychotherapists or psychologists.
2. Supervisors need to have been working as a qualified full-membered counsellor, or a like profession, for at least five years and have completed at least 1000 counselling hours.
3. Supervisors need to be undertaking or have completed at least 30 hours of formal training and education in supervision. Where no formal training has been completed experienced supervisors may approved on a case-by-case basis.
4. Supervisors need regular, on-going supervision and appropriate professional development for their supervision practice in accordance with the membership criteria.
5. Supervisors must be current members of a professional counselling or psychotherapy organisation (e.g. NZCCA, NZAC, or NZAP) or members of another professional body acceptable to the NZCCA Membership Committee.

## SUPERVISION REQUIREMENT FOR NZCCA MEMBERS

All Members will be in regular ongoing supervision with a Supervisor who has current membership of a professional body as outlined in '5' above.

1. Affiliates will be in supervision if they are in clinical practice. Minimum requirement of one supervision hour to twenty hours of case work, or one supervision hour per month whichever falls first.
2. Student Associates must meet the supervision requirements set by their training organisation.
3. Provisional Members: All supervision for Provisional members is to be face to face. Minimum requirement of one supervision hour to twenty hours of case work, or one supervision hour per calendar month whichever falls first.
4. Full Members: Minimum requirement of one supervision hour to forty hours of case work, or one supervision hour per calendar month whichever falls first.

These guidelines are a minimum requirement. Many Supervisees will seek additional supervision depending on the circumstances of their clinical practice. NZCCA recommends more frequent supervision than the minimum requirements stated.

Supervision arrangements and the effectiveness of supervision need to be reviewed regularly. NZCCA requires members to annually submit a supervision and professional development review report.

Telephone and Online Supervision: Supervision is to be face to face with a recognised supervisor. After two years of full membership video-conferencing may be approved and in extenuating circumstances e.g. isolation or the need for specialist supervision telephone and/or online supervision may be approved case by case. Supervisors need to be recognised in New Zealand.

Peer Supervision: This is defined as a group where all participants are practicing supervisees or related professionals both giving and receiving supervision within the group process.

Group Supervision: This would mostly be undertaken as an adjunct to individual supervision. When groups meet with a supervisor as part of the whole of supervision experience, it must provide an approximate equivalent amount and quality of reflection and analysis time per person that individual supervision would provide.

Cultural Consultation and Supervision: In accordance with our Code of Ethics, Supervisees are responsible to ensure that supervision/consultation is adequate, effective and appropriate to their client's needs. Culturally appropriate supervision and consultation should be undertaken when working with different ethnicities, particularly Maori clients in accordance with the Treaty of Waitangi. This supervision may be supplementary to supervisees' regular supervision.

In-house Supervision: The safer and more objective the supervision is in relationship to the supervisee's practice the more effective it is likely to be. In-house supervision can be limited by multiple role tensions and conflict of interest issues. Supervisees who undertake in house supervision should also seek some external supervision (at least 50% of the annual supervision time) to maximise opportunities to enhance supervision to include a wider range of dynamics in their role as supervisees.

**For circumstances outside of these requirements, approval needs to be sought from the Membership Committee.**