

Ability to structure supervision sessions

Ability to establish a professional framework for supervision

An ability to conduct supervision in a manner which is congruent with relevant ethical, medico-legal, and professional frameworks

An ability to draw on knowledge of the legal/ clinical responsibility for casework carried by both the supervisor and supervisee, and to ensure that this information is shared with the supervisee

Ability to establish and maintain boundaries

An ability to manage professional boundary issues:

an ability to ensure that the supervision does not become therapy, and to ensure that this boundary distinction is respected both by the supervisor and the supervisee

an ability to ensure that personal disclosure by the supervisee is considered in the context of its contribution to the supervision process (rather than being responded to in a manner more appropriate to a therapeutic relationship)

An ability to manage personal boundary issues:

an ability to guard against the development of "dual" relationships (e.g. in which supervisor and supervisee become personal friends),

an ability to guard against the development of proscribed dual relationships, such as an intimate/ sexual relationship

An ability to draw on knowledge of power differentials in supervision

Ability to negotiate a contract for supervision

An ability to negotiate a contract for supervision which specifies its aims and which identifies the expectations of both the supervisor and the supervisee regarding the areas which will be included in supervision

An ability to ensure that supervisees are clear about procedures which will be followed should there be significant concerns about their practice

An ability to conduct supervision in a manner congruent with the contract

an ability to be open to feedback from the supervisee should any aspect of supervision content or structure deviate significantly from that which has been agreed

Ability to establish a structure for supervision sessions

An ability to impart information about the usual content (and expected focus of) supervision sessions

An ability to negotiate and implement basic expectations regarding the pattern of supervision, for example:

frequency and duration of supervision sessions

alternative supervision arrangements if the supervisor is on leave or unexpectedly unavailable

supervision arrangements in the case of 'emergencies'

Ability to agree expectations about which cases will be presented

An ability to agree with the supervisee a clear rationale for the selection of clinical work, aiming to ensure that:

the supervisor is aware of progress with the supervisee's complete caseload

there is explicit and mutual agreement about the basis for selecting which cases to discuss

there is no systematic and/or undisclosed bias in selection of cases for discussion (e.g. supervisee only bringing cases which are progressing well)