

SUPERVISION AGREEMENT

WHO IS THE AGREEMENT BETWEEN

Supervisor:			
Supervisee:			
Start Date:		Review/End Date:	

SUPERVISION EXPECTATIONS AND ROLES

Supervisee Key Expectations:	
Supervisee Key Roles and Tasks:	
Supervisor Key Expectations:	
Supervisor Key Roles and Tasks:	

SUPERVISION GOALS

Supervisee Goals:	
Supervisor Goals:	
Shared Goals or Aims:	

SUPERVISION MODE

Time and place:	
Frequency/length:	

CONSIDERATIONS FOR SUPERVISION

1. The role of a supervisor in a community services supervision is multifaceted, encompassing support, guidance, ethically responsiveness, empowerment and professional development.
2. The role of the supervisee is one of an open minded, reflective practitioner who aims to have a strengthened practice through supervision.
3. Supervision is not a performance driven appraisal process where a person's role is reviewed.
4. It is important for all staff to exercise the use of strong professional boundaries in all interactions within their roles, whilst also ensuring that they can maintain a safe and comfortable supervision environment where open dialogue is encouraged.
5. If a person is engaged in a dual role where there is a conflict of interest in the supervisory relationship, this should be discussed with senior management or appropriate supervisor.
6. Cultural and spiritual considerations in supervision are extremely important and need to be incorporated into person centred agreements and support planning.

CONFIDENTIALITY

It is important for the supervisor and supervisee to establish a trusting and supportive supervisory relationship, which allows for open and transparent communication. All communication held in supervision is confidential to each party, unless in exceptional circumstances where there are serious concerns for someone's safety, or where actual or alleged serious misconduct or unethical practice has occurred. In these exceptional circumstances, a person's general supervision details could be shared with the appropriate manager or workforce support professional (at the discretion of the supervisor). Copies of supervision notes will be provided to the supervisee, with the original document being stored confidentially by the supervisor.

WHAT TO DO IF IT IS NOT WORKING

If supervision is proving to be ineffective, it's vital to promptly reassess the agreement, seeking input from each other, redefining goals, and considering alternative models. Open communication, training, and support systems should be implemented to address issues, ensuring the well-being of each person is paramount. If there are concerns within the supervisory relationship or roles where effective communication can not occur, please make contact with [insert role title and person's name].

FINAL AGREEMENT

We agree to the above outlined agreement and are committed to ensuring that the supervision partnership is one that is supportive and developmental for professional growth.

Supervisee Name:		Supervisor Name:	
Supervisee Signature:		Supervisor Signature:	
Date:		Date:	