



Ethical Considerations in Supervision :

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What is supervision?

- What is supervision for you; is it important?
- What helps you in supervision and what hinders you? Discussion.
- What do you expect to receive from **supervision**?

Supervision definitions


- A collaborative process, vital for the well-being of the client and the development of the practitioner. Supervision is a formal mutually agreed arrangement within which the supervisee discusses his/her work on a regular basis with their Supervisor. (EIPA)
- Supervision" encompasses diverse functions:
 - ❖ Monitoring and safeguarding the interest of the client
 - ❖ Providing support, challenge and a reflective learning space for practitioners
 - ❖ Ensuring that ethical standards are maintained (IACP)
- Developing the Internal Supervisor (Casement:1985, 1990)

The main supervision tasks: what do we process in each of these tasks?

- Formative: always ins a process of growth
- Normative
- Restorative (Proctor 1988)- Fine line between therapy and supervision
- Organisational ('Working from within an organizational structure: Working within organisations can feel like a struggling octopus where each of the eight arms grapples with a different problem' (Coles 2003:95-96) in Sue Copeland Counselling Supervision in Organisations 2005:23)
- Contextual (Lago and Thompson,1997) focus on the false view that can be given regarding clients' difficulties if the cultural context is not taken into consideration, and this can also be mirrored in supervision)

What are ethical dilemmas in supervision?

- Ethical dilemmas in supervision occur frequently as practitioners bring their normative questions stemming from their work with clients, relationships, personal challenges and contextual or organizational issues.
- It is not an 'if' but a 'when'! Reflexive positioning is needed
- Do we always have one right answer for an ethical dilemma? One size fits all?



What aspects can supervision
ethical dilemmas arise from?

Components of Ethical Dilemmas for Supervision Discussion

- 1. Facets of ethical Dilemmas emerging from:** The supervisor, supervisee, context, organisations, type of clients, arising issues with clients, issues with supportive/ referral organizations
- 2. Relationships:** Consent, boundaries: positioning, crossing and violations (wearing the right hat on)
- 3. Competence:** Boundaries of Competence, Maintaining competence, questioning competence
- 4. Delegation of Work to Others or Referrals needed**
- 5. Personal Problems, Conflicts, Personality clashes, Exploitive or abusive relationships**
- 6. Avoiding Harm, Protection of the Public**
- 7. Multiple Relationships**

Components of Ethical Dilemmas for Supervision Discussion

8. Conflict of Interest

9. Financial Issues

10. Maintaining Confidentiality and Discussing the Limits of Confidentiality

11. Recording of data and Documentation

12. Diversity issues, Cultural issues, Personal biases

13. Evaluation and Feedback

14. Legal Liability and Responsibility

Working through Ethical Dilemmas (Adapted from Falzon, 2011)

Using the model for case notes or process notes

- 1.** Produce a brief description of the problem or dilemma
- 2.** Who does the dilemma belong to?
- 3.** What does the setting/ working context contribute to this dilemma?
- 4.** What does the cultural context contribute to this dilemma?
- 5.** Consideration of guidelines, ethical principles, policies or legal framework to work through the ethical dilemma
- 6.** Identify Possible courses of action
- 7.** Implement the course of action
- 8.** Retrospectively Evaluate