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## GUIDELINES FOR SUPERVISION

### Rationale

Provision of spiritual care in healthcare contexts is complex and demanding work. In many interactions, a spiritual carer will find that their own existential and spiritual issues are triggered, as they attend to those of the person(s) they are caring for. The carer her/himself is the main resource that is engaged in providing spiritual care, and the responsive listening that is required in spiritual care can be very costly and draining for the carer. Self-care is a high priority responsibility for all who are engaged in this work, and one of the most effective ways to ensure this self-care is to undertake regular professional supervision.

It is also important to attend to the professional responsibility to be accountable in this work, and to ensure that continuing learning and development is maximised through reflective practice. Regular professional supervision can contribute strongly to these aspects of responsibility.

For these reasons, all who are engaged in the provision of spiritual care in healthcare contexts are expected to engage in regular professional supervision. The following guidelines offer standards for both professional and volunteer providers of spiritual care, to assist practitioners in their decision-making in this area.

### *Professional practitioners of spiritual care should:*

- Engage in regular supervision at least 10 times each year, for at least one hour per session, in processes of professional supervision with an appropriately accredited professional Supervisor. This supervision is focused on their work, and so it differs from psychotherapy and spiritual direction. This is preferably individual supervision, but it can also be done in a group process.
- Make a formal contract with the Supervisor outlining the goals for the supervisory process and the commitment by the supervisee to bring to supervision case studies and other issues from their work which generate reflection and offer opportunities for learning. This contract will also include remuneration for the Supervisor, either by the employer (preferred) or by the supervisee.
- Engage in periodic evaluation with the Supervisor of the supervisory relationship and processes, to maximise the effectiveness of supervision for their self-care, work and on-going learning.

### *Professional Supervisors should:*

- Hold and maintain accreditation as a professional Supervisor with an appropriate Association for Supervisors (e.g. ASPEA Inc, Australasian Association of Supervision), **OR** be engaged in a training program approved by such an Association for Supervisors, under supervision, **AND** work under the Association's Standards and Code of Ethics.
- Obtain and maintain Professional Indemnity insurance for their supervisory work.
- Make a formal contract with the supervisee identifying the goals for the supervisory process, and the responsibilities of the supervisee and the Supervisor in the supervisory relationship.
- Ensure all notes and documentation of supervision are kept confidential and secure.
- Engage in periodic evaluation with the supervisee of the supervisory relationship and processes.
- Receive regular professional supervision with an appropriately accredited Supervisor focused on their supervisory work.



# Spiritual Health Victoria

## *Volunteer practitioners of spiritual care should:*

- Engage in regular processes of supervision or mentoring focused on their work in spiritual care with an appropriately credentialed professional practitioner of spiritual care (see below). This can be either individual supervision/mentoring or a group process, or a combination of both.
- Commit themselves to bringing to this process case studies or other issues from their work which generate reflection and opportunities for learning.
- Engage in periodic evaluation of the supervisory or mentoring relationship and processes with the Supervisor or Mentor to maximise their effectiveness in their self-care, work and on-going learning.

## *Professional spiritual care practitioners offering supervision or mentoring for volunteers should:*

- Meet the requirements of at least Level 3 of SHV's Capabilities Framework **OR** hold Certified Membership in Spiritual Care Australia, **AND**:
  - **for Supervisors:** hold and maintain accreditation as a professional Supervisor with an appropriate Association for Supervisors (e.g. ASPEA Inc, Australasian Association of Supervision), **OR** be engaged in a training program approved by such an Association for Supervisors, under supervision, **AND** work under the Association's Standards and Code of Ethics.
  - **for Mentors:** accredited training in mentoring\* **AND** substantial experience in the field **AND** work in accord with the Standards and Code of Ethics of the organisation in which the volunteers work.
- Be covered by Professional Indemnity insurance for this work, either personally or under the insurance cover of the organisation in which the volunteers work.
- Ensure all notes and documentation of supervision/mentoring are kept confidential and secure.
- Engage in periodic evaluation of the supervisory/mentoring relationship and processes with those participating to maximise their effectiveness in their self-care, work and on-going learning.

\* Accredited training in mentoring means satisfactory completion of the Nationally accredited Unit of training, TAED404A, Mentoring in the Workplace, which is one of the Units in the Certificate 4 in Workplace Training and Assessment. This Unit can be taken as a "stand-alone" Unit for a Certificate of Attainment, or as part of the Certificate 4, at any Registered Training Organisation (RTO) or TAFE. Those who believe they already meet the requirements for this Unit should apply to an RTO or TAFE for certification of this through recognition of prior learning (RPL).