



SUPERVISION

There are three main types of supervision that in practice can overlap, these being:

1. **educative:** develop the skills and abilities of staff, including academic knowledge, through reflection and exploration of their own work
2. **supportive:** develop skills to assist staff adversely affected by clients
3. **managerial/administrative:** supervision of staff members so that standards of the service are upheld

The Rata Alcohol and Other Drugs Service undertake supervision as follows:

Type	Purpose	Participants
Clinical Supervision (1 hour per month)	To provide staff with the opportunity to discuss in confidence, and develop, their role as a professional, sharpen clinical skills, ensure consistency in treatment approach, and provide emotional support and encouragement.	Each clinical team member is required to participate in clinical supervision. Each team member is to find and negotiate supervision with an appropriate supervisor with AOD knowledge and skills.
Administrative Supervision	To discuss caseload management, service development issues, performance appraisal, and training requirements	Each clinical team member is required to participate in administrative supervision with the Regional Coordinator
Mentor/Buddy (including student placement)	To orient and support new staff and students to the Rata AOD Service	New staff and students are provided with a buddy/mentor as appropriate
Employee Assistance Program	Allows staff to address personal issues that may be affecting their performance at work	Available to all staff as required. Contact Human Resources to access this service
Critical debriefing	Helps to educate, defuse, debrief staff and ensures that personal and organisational issues are resolved effectively	Available to all staff following a critical incident
Peer Review	To foster individual accountability for professional development and practice as well as group accountability. It is to inform others about one's own practice in relation to one's peers	All staff on a regular basis at MDT meetings