

Standards of Education and Training for Supervisors

Supervision and the Supervision Contract

1. Definition of Supervision

Supervision is defined as a contractual working alliance between the supervisor and the supervisee, in which the supervisee can offer an account or recording of their work with clients, reflect on it, receive feedback and where appropriate, guidance. The two main objects of the supervisory alliance are

- a. To enable the supervisee to gain and maintain an ethical competence, knowledge, skills, confidence and creativity.
- b. To monitor good practice.

2. Contract

When arranging supervision, a contract must be made that clearly establishes the basis of the supervisory process together with the boundaries of clinical and ethical responsibility. It is recommended that the contract be in writing. The supervisor and the supervisee should agree on the criteria for supervision arrangements. It is suggested that the contract include:

- a. Time, duration, place, frequency of meetings. Arrangements for communication in the event of breakdown in electronic supervision.
- b. Access to supervision outside agreed hours.
- c. Clarification of clinical and ethical responsibilities including reference to the confidential nature of the work of supervision and the supervisory relationship.
- d. Boundaries between supervision and other relationships, e.g. dual role, line management, personal therapy and friendships.
- e. Agreement between supervisor and supervisee about length of notice required in the event of termination of supervision contract.
- f. Fees for supervision where relevant.
- g. Cancellation notice required.
- h. Agreed ratio of supervision to therapy/client hours to meet relevant current requirements of the supervisee.
- i. Agreement by the supervisor and supervisee of responsibility for keeping records and collating hours.
- j. An understanding of the style and theoretical orientation of supervision.
- k. The name of the Professional Executor.

- I. There should be opportunities for review of the process of supervision and for feedback between supervisor and supervisee and for review of the entire caseload. Supervision is likely to touch on the exploration of personal awareness and sexual attitudes, but should not become personal therapy or counselling for the supervisee.

3. Form and Quantity of Supervision

- a. CSRP does not specify minimum ratios of supervision to practice hours, but monthly supervision of a minimum of one hour is recommended for all psychotherapists. It is expected that supervisor and supervisee will exercise responsibility in deciding what is needed at any particular period and increase the time given to supervision when this is felt necessary.
- b. Where a supervisee is in training, then course requirements would be adhered to.

4. Modes of Supervision

Supervision may take place:

- a. Between one supervisee and one supervisor. This is the preferred model, and may be electronic or face-to-face.
- b. Between one co-therapy pair and one supervisor.
- c. Live, using a one-way screen or other recording technique.
- d. Group supervision

5. Presentation of Case Material

Case material may be presented to the supervisor through the use of:

- a. Verbal account.
- b. Written case notes.
- c. Audiotape.
- d. Videotape.
- e. Role play.
- f. One-way screen.
- g. Electronically.

6. The Supervisor

- a. The Supervisor of trainees and those seeking COSRT Accreditation and/or potential UKCP Registration should be sufficiently experienced and competent in sexual and relationship psychotherapy for others to have confidence in their professional skills,

- preferably an Accredited Member of COSRT and/or a COSRT Accredited Supervisor or equivalent qualification
- b. The Supervisor of experienced supervisees must either be competent and experienced in sexual and relationship psychotherapy or work in a closely allied profession and have been working as a practitioner in that profession for at least five years.
 - c. Where there is a dual relationship caution must be exercised in accordance with CSRP Code of Ethics for Supervisors.
 - d. Supervision is inadvisable between intimate partners, relatives and friends, and former clients.

The Supervisor should be someone who:

- a. Is able to understand and use the process of supervision.
- b. Is committed to supervision and professional development of the supervisee.
- c. Has an appropriate balance of sensitivity, confidence and humility.
- d. Can provide acceptance, empathy, genuineness and accurate communication.
- e. Can deliver comment and feedback to the supervisee in such a way that they feel safe enough to bring any relevant issue to the supervision.
- f. Has experience of the treatment of sexual dysfunction, sexual and relationship psychotherapy, and couple psychotherapy.
- g. Can draw upon relevant clinical experience and knowledge of a wide range of theoretical models, thus being able to discuss with the supervisee a range of alternative therapeutic strategies.
- h. Has access to resources for consultation or supervision of their supervision. It is expected that supervisors will keep their skills up to date and be committed to CPD. The CSRP expects supervisors to take responsibility for deciding what level and type CPD is most relevant for them, in consultation with their supervisor of supervision.
- i. Has undergone supervision training

7. Confidentiality

Supervisors must maintain confidentiality in respect of the supervisee in line with the CSRP Code of Ethics and Practice for Supervisors