



Aotearoa New Zealand  
Association of Social Workers  
Te Rōpū Tauwhiro i Aotearoa

# SUPERVISION STRATEGY

2023-2033

**Nāu te rourou, nāku te rourou,  
ka ora ai te iwi.**

With your basket and my basket,  
the people will thrive

# Why did we develop this strategy?

- Reports that experiences of social work supervision and adherence to existing policy settings are variable across the sector.
- The need to explore and seek to address, the drivers behind this variance.
- The need to strengthen the quality of social work supervision in Aotearoa.



# Why bother?

**Reflective supervision benefits kaimahi, organisations and likely clients**

Promotes kaimahi led exploration of practice, ethics and accountability

Contributes to retention and positive workplaces and workplace attitudes through enabling safe, supportive and constructive professional relationships

Encourages personal and professional growth

Assists with developing self-care strategies which protects against stress and burnout

Is linked with skill development

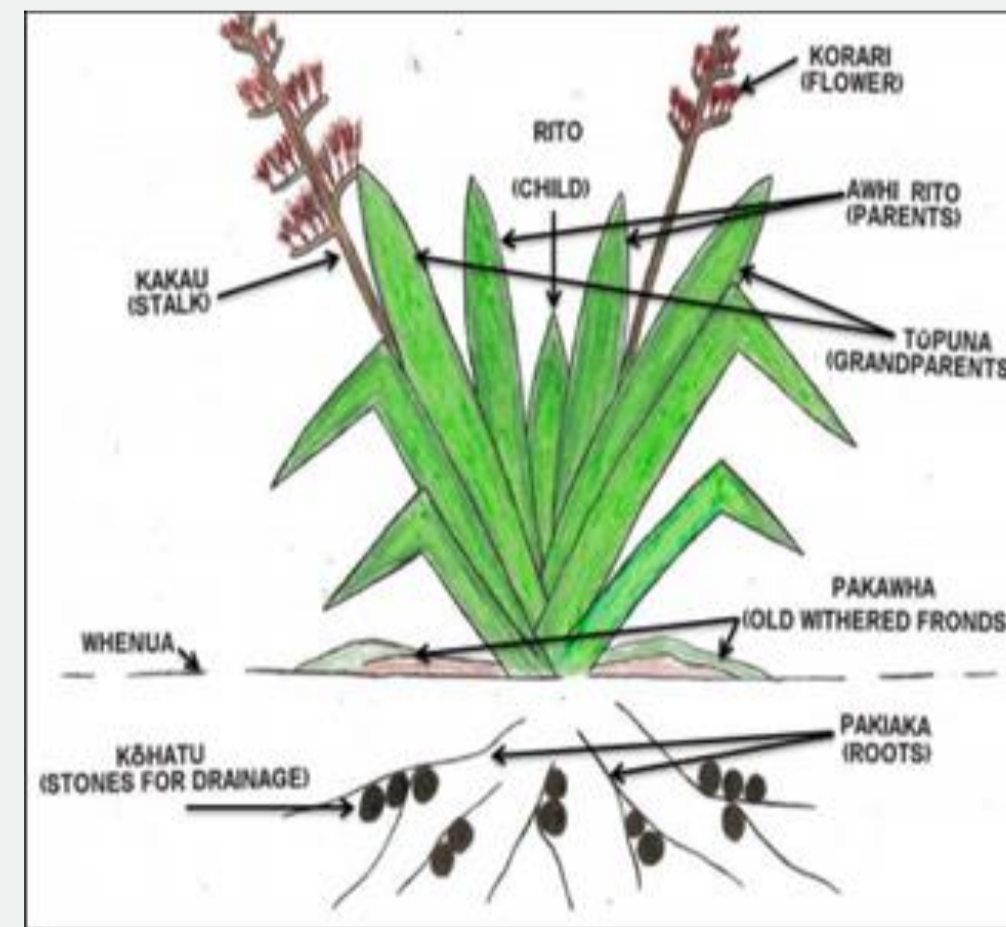


# Our Guiding Frameworks

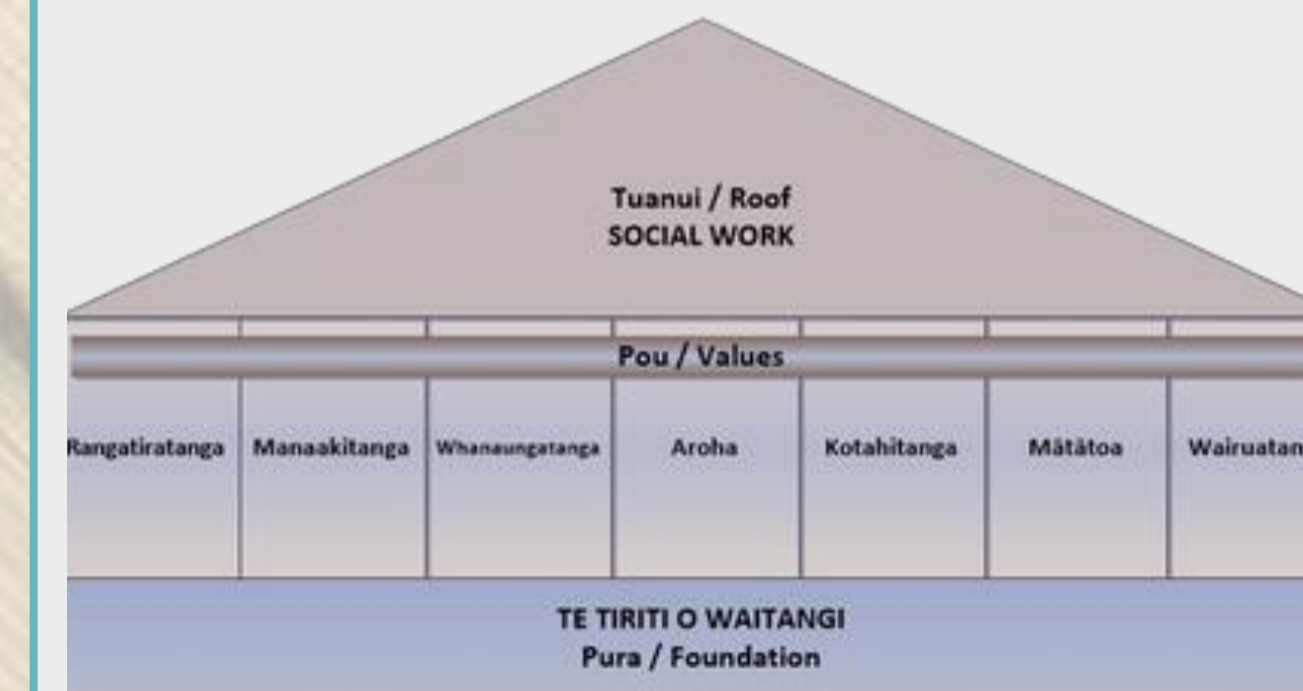
TE TIRITI O WAITANGI  
AND HE AWA WHIRIA



PĀ HARAKEKE



NGĀ TIKANGA MATATIKA  
(CODE OF ETHICS)



# PURPOSES

Social work supervision is an intentional partnership, typically between two social workers, which seeks several purposes



Ensure practice and supervision is grounded in **Te Tiriti o Waitangi, cultural humility, and decolonising approaches**

Focus on the **wellbeing and safety** of all with whom kaimahi interact, whilst seeking positive change for whānau, hapū, iwi, communities, and others (as relevant to the social worker's practice setting)

**Safely navigate the intersections** between personal (including cultural, personal values and beliefs, motivations, and ways of making meaning) and professional identities, whilst attending to both political and organisational power dynamics as they impact on practice

Support and **uphold ethical best practice, advocating** for clients and system change which integrates human rights and social justice, through critically reflective conversations

Inspire and support **professional development, growth, and leadership**

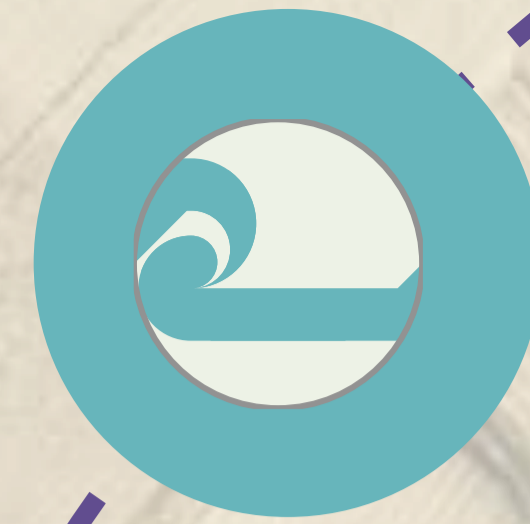
Attend to the **holistic wellbeing** of kaimahi



# What needs to change?

## Te Rito (Social Workers)

A supervision partnership which demonstrates care and kaitiakitanga, that they value, feels safe, is accessible, is regular, and meets the purposes of social work supervision in a way which is led by social workers and is culturally responsive



Supervision meets identity and culture needs



Supervision is purposeful



Supervision is regular and responsive



Supervision is safe



Supervision where there is choice



# What needs to change?

## Awhi Rito (Supervisors)

A diverse supervisor workforce with supervisors who are:

- passionate about developing and supporting kaimahi,
- have sufficient experience,
- have received training in supervision, which includes cultural responsiveness, and
- have access to ongoing support and development in their supervisory role



Supervision which elevates te ao Māori and Pasifika approaches



A diverse supervisory workforce



Supervisors guide and demonstrate care



Supervisors have skills, knowledge and capabilities



Supervision supports wellbeing and retention



Supervision partnerships are strong and accountable



# What needs to change?

## Tūpuna (The Enabling Sector)

Supervision that is well understood and perceived as a collective responsibility and a valuable investment in kaimahi wellbeing, quality practice, and workforce retention. This means, working towards ensuring supervision is prioritised, adequately funded (including training and workforce development), and there are policies and minimum requirements that reflect the contribution kaimahi make towards ensuring public safety and enhancing the social work profession



Collaborative partnerships with iwi, Māori and Pasifika



Supervision occurs outside of line management relationships



A sector which enables the purposes of supervision to be achieved



Supervision is funded and accessible



There are consistent supervision policy settings and guidance







# What are the recommended policy changes?



# Next steps

Relationships  
and  
Partnerships



Plan



Advocacy



# What can you do?

- **Encourage** your organisation to align internal supervision policies with this strategy.
- **Reflect** upon your own supervision arrangements- do you receive supervision and are your needs are currently being met? If not, how could you self-advocate?
- **Supervisors:**
  - If not already doing so, schedule regular reviews with supervisees
  - Reflect upon your professional development needs for your supervisory practice and prioritise this growth
- **Support** advocacy campaigns and movements around improved funding and workload arrangements for our sector and which **normalises supervision for all kaimahi**



**Read the strategy  
at**

**[www.anzasw.nz/advocacy/anzasw-supervision-strategy/](http://www.anzasw.nz/advocacy/anzasw-supervision-strategy/)**



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