

# *Ethical Supervision in the Community Practice*

**“PROFESSIONAL LIFE ON THE EDGE”**

**Montana Chapter NASW Conference**

**November 19<sup>th</sup>, 2010**

**Bozeman, Montana**

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# *Ethical Supervision in the Community Practice*

## ● Objectives

- Understand the ethical guidelines for supervisors.
- Understand ethical guidelines for supervisees.
- Developing an understanding of impaired colleagues needs and responsibilities to the community.

# *Ethical Supervision in the Community Practice*

- *Confidentiality*

- *STANDARD 2.02*

- Social workers should respect confidential information shared by colleagues in the course of their professional relationships and transactions. Social workers should ensure that such colleagues understand social workers' obligation to respect confidentiality and any exceptions related to it.

# ***Ethical Supervision in the Community Practice***

- 37-22-401. Privileged communications – exceptions

- A licensee may not disclose any information he acquires from clients consulting him in his professional capacity except:

- (1) with the written consent of the client or, in the case of the client's death or mental incapacity, with the written consent of the client's personal representative or guardian;

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- (2) that he need not treat as confidential a communication otherwise confidential that reveals the contemplation of a crime by the client or any other person or that in his professional opinion reveals a threat of imminent harm to the client or others;

# *Ethical Supervision in the Community Practice*

- 37-22-401. Privileged communications – exceptions
- (3) that if the client is a minor and information acquired by the licensee indicates that the client was the victim of a crime, the licensee may be required to testify fully in relation thereto in any investigation, trial, or other legal proceeding in which the commission of such crime is the subject of inquiry;
- (4) that if the client or his personal representative or guardian brings an action against a licensee for a claim arising out of the social worker-client relationship, the client is considered to have waived any privilege;
- (5) to the extent that the privilege is otherwise waived by the client; and
- (6) as may otherwise be required by law.

# *Ethical Supervision in the Community Practice*

- *Supervision and Consultation*
- *STANDARD 3.01*

- (a) Social workers who provide supervision or consultation should have the necessary knowledge and skills to supervise or consult appropriately and should do so only within their areas of knowledge and competence.

# ***Ethical Supervision in the Community Practice***

- *NASW Guidelines for Clinical Supervision (1994)*

- *Supervision is the relationship between supervisor and supervisee that promotes the development of responsibility, skill, knowledge, attitudes, and ethical standards in the practice of social work. The priority in the supervision process is accountability for client care within the parameters and ethical standards of the social work profession.*

# *Ethical Supervision in the Community Practice*

- *Respondeat Superior*

- “Let the superior reply”
- “Vicarious liability”
- Supervisors are responsible for the actions or inactions of their supervisees that were conducted during the course of employment and over which the supervisor had some measure of control. (Reamer, 1993)

# ***Ethical Supervision in the Community Practice***

- **Competent Supervision Guideposts(Reamer 1994)**

- **Provide information for supervisees to obtain proper informed consent**
- **Identifying errors made by supervisees**
- **Overseeing supervisees efforts to develop and implement thorough treatment and intervention plans**
- **Knowing when supervisees clients need to be reassigned, transferred or have the treatment terminated**
- **Knowing when supervisees should arrange for consultation**

# ***Ethical Supervision in the Community Practice***

- **Monitoring supervisees competence in addressing any issues concerning incompetence, impairment and unethical behavior**
- **Monitor proper boundaries between supervisees and their clients**
- **Provide supervisees with regularly scheduled supervision**
- **Documenting supervision provided**
- **Maintaining proper boundaries and relationships with supervisees**
- **Providing supervisees with timely performance evaluations and feedback**

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- *STANDARD 3.01*

- **(b) Social workers who provide supervision or consultation are responsible for setting clear appropriate and culturally sensitive boundaries.**
- **Supervisors should prepare written understandings and agreements regarding supervision.**

- **Reamer 1998**

# ***Ethical Supervision in the Community Practice***

## NASW Guidelines for Clinical Supervision (1994)

Supervisory context

Learning plan

Format and schedule

Accountability

Conflict resolution

Compensation

Client notification

Creation and termination

# *Ethical Supervision in the Community Practice*

- *STANDARD 3.01*

- **(c) Social workers should not engage in any kind of dual or multiple relationships with supervisees in which there is a risk of exploitation of or potential harm to the supervisee.**

# *Ethical Supervision in the Community Practice*

- *Sexual Relationships*
- *Standard 2.07*
- **(a) Social workers who function as supervisors or educators should not engage in sexual activities or contact with supervisees, students, trainees, or other colleagues over whom they exercise professional authority.**

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## ● *STANDARD 3.01*

- (d) Social workers who provide supervision should evaluate supervisees' performance in a manner that is fair and respectful.
- Evaluations should be:
  - Customary and routine performance reviews
  - Assessments regarding licensure and credentialing
  - Supervisor and supervisee meet weekly
  - Supervision should be realistic in their evaluations of supervisees



# ***Ethical Supervision in the Community Practice***

# *Ethical Supervision in the Community Practice*

- *Consultation STANDARD 2.05*
- (a) Social workers should seek the advice and counsel of colleagues whenever such consultation is in the best interests of clients.
- (b) Social workers should keep themselves informed about colleagues' areas of expertise and competencies. Social workers should seek consultation only from colleagues who have demonstrated knowledge, expertise, and competence related to the subject of the consultation.

# *Ethical Supervision in the Community Practice*

- *Consultation STANDARD 2.05*
- (c) When consulting with colleagues about clients social workers should disclose the least amount of information necessary to achieve the purpose of the consultation.

# *Ethical Supervision in the Community Practice*

- *Sexual Relationships*
- *Standard 2.07*
- **(a) Social workers who function as supervisors or educators should not engage in sexual activities or contact with supervisees, students, trainees, or other colleagues over whom they exercise professional authority.**

# *Ethical Supervision in the Community Practice*

- *Sexual Relationships*
- *Standard 2.07*
- **(b) Social workers should avoid engaging in sexual relationships with colleagues when there is potential for a conflict of interest. Social workers who become involved in, or anticipate becoming involved in, a sexual relationship with a colleague have a duty to transfer professional responsibilities, when necessary, to avoid a conflict of interest.**

# *Ethical Supervision in the Community Practice*

- *Sexual Harassment*
- *Standard 2.08*
- **Social workers should not sexually harass supervisees, students, trainees, or colleagues. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.**

# *Ethical Supervision in the Community Practice*

- *Impairment of Colleagues*
- *Standard 2.09*
- **(a) Social workers who have direct knowledge of a social work colleague's impairment that is due to personal problems, psychosocial distress, substance abuse, or mental health difficulties and that interferes with practice effectiveness should consult with that colleague when feasible and assist the colleague in taking remedial action.**

# *Ethical Supervision in the Community Practice*

- *Impairment of Colleagues*
- *Standard 2.09*
- **(b) Social workers who believe that a social work colleague's impairment interferes with practice effectiveness and that the colleague has not taken adequate steps to address the impairment should take action through appropriate channels established by employers, agencies, NASW, licensing and regulatory bodies, and other professional organizations.**

# ***Ethical Supervision in the Community Practice***

- ***"Impairment"*** means an inability to practice with reasonable safety and skill as a result of alcohol or drug abuse, dependency, or addiction, or any neuropsychological or physical disorder or disability.

# *Ethical Supervision in the Community Practice*

- *Incompetence of Colleagues*
- *Standard 2.10*
- **(a) Social workers who have direct knowledge of a social work colleague's incompetence should consult with that colleague when feasible and assist the colleague in taking remedial action.**

# *Ethical Supervision in the Community Practice*

- *Incompetence of Colleagues*
- *Standard 2.10*
- **(b) Social workers who believe that a social work colleague is incompetent and has not taken adequate steps to address the incompetence should take action through appropriate channels established by employers, agencies, NASW, licensing and regulatory bodies, and other professional organizations.**

# *Ethical Supervision in the Community Practice*

- *Unethical Conduct of Colleagues*
- *Standard 2.11*
- **(a) Social workers should take adequate measures to discourage, prevent, expose, and correct the unethical conduct of colleagues.**

# *Ethical Supervision in the Community Practice*

- *Unethical Conduct of Colleagues*
- *Standard 2.11*
- **(b) Social workers should be knowledgeable about established policies and procedures for handling concerns about colleagues unethical behavior. Social workers should be familiar with national, state, and local procedures for handling ethics complaints. These include policies and procedures created by NASW, licensing and regulatory bodies, employers, agencies, and other professional organizations.**

# *Ethical Supervision in the Community Practice*

- *Unethical Conduct of Colleagues Standard 2.11*
- **(c) Social workers who believe that a colleague has acted unethically should seek resolution by discussing their concerns with the colleague when feasible and when such discussion is likely to be productive.**

# *Ethical Supervision in the Community Practice*

- *Unethical Conduct of Colleagues Standard 2.11*
- **(d) When necessary, social workers who believe that a colleague has acted unethically should take action through appropriate formal channels (such as contacting a state licensing board or regulatory body, an NASW committee on inquiry, or other professional ethics committees.**

# *Ethical Supervision in the Community Practice*

- *Unethical Conduct of Colleagues Standard 2.11*
- **(e) Social workers should defend and assist colleagues who are unjustly charged with unethical conduct.**

# Ethical Responsibility in Your Workplace

- *Competence*
- *Standard 4.01*
- **(b) Social workers should strive to become and remain proficient in professional practice and the performance of professional function. Social workers should critically examine and keep current with the emerging knowledge relevant to social work.**

# *Ethical Supervision in the Community Practice*

## *Competence*

### *Standard 2.09*

- **(a) Social workers who have direct knowledge of a social work colleague's impairment that is due to personal problems, psychosocial distress, substance abuse, or mental health difficulties and that interferes with practice effectiveness should consult with that colleague when feasible and assist the colleague in taking remedial action.**

# ***Ethical Supervision in the Community Practice***

## ***Private Conduct***

### ***Standard 4.03***

***Social workers should not permit the private conduct to interfere with their ability to fulfill their professional responsibilities***

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