

## Definitions of the term supervision

The following definitions have been produced by the Council as a guide for practitioners.

<b>Type of supervision</b>	<b>Definition</b>	<b>Function</b>	<b>Rationale</b>
1. Professional Supervision	A structured intentional and mutually agreed relationship within which a practitioner reflects critically on her/his work, and receives collegial feedback and guidance from a supervisor, in order to deliver the best possible service to clients. Professional supervision may incorporate any aspect of a professional role e.g., clinical, managerial, or cultural, and be one to one.	<p>To enable practitioners to develop their knowledge and competence, and be responsible for their own practice.</p> <p>To support practitioners to develop their self-reflective practice, knowledge and competence.</p>	Considered best practice by OCNZ.
2. Council Imposed Supervision	<p>A monitoring activity which may or may not be a condition on the practitioner's scope of practice.</p> <p>The Council may define the parameters of the supervision along with reporting requirements.</p> <p>May also be used within a voluntary agreement.</p>	<p>To assist the practitioner who has been identified as not meeting standards on their scope of practice in areas of fitness and/or competence.</p> <p>To mitigate risk and provide an assurance to Council of the practitioners safety to practice.</p> <p>the supervisor has a responsibility to inform Council</p>	<p>HPCAA – public protection</p> <p>Required by the PCC or CRC</p> <p>A requirement applied by Health Practitioners Disciplinary Tribunal</p>

Type of supervision	Definition	Function	Rationale
3. Preceptorship Supervision	An educative and supportive relationship between an OCNZ appointed preceptor and an overseas trained practitioner registering and working in New Zealand for the first time.	<p>To support the practitioner during the CAPP and provide assurance and achievement of competence.</p> <p>Once the CAPP is completed the preceptorship condition is removed.</p> <p>the supervisor has a responsibility to inform Council</p>	CAPP requirement.
4. Kaupapa Māori Supervision	Used to support practice with access to supervisors who are Māori who understand the Māori dimensions of wellbeing.	<p>To enable safe and accountable professional practice, cultural development and self-care according to the philosophy, principles and practices derived from Māori world view.</p> <p>the supervisor has a responsibility to inform Council</p>	<p>Cultural Competency to meet the OCNZ Code of Ethics and Treaty of Waitangi.</p> <p>Competent Authority Pathway Programme (CAPP).</p>
5. Cultural Supervision	Cultural competence should be included in any professional supervision. Cultural supervision may be in addition to professional supervision	<p>To strengthen cultural competence, building the practitioners awareness and knowledge of specific cultures values and beliefs.</p> <p>the supervisor has a responsibility to inform Council</p>	<p>Cultural Competency to meet the OCNZ Code of Ethics and Treaty of Waitangi.</p> <p>CAPP</p>

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