



Quick Guide to Supervision

Type of Supervision	Definition	Function	Bases for Requirement
Professional	<p>“a structured intentional relationship within which a practitioner reflects critically on her/his work, and receives feedback and guidance from a supervisor, in order to deliver the best possible service to consumers. Professional supervision may incorporate any aspect of a professional role e.g., clinical, managerial, or cultural, and be one to one, one to group” (OTBNZ, 2004).</p>	<p>To enable practitioners to develop their knowledge and competence, be responsible for their own practice, and promote service user health outcomes and safety.</p>	<p>OTBNZ promotes as best practice</p>
Kaupapa Māori	<p>Used to support practice with access to supervisors who are Māori who understand the Māori dimensions of wellbeing.</p>	<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>Cultural Competency to meet the Code of Ethics</p> <p>Treaty of Waitangi</p>
Cultural	<p>Cultural competence should be included in any professional supervision. Cultural supervision may be in addition to professional supervision</p>	<p>To strengthen cultural competence, building the occupational therapists awareness and knowledge of specific cultures values and beliefs.</p>	<p>Cultural Competency to meet the Code of Ethics</p> <p>Treaty of Waitangi</p> <p>This is a requirement for overseas qualified occupational therapists migrating to New Zealand.</p>



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Required by HPCAA/Board Imposed	A monitoring activity which is different to how occupational therapists have traditionally understood supervision. To prevent potential confusion the OTBNZ has defined professional supervision as the usual supervision activity that practitioners are engaged in. The 'monitoring of performance' refers to only one component of what might be included in professional supervision.	To assist occupational therapists who have been identified as not meeting standards on their scope of practice in areas of fitness and/or competence.	HPCAA A requirement applied by Health Practitioners Disciplinary Tribunal
Standard Conditions of Practice	Practitioners with a condition on their scope of practice must receive supervision carried out by a registered occupational therapist with a current practising certificate, and no condition on his/her own scope of practice. The supervision is similar to professional supervision but may be tailored to the specific condition placed on the practising certificate.	To ensure that an occupational therapist with an existing condition on their scope of practice is meeting standards required for the condition to be removed.	HPCAA set by the Board
CCFR	To assist a practitioner to critically reflect on her/his work and provide feedback and guidance to help the practitioner maintain and develop their ongoing competence.	To assist occupational therapists in identifying areas for development within their practice.	HPCAA Section 41 – recertification programme

