

# clinical supervision

mutual service agreement

This is an agreement between \_\_\_\_\_ (Supervisee) and

Rahim Thawer, MSW, RSW (Supervisor).

## **Purpose, Goals & Objectives of Supervision:**

- To safeguard the welfare of clients.
- To discuss the direction of therapy and the therapeutic relationship.
- To enhance the supervisee's safe and effective use of self in the therapeutic relationship.
- To meet the CRPO/OCSWSSW registration requirement for supervision.
- To promote the professional growth of the supervisee.

## **Context & Content of Supervision:**

- To provide individual and / or group supervision
- To provide supervision for the practice of psychodynamic, cognitive-behavioural, and Gestalt therapies. Sessions may include experiential interventions and role-play as appropriate.
- The content of supervision will focus on clinical conceptualization, examination of transference and countertransference in therapy, and will consider concrete intervention skills within the defined scope of practice.

**A supervisory record form** will be used to document impressions of each supervisory session. Supervision notes may be shared with supervisee.

## **Rights and Responsibilities of both parties**

### **Supervisor Rights**

- To bring concerns/issues about Supervisee's work.
- To question Supervisee about their work and workload.
- To give Supervisee constructive feedback on their approaches and interventions.
- To observe Supervisee's practice and to initiate supportive / corrective action as required.

## **Supervisor Responsibilities**

- To foster an atmosphere of trust, support, encouragement, and mutual respect that is conducive to the professional growth of all participants in the supervision experience.
- To collaborate with the supervisee in evaluating the supervisory process on an ongoing, informal basis
- To make sure supervision sessions happen as agreed and to keep a record of the meeting.
- To be available to the supervisee between supervision sessions for brief clarifications as needed
- To assist the supervisee in exploring interpersonal issues/responses which appear to impact on the supervisee's clinical work
- To uphold ethical guidelines and professional standards.
- To create a supervision file containing supervision records and other documents relating to development and training.
- To monitor Supervisee's performance.
- To know what Supervisee is doing and how it is being done.
- To provide readings and other educational assignments as needed
- To recommend personal counselling for the supervisee should the supervisee be unable to resolve personal issues which are affecting her/his therapeutic effectiveness and professional development
- To ensure documentation and appropriate action to report child abuse; to deal appropriately with suicidal situations; the supervisor is to articulate recommendations clearly.

## **Supervisee Rights:**

- To uninterrupted time in a private space.
- To Supervisor's attention, ideas and guidance.
- To receive feedback.
- To set part of the agenda.
- To ask questions.
- To have their development/training needs met.
- To challenge ideas and guidance in a constructive way.

## **Supervisee Responsibilities:**

- To obtain and maintain professional liability insurance coverage
- To bring ethical dilemmas and concerns about professional standards to sessions.
- To be prepared to discuss client cases.
- To be open to change and use alternate methods of practice when needed.

- To implement recommendations made by the supervisor.
- To participate in personal counselling outside of the supervisory process when it appears that personal issues may be undermining the supervisee's clinical effectiveness and professional growth.
- To maintain a commitment to on-going counsellor education.
- To initiate meetings as often as necessary to meet the goals of supervision, to meet supervisee's training needs, to provide high levels of care to the clients involved, and to address other clinical needs that may arise.
- To call a crisis service or 911 (police, ambulance) in an emergency.

### **Professional Qualifications & Registrations**

Rahim Thawer is a registered social worker with the Ontario College of Social Workers & Social Service. He holds a Masters of Social Work degree from the University of Toronto (2011) and has undertaken additional training in psychodynamic treatment, cognitive behavioural therapy, and Gestalt methods.

OCSWSSW Reg #819571

OASW Member #12156

ProLink Liability Insurance #OASW-054110-006040

### **Dual Relationships**

As a therapist that is an active member of the 2S-LGBTQ+ community, Rahim commits to discussing potential conflicts of interest, privacy issues, and concerns related to boundary crossings throughout the supervisory relationship. These conversations can (and should) also be initiated by the supervisee.

### **Procedural considerations:**

- Video conferencing software is fairly secure but requires a commitment from the supervisor and supervisee in order to be maintained. Both parties must refrain from any type of recording—including audio/video and visual screenshots—of the virtual session to maintain the integrity of services being offered.
- In the event of a client-related emergency, supervisee to contact supervisor as soon as possible, after the appropriate emergency response service/team has been contacted.
- In the event of issues of conflict and/or failure of either party to abide by the guidelines, and if concerns of either party cannot be resolved in supervision, the supervisory relationship can be terminated by either party. An attempt should be made for a constructive closing session.

## Finances/ Insurance

The hourly rate for supervision can be found here:

<https://www.affectiveconsult.ca/fees>

Supervisee will be invoiced electronically at the end of each session and will pay electronically on receipt or at the end of the month.

Malpractice/ liability insurance will be arranged by supervisee:

Yes \_\_\_\_\_ No \_\_\_\_\_

This contract is subject to revision at any time, upon the request of either the supervisee or the supervisor.

**We agree, to the best of our ability, to uphold the guidelines specified in this supervision contract and to manage the supervisory relationship and supervisory process according to the ethical principles of our respective regulatory bodies.**

\_\_\_\_\_  
Supervisee Signature

\_\_\_\_\_  
Supervisor Signature

## ADDITIONAL INFORMATION

\_\_\_\_\_  
Name (Legal or Chosen)

\_\_\_\_\_  
Pronouns

\_\_\_\_\_  
Phone #

\_\_\_\_\_  
Email Address

\_\_\_\_\_  
City, Province

\_\_\_\_\_  
Professional College of Registration