

External Supervision Approaches

External Supervision options are available.

Supervision is at the heart of continuing professional development (CPD) for all helping professionals. It is the ‘go to place’ for safely sharing reflections about your work and professional identity, organisational impacts and your work with your clients. It is a place to turn to for engaging in honest exploration regarding ethical dilemmas, role complexity, internalised conflicts, skills acquisition and self care practices guided by a trusting, safe and genuinely interested supervisor. Where supervision is not provided within your workplace you may consider obtaining it externally. Workplaces may also value the opportunity for external supervision and may contribute to your investment in your own CPD by allowing time off in lieu or by agreeing to pay for your supervision.

External Supervision for Organisations

Small Group Supervision and Supervision Day Retreats are very affordable ways to attend to nourishing and developing professional practice and are available for organisations to book for their staff. In general there is no set amount of supervision hours to participate in but every reason to ‘turn up’ to an opportunity to obtain external support and skills development.

Letters of agreement are used that cover the frequency for supervision, staff details, organisational contacts to use where there are concerns about supervisee safety, wellbeing and work performance. It is suggested that a minimum agreement be outlined for an initial period of 3 months-6 months, review reports can be made available as part of the letter of agreement. External supervision can be provided for one staff member for a maximum of TWO years. It is then recommended that the staff member continue their skills development with another supervisor to broaden out their professional development.

The supervision approach is applicable to all helping professionals who hold relevant qualifications and experience to their role.

For supervision provided to organisations this service utilises the standards set by the Australian Association of Social Workers (AASW).

[See Supervision Standards-2014 PDF](#)

External Supervision for Domestic Violence Workers:

At minimum approaches used include working with the supervisee on:

- Client Safety-utilising relevant government documents outlining Best Practice models for victims of domestic violence (Department for Child Protection Domestic Violence Unit) and pertaining to domestic violence specialty work:
- Crisis Support
- Understanding The Dynamics Of Domestic Violence
- Understanding Responsibility For The Violence
- Understanding The Legal Implications
- Promotion Of Egalitarian Relationships
- Children's Needs

And addressing work with Aboriginal Clients, Cultural Diversity, Linguistic Difference, People With Disabilities, Mental Health Issues, Rural and Remote People, Lesbian And Gay Domestic Violence, Elder

Abuse, Teen/Adult Abuse, Literacy Difficulties.

And for the following modes of service provision:

Crisis Support (Non accommodation)

- Information Advocacy And Referral Services
- Telephone Services .
- Individual Support And Counselling Services
- Group Work Programs
- Community Education
- Outreach Services

Worker Safety- including following agency safety procedures.

De-briefing (meta)-to explore behavioural and emotional consequences and to provide support, self care plans, mental health and wellbeing education and review.

Prevent, educate and address Burn out, Secondary Trauma, Vicarious Trauma and Compassion Fatigue (utilising Compassion Fatigue Accelerated Recovery Program 2010, Baranowsky & Gentry, Traumatology Institute, Canada).

Skills and knowledge development.

Administrative support and guidance (Report writing, Case note recording)

Support and Stress Management.

Shared Risk Management

Organisations may request that this service become more involved in establishing coordinated supervision of staff. Organising for an open and transparent process using a three-way model (between the organisation, supervisee and external supervisor) can be discussed. This is where appropriate confidentiality is maintained whilst crucial information held within external supervision is shared where there are various concerns about the staff member. (Can be discussed).

Frequency of supervision

AASW Supervision Standards-covers frequency, standards for written documentation, ethical guidelines, privacy and confidentiality. Standard frequency is based on level of experience. Pro-rata for part time. See guidelines below:

- For new social work graduates with 2 years or less experience-Fortnightly, 60 minutes.
- Social workers entering a new field of practice, facing particular challenges, or reentering workforce. Fortnightly, 60 minutes.
- Social work practitioners with 2+ years' experience, Monthly.
- Some social workers who do not work in direct practice roles with clients may require less regular supervision. A minimum frequency of quarterly is recommended. 60 minutes

Integrated approaches to supervision use a wide range of supervision literature and trainings including:

- Health and Social Service supervision
- Compassion Fatigue Recovery programs
- Counselling Supervision models
- Narrative Therapy approaches to supervision
- Reflective and Relational supervision practices
- Adult Learning principles and approaches
- Theories and practices of Mindfulness/Meditation/Yoga
- Creativity theories and practices
- Group Supervision and,
- Other supportive supervision based professional development initiatives.

The External Supervisor

Provided by an Accredited Mental Health Social Worker with extensive experience, professional development and training* in providing supervision for various professions, roles and programs such as:

For Social Workers, Youth Workers, Psychologists, Occupational Therapists, Counsellors, Support Workers, Pastoral Care workers, Teachers working in the following:

- Mental Health
- Child and Adolescent Mental Health
- Counselling children, families and adults
- Family Therapy
- Domestic Violence
- Post release offender programs
- Youth engagement, youth outreach
- Corrective services
- Out of home care
- Disability

*Trainings and Continuing Professional Development undertaken:

- Health Care Supervision-Tony Morrison
- Reflective Supervision-Michael Carroll
- Reflective Supervision Toolkit-Daphne Hewson
- Embodiment in Supervision-Glenda Fredman
- Relational Supervision for External Supervisors-Dr Brenda Clare
- Narrative Therapy approaches-Michael White
- Expressive Art Therapy (Trauma Informed Institute-Dr Cathy Malchiodi
- Compassion Fatigue 'Therapist'-for treatment for compassion fatigue utilising the Accelerated Recovery Program, Baranowsky & Gentry, 2010, Canada Traumatology Institute.

Daphne Middleton Resume` follows...

Resume`



Daphne Middleton

Bachelor of Social Work(Hons)
Graduate Diploma of Education (Secondary Arts Education)
Bachelor of Arts (Fine Arts)
Accredited Member Australian Association of Social Workers (AASW)
Accredited Mental Health Social Worker (AASW)
Registered Social Work Supervisor (AASW)
Reg.Medicare Australia Provider Psychological Strategies

KEY SKILLS

Qualified and accredited Senior Mental Health Social Worker/Counsellor and Educator with over 25 years experience providing Advanced Social Work and Clinical Practice, Tertiary Education/ Sessional Academic Lecturer/Field Education roles, Research and Independent Professional Development Training in Health, Social, Community-based and Tertiary Education sectors. Work experience and key skills are in:

- **External Clinical Supervision provider for the development of Social Workers, Counsellors, Domestic Violence Support Workers and other professionals** - Social Work Sessional Academic, Field Education (Edith Cowan University, Curtin University), Independent provider External Clinical Supervision, Professional Excellence/Consultancy skills.
- **High level communication skills to Business Management level**-Project Work and Industry based Research as Private Contractor and Project Officer/Researcher positions.
- **Tertiary Education and Training skills**-University Lecturing, Unit Coordination, Unit Review and Writing.
- **Social Work Leadership and Influencer**-Independent Consultant, Conference and Staff Team Building Facilitator/Self Care for Staff using Mindfulness Informed Art and Creativity, Private Practitioner (Mental Health Counselling) and Professional Development Trainer (Counselling Skills)
- **Complex case management advanced skills**-(Clinical) Social Work skills, Mental Health Specialty (including Child and Adolescent mental health), Child Development, Young Adult Mental Health, Industry Research Project Roles.

QUALIFICATIONS

2002	Honours Degree in Social Work, University of WA
1995	Bachelor Degree in Social Work, University of WA
1989	Graduate Diploma in Education (Secondary), Edith Cowan University
1981	Bachelor Degree of Arts (Fine Arts), Curtin University

EDUCATION (Certifications & Registrations)

2017	Compassion Fatigue Specialist Therapist (Trauma Institute Canada)
2011	Social Work Supervisor, Australian Association of Social Workers (AASW)
2008	Narrative Therapy One Year Intensive Training (Cert), Dulwich Centre Adelaide SA
2007	Accredited Mental Health Social Worker, Australian Association of Social Workers (AASW) and Medicare Australia

WORK EXPERIENCE

Private Practitioner Roles

Current-2017, 2015-2007

Part-time Private Practitioner-Clinical & Supervision

18 years

Key Responsibilities: Provide private mental health assessment and counselling for young adults, children, adolescents and their families. Provide Focussed Psychological Strategies and written reports for General Practitioners for the Better Access to Mental Health Medicare program (Since 2007).

Provide independent counselling skills training modules for the Professional Development of health, community and social service professionals. Independently trained numerous helping professionals in working therapeutically with children and their families, art therapy processes and Narrative Therapy.

Part-time External (Clinical & Social Work) Supervisor-Private Contractor

Key Responsibilities: Provide independent external clinical supervision for staff providing counselling, therapeutic and case management services and for team leaders. Agencies include Domestic Violence programs, Child Disability program, Refugee support programs, War Veterans and their families counselling service, Early Intervention Social Workers, Student Counsellors at international college, Private Psychologists and Social Workers.

2004-2001 Foster Carer Assessor

4 years

Key Responsibilities: Provide assessment and recommendations to panel for volunteer foster carer recruitment for the Department for Child Protection and Wanslea Family Services.

Education and Training Positions

Current-2017 Sessional Academic-Field Education, Lecturer, Tutor

4 years

Edith Cowan University Social Work Department (Bunbury Campus)
Curtin University, School of Occupational Therapy, Social Work and Speech Pathology
Faculty of Health Sciences

Key Responsibilities: Provide Social Work field education and field supervision to social work and social science students enrolled in third and fourth year agency placements. Provide sessional lecturing and marking student assignments.

2015-2010 Sessional Lecturer/Unit Coordinator- Masters of Counselling

5 years

Murdoch University Masters of Counselling Program, School of Health Sciences

Key Responsibilities: Design and develop Counselling Children and Adolescents Unit, design and mark assessments, coordinate unit, produce presentation materials, include Social Work and mental health perspective into course material.

2009-2008 Sessional Lecturer

Curtin University Department of Social Work and Social Policy and School of Health Professions.

Key Responsibilities: Provide teaching presentations in the Degree program for Social Work and in the Masters of Counselling program. Topics: Social Work assessments for children and adolescents, Narrative Therapy and mental health counselling.

Independent Consultant and Training Roles-Counselling Skills, Art Therapy, Narrative Therapy & Systemic Counselling approaches

2015 Consultant and Facilitator

Key Responsibilities: Provide facilitation of customised professional development and team building for the Department of Child Protection and Family Services Crisis Care Unit. Design and facilitate staff art therapy projects.

2015 Trainer and Consultant-Grant Recipient Royalties for Regions

Key Responsibilities: Customise and deliver art therapy and recovery based counselling skills training to Bunbury Pathways Southwest teaching and supervising staff and 10 representatives of mental health support agencies in the Southwest. Design and facilitate a One Day Pilot Positive Psychology and Trauma Informed Art Therapy and counselling program for mental health consumers.

2012 Professional Development Trainer-Variou agencies

Key Responsibilities: Provide One Day Art Skills for Therapy Counsellor Training for Waratah Support Centre Bunbury WA, Domestic Violence service.

Key Responsibilities: Provide Staff Art Therapy Project and Art Skills for Therapy training for Clinical Staff of the State Child Development Centre (SCDC Paediatric Department, Health Department of WA). Design and facilitate one training course for art therapy for SCDC clinical staff and design and deliver a series of art based workshops for clinical and non-clinical staff as an agency team building art project.

2008 Independent Mental Health Consultant

Key Responsibilities: Provide consultation to staff as required regarding mental health needs for at risk and identified students attending the Port Community Care School. Provide private counsellor role for students (2 years).

Clinical & Social Work Positions

2013-2004, 2001-1996 Senior Social Worker/Social Worker

Key Responsibilities: Provide assessment and intervention for Child and Adolescent Mental Health (CAMHS) and Child Development for Department of Health Western Australia, Paediatric Medicine, Child Development in part-time positions & locums. Provide Advanced, complex case practice, family therapy and individual psychotherapy. Provide Social Work consultation to multi disciplinary teams. 16 years mostly part-time clinical practice, project/industry research work and social work supervision.

Clinical Supervisor Positions

2014-2011 Professional Excellence Advisor-Clinical Supervisor, Centrecare

4 years

Key Responsibilities: Provide all aspects of professional excellence consultancy services and clinical supervision for major non-government community service provider (supervised #50+ clinical and non-clinical staff in #90 Community Service programs across #5 sites Metropolitan & Country WA). Provide clinical supervision for counsellors, intake and assessment staff, domestic violence support, housing and emergency telephone triage service, youth outreach and post prison release support workers and counsellors.

2001-1996 Social Work Supervisor (CAMHS), Social Work Students

6 years

Key Responsibilities: Provide clinical supervision, mentoring, coaching and teaching for trainee Social Work students into the CAMHS Social Work role.

Project Worker & Research Positions

2008-1998 Project Officer. Princess Margaret Hospital, State Child Development Service, Department of Child Protection(DCP), Department of Health WA (Office of Mental Health), Independent Contracting by tenders.

Projects:

2008 Key Responsibilities: Produce written report with recommendations for Statewide Child Development Services for supporting the needs of CaLD and refugee children and their families.

2005 Key Responsibilities: Coordinate multi-disciplinary team to input into written parent information booklet for Complex Child Development Assessments.

2002 Key Responsibilities: Assistant researcher Foster Carer Association and UWA: Provide research assistance to key researcher-Topic: Tracking children in care.

2001 Key Responsibilities: Review and apply analysis of over 100 complex case practice files from state of Western Australia regional offices for DCP, Business Improvement Section. Provide recommendations for case practice improvements.

2000 Key Responsibilities: Produce a manual of policy and procedure guidelines for the non-government mental health sector for Western Australian Association for Mental Health (WAAMH)

1998 Key Responsibilities: Provide project work support for various departments of the Department of Health Western Australia, Mental Health services such as Emergency Mental Health services, Southwest Metropolitan Mental Health Regional Services Strategic Plan, CAMHS Fremantle Strategic Plan.

PRESENTATIONS & AUTHORSHIP

2013 Murdoch University Masters of Counselling Program, Authored Counselling Children, Adolescents and Families Unit, Unit Coordinator Role

2013 “From the Trauma of Abuse to the Empowerment of Children, Young People and their Families”, Presentation to Australasian Studies for Traumatic Stress Studies (ASTSS), Perth

2011 “Playful Therapy: A process in empowerment” DCP Foster Carer’s Half Day Presentation

2010 “Collaborative Art”, Exhibition of Collaborative Art Workshops, Collaborative Art Therapeutic Making Initiatives -“Phillimore Chambers”, Fremantle Studio and Consulting Rooms (Exhibiting art therapy process work from various Independent Professional Training Workshops (Art Skills for Therapy and Narrative Therapy & Art)

1999 “Narrative Therapy - A Conversation about Therapist’s Narratives”, South Metropolitan Child & Adolescent Mental Health Service, Planning Day presentation.

RELEVANT PROFESSIONAL DEVELOPMENT

(Clinical, Psychotherapy/Counselling, Mental Health & Supervision focus)

2019 Engaging parents of children and adolescents with complex mental health problems, Mental Health Professionals Network Australia, 14 hrs Online

2017 CERTIFICATE Compassion Fatigue Specialist Therapist Training TraumaInstitute Canada, Distance Ed, 12 hours.

2017 CERTIFICATE Trauma Informed & Positive Psychology Expressive Art Therapy USA. 5 day. Distance Ed. Dr Cathy Malchiodi

2014 Clinical Supervision for External Supervisors, Centrecare WA. 2 day training. Clare Consultancy.

2013 Understanding the Consequences of Childhood Trauma, Richmond Fellowship Mental Health Recovery First, Peter Bullimore, Perth-1 Day

2013 Intensive Solution Focussed Brief Therapy with Children - Michael Durrant -2 Days, Compass Training Seminars, Perth. Western Australia

2013 Formulation Training in Child & Adolescent Mental Health Assessment and Intervention, Child and Adolescent Mental Health, WA Health Department

2013 Risk Management in Child and Adolescent Mental Health-One Day, Health Department of Western Australia

2011 Narrative approaches in Therapy, Jill Freedman, USA - 1 Day

2011 Understanding the Neurobiology of Complex Trauma-Australian Childhood Foundation - 2 Days

2011 Domestic Violence: No to Violence-Men's Behaviour Change Prevention Program, Victoria - 3 Days

2010 Enhancing Readiness and Motivation for Change in the Eating Disorders, A&NZ Academy for Eating Disorders, Josie Geller - 1 Day

2010 Medication, Psychosis and Recovery, Richmond Fellowship WA Recovery First, Dr Rufus May - 1 Day

2009 Ethical Dilemmas-Voices in the Family Law System ConferenceWA Family Pathways Network - 1 Day

2008 Person Centred Planning Mental Health Workshop, Richmond Fellowship WA Recovery First - 2 Days

2007 Narrative Therapy and Trauma Counselling, Narrative Therapy in Mental Health. Dulwich Centre, Michael White, South Australia - 2 Days

Pre-2007

Dialectic Behaviour Therapy for treatment of Borderline Personality Disorders, Certificate in Cognitive Behavioural Therapy for Children and Adolescents, Risk Analysis and Risk Management Framework Child Protection, Prevention & Intervention, Children & Domestic Violence, Interactional Guidance Treating Infant Parent Relationship Problems, Narrative Therapy Levels 1 & 2.

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