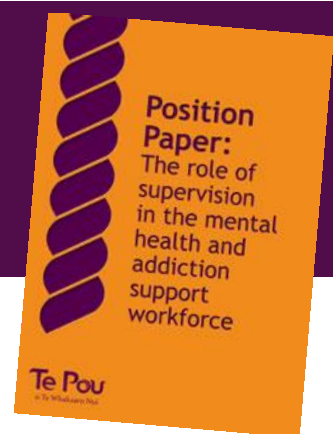


The role of supervision in the mental health and addiction support workforce



This fact sheet outlines the information presented in the 'Position Paper: The role of supervision in the mental health and addiction support workforce' published by Te Pou in July 2013. [Click here to download the publication from the Te Pou website](#), or visit www.tepou.co.nz/library.

The publication is a resource for leaders and managers of district health boards and non-government organisations to:

- consider the evidence and the benefits of the different types of supervision
- learn how other organisations benefit from providing supervision for staff
- decide if there is a need to develop a supervision programme, or
- determine if it is time to review an existing supervision programme.

Significant evidence shows the benefit of supervision for many health professionals, but few examples present the advantages for the mental health and addiction support workforce. The implementation of *Rising to the Challenge: The Mental Health and Addiction Service Development Plan 2012-2017*, include the increased use of support workers and peer support workers. The publication outlines how supervision can support and assist the support workforce in providing effective, safe and quality services for people using mental health and addiction services.

Supervision

There are a range of activities which leaders and managers may choose from to support staff and staff development. These may include applying specific models, approaches and types of supervision. Supervision is a workforce development strategy that has been proven to contribute to improved skills and consolidation of training, increased job satisfaction and decreased staff burnout and turnover. The publication offers a visual overview of the types of supervision and other professional development activities for managers and leaders to consider.

Evidence

This publication presents findings from a review of national and international literature alongside case-studies from nine non-government organisations. A case-study approach was used to illustrate how different organisations approach supervision and fulfil their belief in and commitment to reflective practice and includes examples of the positive impact on work.

Feedback

Te Pou welcomes your feedback about this paper and/or stories about strategies your organisation has in place to support and develop the support worker and peer support workforces. Please feel free to contact clinical lead Suzette Poole, suzette.poole@tepou.co.nz.