

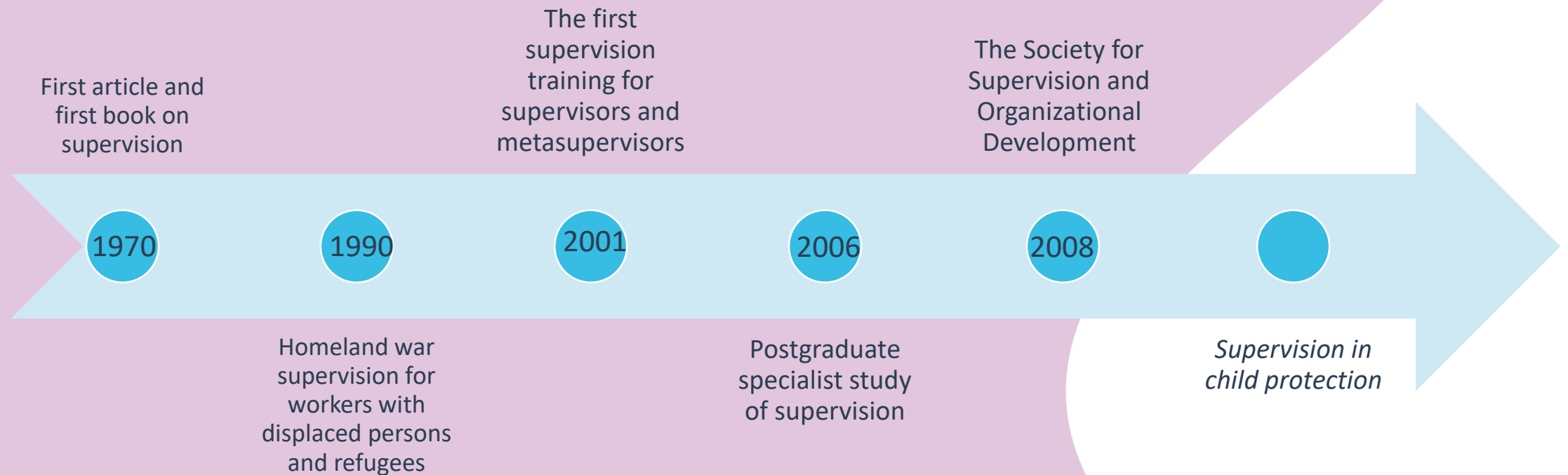


Supervision Provided to Members of Multidisciplinary Teams in Croatia

Ines Rezo Bagarić, PhD

ChildHub Final Conference

Development of supervision in Croatia



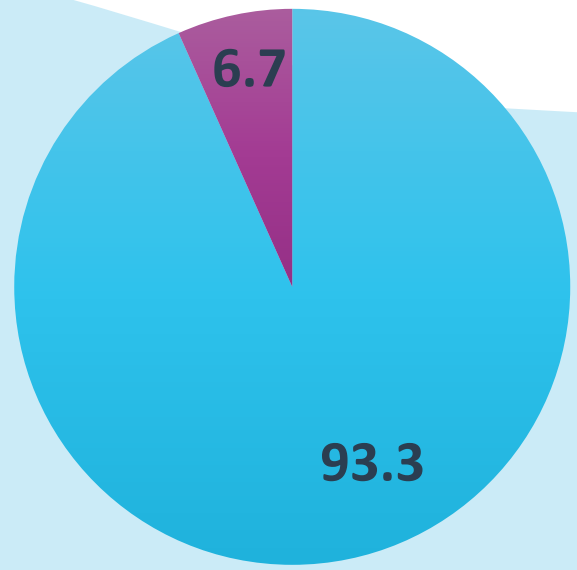
Research results

'Child protection is a very demanding and exhausting job on several levels. There is no chance that everyone will be satisfied. (...) Supervision is essential to ensure continuous quality care for children.' (K4)



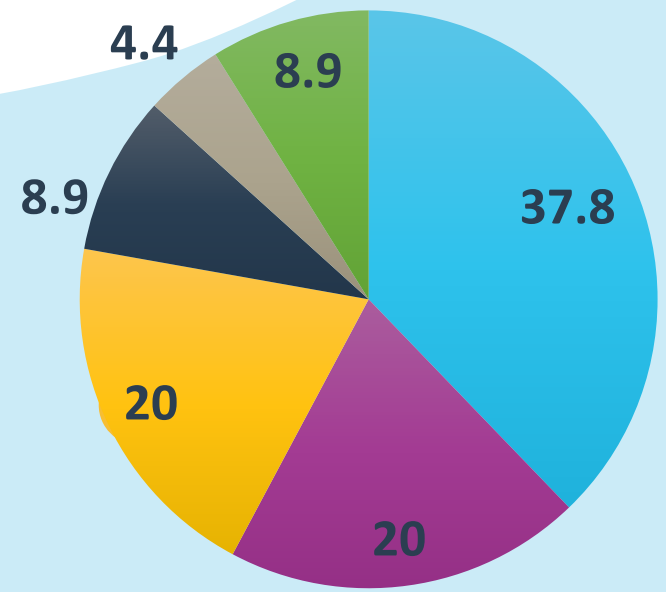
Research participants (N = 45)

Gender



■ Female ■ Male

Work role



■ Social work ■ Education ■ NGO
■ Health ■ Science ■ Other



Supervision as a key part of the child protection work



- Awareness about supervision importance was raised, but not in all areas of child protection
- Monthly
- Group work
- Different types of supervision (method, integrative-developmental, team supervision)
- Short project funding



Helpful supervision practices

- Humanistic principles of work
- Providing different perspectives and specific guidelines for working and establishing a cooperative relationship
- Using specific exercises to better understand clients
- Reflecting on professional responsibility

'Supervision can provide better insight in cases, different perspectives on the family situation and clearer sight of the responsibility of specific worker – it leads to more efficient work with child and family, and it also prevents burnout and helplessness.' K3





Helpful supervision practices



- Help in emotion regulation
- Emotional relief
- Reducing feelings of loneliness
- Topics on self-care and coping with work stress
- Prevention of burnout and mental health protection

‘Emotional well-being transmitted in relation to the client - if we are emotionally well, we will more easily help others to be emotionally well and empower him (...) transition from helplessness to power, professional growth and personal responsibility, new knowledge and approaches.’ (S10).



Main challenges

- Lack of awareness in decision-makers about the importance of supervision in preventing negative outcomes for children
- Lack of available and continuous funding for supervision
- EU funds project proposal specifications do not meet the guidelines for supervision
- Lack of awareness of the importance of supervision among some experts and executives who make decisions about supervision in organizations
- Lack of licensed supervisors

'Supervision cannot be based on UNICEF, volunteer work or various unrelated ESF projects. We need to have a clear organizational model of how this will go. We have developed a model of supervision and guidelines, now the ministry needs to take over.' K4



'Recognition of supervision by the Ministry as an integral part of work, equal availability of supervision, continuous work.' S19



Supervision efficacy

'Supervision is a great help to me, because experts from different Centers are there and we exchange experiences, provide support and get new ideas for our cases when we hit the "wall". S4



- Preventing negative outcomes in children and families
- Establishing better relationships and communication with children and families
- New knowledge and skills for experts
- Increasing the clarity and structure of the work
- Increasing work confidence and motivation
- Better work quality

Recommendations

1) Ensuring continuous and regular supervision meetings, financed from the state budget.



2) Additional work on recognizing the importance of professionals' supervision in the child protection system.



3) Establishing a model for the development of professionals working in the child protection system.



4) Encouraging professional dialogue and cooperation between experts and decision-makers in the child protection system.



