



# Supervision Provided to Members of Multidisciplinary Teams

ChildHub Final Conference

This project is funded by:



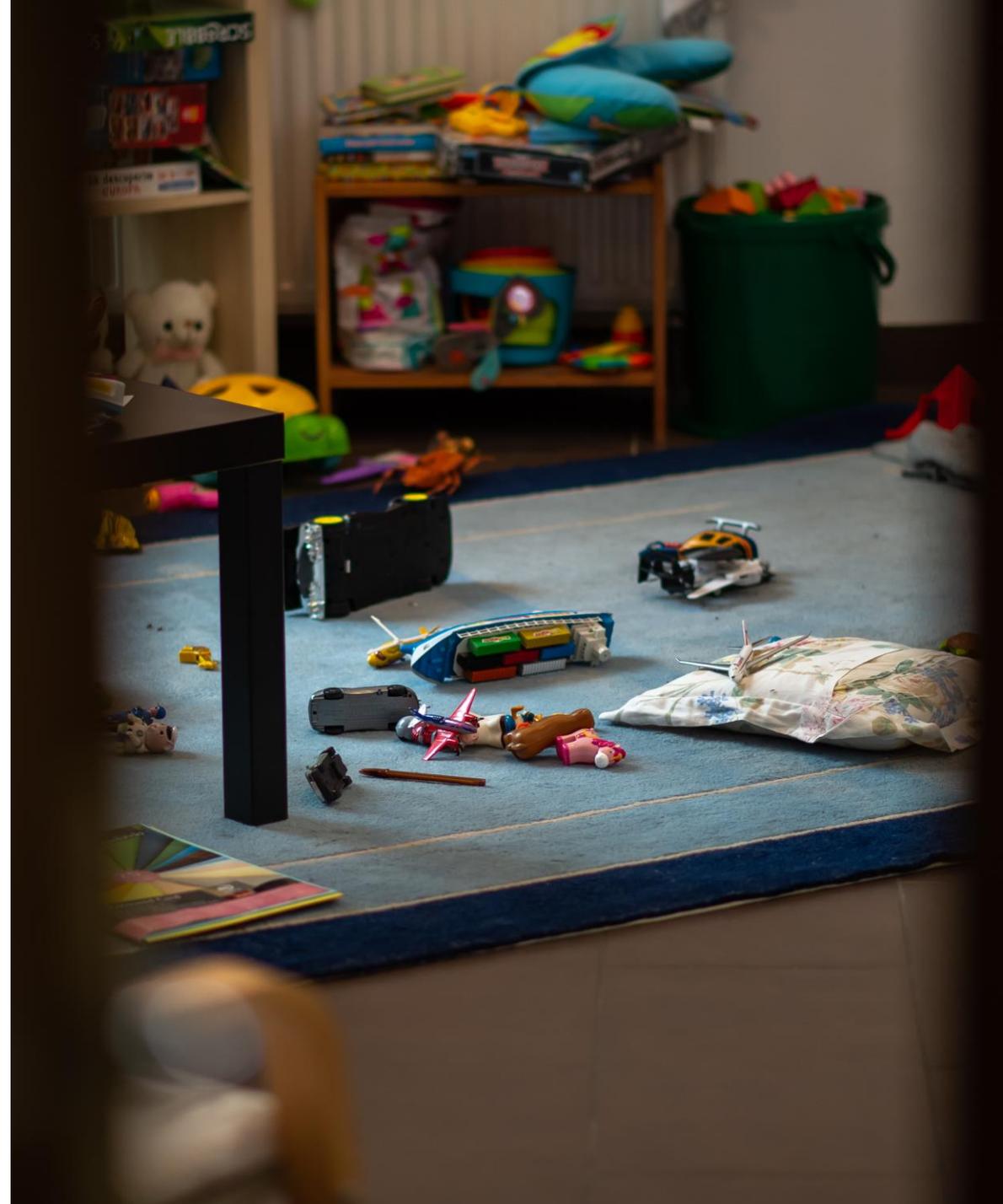


This presentation is based on  
**NATIONAL REPORT ON SUPERVISION  
of social workers and other care givers  
working in integrated and  
multi-disciplinary teams setting  
in child protection in  
**ROMANIA****

The research in Romania was conducted by  
**CONCORDIA Humanitarian Organization**

(the Romanian office of CONCORDIA Social Projects),  
represented by **Irina Opincaru** (Quality Manager) and  
**Irina Adăscăliței** (Director of **CONCORDIA Academia**)

and involved more than **65 professionals** involved in  
supervision (offering or/and accessing supervision services)





## How is supervision defined in Romania?

### - premises -

**SUPERVISION is regulated as occupation (according to Occupational Standard for Supervisor in Social Services COR code 263513, approved in 2017).**

**SUPERVISION is a mandatory activity, included within:**

- ✓ **the minimum standards for case management in child protection (quality standard no. 12, order 288/2006)**
- ✓ **the minimum quality standards for day-time social services for children (as regulated by the Order No. 27/2019)**
- ✓ **the minimum quality standards for residential social services for children in the special protection system (as regulated by the Order No. 25/2019).**

**All social welfare institutions are expected to establish whether supervision is being provided for their staff. The current applicable legislation underlines the importance of supervision for the qualitative, ethical, and impactful social work.**



## LEGAL REQUIREMENTS

Considering SUPERVISION as a process requested by the **quality standards in social work**, offered to professionals that are part of **multidisciplinary teams** (so of different professions and occupational categories), the supervisor must have **long-term studies in one of the fields: psychology, social work, or sociology, as well as additional preparation in supervision.**

Additionally, he/she should have **at least 5 years of work experience** in the field of **social services**, in the public or private institutional environment, proven by documents regarding the employment relationship.

# CHALLENGES

## **SELF-CARE CULTURE:**

the attitudes, behaviours, and perceptions of child protection professionals regarding supervision

fewer than 10% of workers had regular supervision, while more than half said they received support primarily from their colleagues and **MANAGERS**, rather than supervisors.

the available legal framework in Romania makes absolutely no reference to the fact that supervision cannot be performed by the manager, a case in which the confusion of roles cannot be avoided

the legislation available doesn't make the distinction between different forms of supervision – functional or professional – and doesn't include any **CONCEPTUAL DELIMITATIONS** what so ever

## **PROFESSIONAL SUPERVISION**

a process put at the disposal of a practitioner, to support his professional and technical development, but also to support him/ herself dealing with emotional workload.





# Professional supervision is required for social workers.

The **integrative, systemic approach**, highly recommended in modern social work, emphasizes the **multidisciplinary teamwork, in conducting social intervention.**

Consequently, **all the professionals included in the multidisciplinary teams**, not only social workers (social assistants) **should access supervision, in targeting increased quality of their work, while building self-care culture.**

# WHO is the SUPERVISOR?



**The supervisor**, as an ideal type discussed during the interview, was also differentiated according to the two conceptual perspectives. Exclusively from the perspective of professional supervision of social workers, as here is only about the professional competences and quality standards in social work, the supervisor is clearly stipulated to be a senior social worker.

From a broader perspective, considering the multidisciplinary teams and the integrative approach in social intervention, the supervisor has to be an experienced professional, with mandatory master's degree in social work, psychology or sociology, as it is foreseen in the occupational standard. The common recommendation is that the supervisor is an external professional, not part of the organization he/she offers supervision to.

**SUPERVISION in social services facilitates the professional development, the accomplishment of professional objectives at an expected desirable quality standard and also the self-care culture and personal development, within the professional context.**

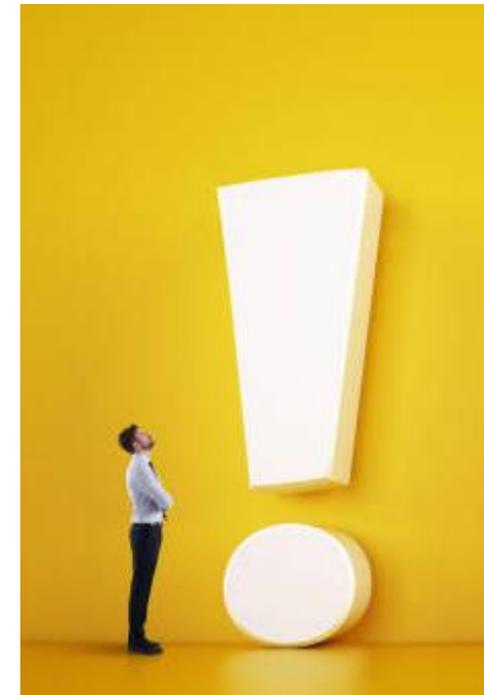
## MAIN CONCLUSIONS



*Accessing supervision* with openness and consequence determines an articulated process of self-development. **Self-care, as key future skill.**



supporting the practitioners at a **professional and personal level** through specialised services, taking attractive forms for professionals, would reduce the number of specialised staff who end up leaving the field before their time (burn-out or accumulated frustration), or who end up lowering ethical standards of practice.



*Finding a common understanding* over the supervision process is essential for it to be legally regulated. Supervision is expected to serve its main goal, to increase the quality of social work, by booster-ing the social intervention, while the professional preserves his own balance and capabilities, in order to offer the needed help in an ethical manner.



Proper and clear *legislative regulations, targeted advocacy work* for **raising awareness** and **sustainable systems of financing** at national level would significantly contribute to building a self-care culture, as essential premises for supervision.



Very (too) often, supervision is saw only as a **formal process**, which can be skipped or overlooked, or, even more often, can be taken over by the manager (hierarchical superior) and integrated with one of the management functions.



**Refugees running away from war made us act together and respond with solidarity and empathy. Professionals remained active day and night, learning by doing how to deal with a different kind of pain and trauma. Professionals do need support and guidance, so they can be really helpful. To be useful now means to see the big picture and to also understand the different layers of need.**

**Be there for people who are there for people!  
From heart to heart.**