

**SKILLS FRAMEWORK FOR SOCIAL SERVICE
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Professional Practice					
TSC	Practice Supervision					
TSC Description	Provide professional supervision to supervisees to develop their practice capabilities and competencies					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			SSC-PPR-3009-1.1	SSC-PPR-4009-1.1	SSC-PPR-5009-1.1	SSC-PPR-6009-1.1
			Guide peers and other professionals in the delivery of interventions	Provide supervision to peers, juniors, other professionals or professionals-in-training in the delivery of interventions	Provide supervision and engage in mentorship activities to facilitate professional development and quality service delivery by peers, juniors, professionals-in-training and other professionals within the organisation	Mentor successors and develop supporting mechanisms to support capability development and overall service quality
Knowledge			<ul style="list-style-type: none"> • Instructional techniques and methods for working with professionals and clients • Current practices in a transdisciplinary context • Code of ethics in professional practice 	<ul style="list-style-type: none"> • Supervisory models and principles for professionals, and professionals-in-training • Strategies to establish the supervision relationship • Methods of effective supervision and providing feedback • Models and methods for evaluating job performance • Learning styles • Roles of a supervisor • Code of ethics in supervision • Transdisciplinary approaches and frameworks • Training needs analysis for individuals 	<ul style="list-style-type: none"> • In-depth knowledge of supervising and mentoring strategies • Supervision and mentoring practices • Characteristics of a positive role model • Training needs analysis for teams • Training programmes and resources • Leadership styles 	<ul style="list-style-type: none"> • Supervision and mentoring modalities, current research and best practices • Human resource development • Management principles and practices • In-depth knowledge in the area of practice in which the professionals operate • Clinical governance within organisation • Training needs analysis for department

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<p>Abilities</p>			<ul style="list-style-type: none"> • Identify different domain knowledge across transdisciplinary approaches in providing guidance and feedback • Articulate with specific details, examples and observations to support learning when providing guidance • Recognise professional limitations and seek external guidance in domains outside of professional practice or capacity • Review feedback received to improve professional practice 	<ul style="list-style-type: none"> • Provide transdisciplinary perspectives in practice supervision • Assess personal and professional development goals and training needs during supervision • Recognise and articulate ethical dilemmas in practice • Assess and address competency gaps in professionals and professionals-in-training • Review feedback to improve practice supervision methods 	<ul style="list-style-type: none"> • Integrate transdisciplinary approaches in supervising juniors and other professionals • Identify new capabilities and training opportunities for supervisors and supervisees • Assess and formulate training and developmental needs for professionals • Adapt supervision strategies • Model high standards of management performance and behaviour • Influence teams or professionals to create safe and conducive environments for practice supervision • Design and implement professional development programmes 	<ul style="list-style-type: none"> • Develop and review practice supervision and mentoring framework and guidelines • Appraise and implement overall supervision structure, guidelines and governance • Develop mentorship plans for professionals • Evaluate effectiveness of mentorship plans
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