Copyright is owned by the Author of the thesis. Permission is given for a copy to be downloaded by an individual for the purpose of research and private study only. The thesis may not be reproduced elsewhere without the permission of the Author.

THE PREVALENCE, NATURE AND VIEWS OF CROSS-DISCIPLINARY SUPERVISION AMONGST SOCIAL WORKERS IN AOTEAROA NEW ZEALAND

A thesis presented in partial fulfilment of the requirements for the degree of

Master of Philosophy In Social Work

at Massey University, Palmerston North New Zealand.

Joanna Hutchings 2012

ABSTRACT

This thesis studied cross-disciplinary supervision practice amongst social workers in Aotearoa New Zealand. In particular, the research explored the prevalence and nature of and views about cross-disciplinary supervision amongst a group of Aotearoa New Zealand Association of Social Work (ANZASW) members.

The thesis was a cross-sectional research which consisted of a webbased internet survey questionnaire that was distributed to a convenience sample of ANZASW social workers. Pragmatism informed the methodological approach to the collection of the data which was required for this research.

The key findings from the study were: a) cross-disciplinary supervision is occurring amongst ANZASW social workers on a regular and planned basis, although the extent of this is unknown; b) there was no clear understanding of what constitutes cross-disciplinary supervision although it appeared to be similar in nature to supervision within their own discipline; and c) this group of ANZASW social workers generally viewed cross-disciplinary supervision positively although the potential for issues was acknowledged and there was general agreement about the need for guidelines.

The implications and recommendations which arose from the research results concerned: a) understanding the cross-disciplinary supervision that occurs amongst Aotearoa New Zealand social workers; and b) promoting competence and accountability in cross-disciplinary supervision practice amongst ANZASW social workers. The recommendations related to the need for further research regarding the prevalence and nature of cross-disciplinary supervision, guidelines and policy in relation to the practice of cross-disciplinary supervision, and the need to educate social workers and develop knowledge about those factors that impact on cross-disciplinary supervision practice.

ACKNOWLEDGEMENTS

Firstly I would like to thank those social work members of the ANZASW who volunteered their time to participate in this study. I also thank Officers of the ANZASW, particularly Lucy Sandford-Reed (Executive Officer) for organising notification of the survey through emails and Social Work Kete, and Fiona Scott (Administration Officer) for providing current demographic data for the ANZASW membership. Thank you to branch coordinators also for reminding local members to participate in the study.

I am particularly indebted to my thesis supervisors, Dr Kieran O'Donoghue and Lareen Cooper, for the continual support, guidance, insights and feedback provided at every stage throughout this learning process. Your endless patience through draft after draft has been very much appreciated. Thank you also for the ongoing encouragement, particularly during those times when adversity almost got the better of my concentration and tenacity.

I acknowledge also my social work friends and colleagues who piloted the survey questionnaire and provided valuable feedback and who have shown interest in and encouragement for my research. I also acknowledge previous supervisors, supervisees and supervisor training - without these experiences this research project may never have emerged.

Finally, I acknowledge the support of my family, particularly my husband and best friend Alan for the ongoing sacrifices and constant unconditional support and encouragement for what must have at times seemed like a never ending project. This was despite the additional demands placed on our lives by the Canterbury earthquakes.

TABLE OF CONTENTS

Abstract		ii
Acknowledgements		
List of Tables		
Table of Contents		
Chapter 1:	INTRODUCTION Research aims and objectives The rationale for engaging in this research Key terms and concepts Thesis structure	1 1 1 3 4
Chapter 2:	CROSS-DISCIPLINARY SUPERVISION AND SOCIAL WORK The nature of social work supervision The emergence of cross-disciplinary supervision The prevalence of cross-disciplinary supervision The nature of cross-disciplinary supervision Views about cross-disciplinary supervision Conclusion	6 7 9 11 12 20 28
Chapter 3:	METHODOLOGY Philosophical underpinnings of the research Research design Ethics The sample Data analysis Limitations of the methodology Conclusion	30 30 32 37 38 39 40 41
Chapter 4:	CROSS-DISCIPLINARY SUPERVISION: THE AOTEAROA NEW ZEALAND CONTEXT The prevalence of cross-disciplinary supervision amongst ANZASW social workers The nature of the cross-disciplinary supervision engaged in by ANZASW social workers ANZASW Social workers views about cross- disciplinary supervision Conclusion	42 42 50 63 78
Chapter 5:	DISCUSSION The Prevalence of Cross-disciplinary Supervision amongst ANZASW Social Workers The Nature of Cross-disciplinary Supervision ANZASW Social Workers Views about Cross-disciplinary Supervision Implications Conclusion	81 83 89 91

Chapter 6	6: CONCLUSIONS AND RECOMMENDATIONS	
•	Review of the Research Process	
	Questions	
	Methodology	
	Key Findings	
	Implications and Recommendations	
	Researchers Personal Reflections on the Research	
	Journey	
	Conclusion	
Appendic	ces	
	A Survey Questionnaire	
	B Application to the Human Ethics Committee	
	C Approval letter from Human Ethics Committee	
	D First approval letter for application of variance from	
	the Human Ethics Committee	
	E Second approval letter for application of variance	
	from the Human Ethics Committee	
D		
Bibliography		

List of Tab	t of Tables	
Table 3.1	Reliability of Scales	37
Table 4.1	Participation in Cross-disciplinary Supervision	
	by Age Group	43
Table 4.2	Years of Social Work Experience*Participation	
	in Cross-disciplinary Supervision	44
Table 4.3	Primary Field of Social Work Practice*Participation in	
	Cross-disciplinary Supervision	45
Table 4.4	Level of Social Work Practice*Participation in	
	Cross-disciplinary Supervision	45
Table 4.5	Geographical Location of Social Work Practice*	
	Participation in Cross-disciplinary Supervision	46
Table 4.6	Level of Participation in Cross-disciplinary Supervision	48
Table 4.7	Number of Cross-disciplinary Supervisees	49
Table 4.8	Frequency of Cross-disciplinary Supervision	49
Table 4.9	Rating for Experience of each Type for Cross-disciplinary	
	Supervision	51
Table 4.10	Mode of Cross-disciplinary Supervision	52
Table 4.11	Reason/s Participants Received Cross-disciplinary	
	Supervision	53
Table 4.12	Reason/s Participants Provided Cross-disciplinary	
	Supervision	54
Table 4.13	Profession/Discipline Cross-disciplinary Supervisor	
	Identifies With	57
Table 4.14	Profession/Discipline Cross-Disciplinary Supervisee/s	
	Identify With	58
Table 4.15	Frequency of Supervision Received from ANZASW Social	
	Worker	60
Table 4.16	Items Included in Cross-disciplinary Supervision Contract/s	62
Table 4.17	Functions Included in Cross-Disciplinary Supervision	63
Table 4.18	Level of Agreement with Statement about Satisfaction	
	Experienced for Each Function of Cross-disciplinary	
	Supervision	64
Table 4.19	Extent that Cross-disciplinary Supervision Features	
	Enhance Practice	65

Table 4.20	Extent that Cross-disciplinary Supervision Features	
	Enhance Supervisee Practice	66
Table 4.21	Ranked Rating of Features that Enhance Practice by	
	Participant Groups	67
Table 4.22	Extent that Cross-disciplinary Supervision Features Hinder	
	Practice	68
Table 4.23	Extent that Cross-disciplinary Supervision Features Hinder	
	Supervisee Practice	69
Table 4.24	Ranked Rating of Features that Hinder Practice by Participal	nt
	Groups	70
Table 4.25	Criteria for Effectiveness in Receiving Cross-disciplinary	
	Supervision: Levels of agreements	71
Table 4.26	Criteria for Effectiveness in Providing Cross-disciplinary	
	Supervision: Levels of Agreement	71
Table 4.27	Ranked Rating of Criteria for Effectiveness by Participant	
	Groups	72
Table 4.28	Level of Importance Indicated for Each Statement by	
	Participants who Received Cross-disciplinary Supervision	74
Table 4.29	Level of Importance Indicated for Each Statement by	
	Participants who Provided Cross-disciplinary Supervision	75
Table 4.30	Ranked Rating of Statements by Participant Groups	76
Table 6.1	Cross-disciplinary Supervision Practice Checklist	105