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ASCCANZ

E - News Vol.18 - August 2007

Editorial

E-News Vol. 18 is here.

As you see we are trying out a new font and size. We got some comments on the size of the font used in the first 17 volumes of ASCCANZ E-News (Courier 10). It was too hard to read, which may be an indication for aging and eyesight, but we decided to take it seriously. So here we go: Arial 12. We hope it satisfies you. Another feedback was about the sobriety of the make up of the newsletter. That is deliberate. We don't really believe that professional messages needs bells and whistles to be read.

The content in this volume

The **ASCCANZ board** is in the process of negotiating a collectively held indemnity insurance for the members. This has some consequences for membership and for the continuation of membership as outlined in the article

Finally there is a contribution by **Carmina Catalá Galofré** of a long term project of introducing external supervisors in the social welfare system of the municipality of Barcelona, Spain, with encouraging results.

Training news, connections and conferences fill, as usual, the last page.

Indemnity Insurance for ASCCANZ members

by: ASCCANZ Board

The Board of ASCCANZ is negotiating Professional Indemnity Insurance for its individual members with DUAL, through its broker IAA. As we go to press with this article we are experiencing some delays in completing the process due to illness. We do however wish to inform you where we are up to at this stage.

In broad terms, the negotiations entail Professional Indemnity Insurance cover for individual members with some flexibility in coverage to allow for differences in income.

The cover we are negotiating is for up to \$1 million per claim on an aggregate of \$5 million for the association as a whole per annum.

We feel at this stage that this level of cover, ie provision of covering a maximum of five claims per annum, will suit our small association. In our five year history, no claim has been issued for any ASCCANZ

(to be continued on p.2)

member.

The cover is for supervision, including coaching supervision, teaching supervision, consulting supervision and the various actions undertaken by our members for which they are suitably trained and supervised.

The costs of premiums for individual members are approximately:

- \$100 plus fees for those earning up to \$150k per annum

- \$150 plus fees for those earning from \$150k – 250k per annum

Fees would be in the realm of \$40-50 per annum. This means *that members will be able to obtain insurance for professional indemnity for around \$150 - \$200 per annum*. The premium for higher earners (over \$250k) will be advised on individual application.

Our arrangement with the underwriters also allows for an ASCCANZ member to take out a temporary higher cover, for instance, in the case of a member negotiating a contract which requires higher cover or when the member is likely to exceed the earnings limit during a particular financial year.

Membership: Insurance, Professional Development and Ethics

In taking out this insurance, ASCCANZ, as an association, has additional responsibilities which require us to implement a set of procedures to minimise the risk for the underwriters. Essentially this is the screening process that is currently in place.

As such, each member's portfolio of training and development is checked at the time of their application. Members stay candidate members until their portfolio has been received and accepted. Full

membership is dependent on this check taking place successfully.

In the future, however, the maintenance of full membership will be dependent on three annual checks that ASCCANZ will need to undertake.

At the renewal date of membership (end of February each year) ASCCANZ will check the following three areas:

(1) Member's indemnity insurance. Members are at all times free to buy their own insurance; proof of currency is required at the time the member renews. Or, the member may purchase the collective ASCCANZ insurance. This is a choice members make at the time of their renewal.

(2) Member's professional development. Each year members are expected to show proof of attendance for 20 hours of professional development in their field and 10 hours of supervision for their work. A total of 30 hours.

(3) Code of ethics. Each year members are expected to acknowledge with their signature that they have read and will abide by the ASCCANZ code of ethics

The proposed procedure

(1) From September 2007 until 29 February 2008, each current fully paid ASCCANZ member will be insured by the policy agreement with DUAL.

For this period ASCCANZ has decided to pay the premium for this cover and will not require reimbursement from current fully paid up members.

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(2) At renewal (1 March 2008), each member will need to decide if they wish to maintain the ASCCANZ insurance cover or will need to show proof of alternative cover.

(3) In order for members to be eligible to obtain the ASCCANZ insurance cover they will need to be fully paid up members of ASCCANZ in good standing.

(4) From 1 March 2008 each member will be responsible for the payment of their individual insurance cover; whether this is through ASCCANZ or other valid insurance provider .

(5) If the member decides to purchase the ASCCANZ cover, the Insurance premium will be added to the annual membership fee. ASCCANZ will forward one combined cheque to the underwriters.

(6) ASCCANZ members who pay the full ASCCANZ insurance costs in the first 12 months, are eligible for a 25% subsidy by ASCCANZ in subsequent years. This is subject to continual review.

(7) ASCCANZ membership renewal forms will be sent out in January each year, in order to allow timely processing of the paperwork.

Privacy logistics

ASCCANZ will at no time have access to the individual member's details as they will be sent directly to the underwriters. The underwriter will send each member a short questionnaire for completion and return direct to the underwriter.

Once the member has been accepted at by the underwriters, they will furnish both ASCCANZ and the member with a certificate of currency.

The ASCCANZ board trusts that this new initiative will benefit you our membership.

ASCCANZ Board

Servaas van Beekum

Eveline Crotty

Allison Strasser

Alex Fok

Maxine Rosenfield

Suzy Woodhouse

Peter Freese

ASCCANZ Activities 2007

Fr. 26 October

Annual Conference

Creativity in Supervision

www.ascanz.org

External Supervision

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by Carmina Catalá Galofré, Barcelona *

A project of external supervision was introduced in 33 centres for social services in the municipality of Barcelona in 1999 and has been consolidated over time. In each centre, there is a staff team of social workers and counsellors. Supervision was sought from outside the system.

Why external supervision?

- Staff often experience frustration and discouragement in making interventions that are technically difficult and without results.
- This psychological burden on staff members, who are in direct contact with client, is in part due to the difficulty to keep their distance from their everyday job-life. External supervision implicitly allows to achieve a healthy distance.
- External supervision was considered to positively influence and support the coherence of the teams of staff.

External supervision goals in the project.

- To establish and develop a regular space for reflection as a whole on interventions by the staff team.
- To meet the need for supervision based on the cases undertaken by the staff.
- To achieve more efficient interventions by staff.

These goals were established in close relationship with specific targets regarding the task set by the staff, for which the supervision was developed.

- Creating a space for external supervision on case work, means that the individual staff member is met in context.
- Understanding supervision as an exclusive space for learning for the staff.
- Promoting a broader interdisciplinary view on cases.
- Attending case intakes and closing of cases

- Supporting staff to elaborate their own models of working and intervening.
- Inspiring staff to create a compendium of good practice cases of social work.
- Promoting an integrative view on the case including the support of networks.
- Supporting self development of the staff in their working teams in relation with their limitations and potential

Practical set up

The supervision was held in team-sessions once a month for two hours, to be renewed each year, with annual evaluations

Some of the results:

On the basis of numerous evaluations the improvements in the staff can be listed as

1. Growth of the professional objectivity with regard to the cases.
2. The supervision provided a space that was helpful to express difficulties and questions, leading to better interventions.
3. The supervision promoted the release of blocks in chronic, repeated and treated cases.
4. Without presenting solution for cases, the supervision offered new paths of interventions, techniques, methodology and focus.
5. The supervision helped teams to develop a professional team culture.

Carmina Catalá Galofré is a psychologist and EAS supervisor, and is on the board of social welfare of the municipality of Barcelona, Spain.

This is an edited excerpt of her article in ID:EAS nr 32, the information newsletter of the European Association for Supervision, EAS.

5 **Are you looking for an
ASCCANZ accredited
supervisor, coach or
consultant**

???

Go website!!

www.asccanz.org

ASCCANZ **web-member-search** is a service for both clients and members.

For clients it is an easy access to find an ASCCANZ accredited coach, supervisor or consultant. Example: Look for a coach in NSW and all accredited coaches in NSW will be listed with their name, suburb, email and phone. You can then contact them directly.

For members it is a marketing opportunity: once listed, max. 40 words about oneself can be added. This is part of the membership fee. Further information or a picture attached, will be an extra charge of \$33,- (incl. GST) per annum.

Members can also link their own websites.

Conference

1st International
Sociodrama Conference

12-14 October 2007
Lisbon, Portugal

Contact:

Manuela Maciel
manuelamaciel@sapo.pt

Workshop

Portfolio of Learning
by

Transforming Practices,
29 Oxford Street, Epping.

Contact:

Dr. Alex Nelson
02/96741216; 0430/369945;
alex.nelson@optusnet.com.au

Workshop

Positive Psychology & Coaching
in Education

16th November 2007
Sydney

Contact:

Dr. Suzy Green
info@cppcentre.com.au

Training news

Supervision Training

15 Days in 2008

The practice of supervision, ethics, philosophy, various approaches, its place in the field and much more. Training leading to ASCCANZ accreditation.

Contact:

Van Beekum Consult
servaasvanbeekum@bigpond.com

**Transactional Analysis
& Group Relations**

5 x 3 days in 2008

Experiential learning about these modalities for professionals with roles in organisational settings such as coaches, managers, consultants, supervisors and HR people.

Contact:

Van Beekum Consult
servaasvanbeekum@bigpond.com

**ASCCANZ
Board meetings 07**

24 September Waverley NSW
26 November Newport NSW
(18.00-20.00 hrs,

Observers welcome

Contact +612/93861488

ASCCANZ

Colofon
E - News
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Carmina Catalá Galofré

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