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## **CLERGY - PROFESSIONAL SUPERVISION**

Approved by Diocesan Council  
Review due

9 July 2015  
9 July 2018

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### **1 PREAMBLE<sup>1</sup>**

The Perth Diocesan Council provides financial support for clergy in active ministry who obtain professional supervision from an Approved Supervisor. This document outlines the policy and procedure for claiming such support.

### **2 DEFINITIONS**

#### **General Professional Supervision**

For the purposes of this policy, Professional Supervision is defined as a “guided process of reflecting in depth on one’s life, particularly one’s professional life..... in a safe and confidential environment..... from a variety of angles including one’s spirituality, psychology and theology..... with a view to improving one’s effectiveness as a priest”.

It is recognised that “supervision of work,” “therapeutic psychology” and “spiritual direction” are independent fields of expertise. However, to be overly rigid about the categories can mean overly compartmentalising life. Approved Supervisors will be people who are capable of ranging across these disciplines according to the presenting need whilst also being clear about boundary issues. There are a relatively small number of people with the expertise to do this kind of work and they are usually employed in private practice, hence the offering by the Diocesan Council of this financial support.

#### **Supervision for Vocational Review**

From time to time some clergy may need to seek professional supervision to enable them to undertake a vocational review. The outcome of this supervision may lead to clergy seeking new vocational direction.

#### **Existing Programs of Supervision**

Various processes of Collegial Supervision, Student Supervision and Theological Student Supervision (TFE) are already in place across the Diocese of Perth. This policy is designed to interact creatively with such programs, not be a replacement for them.

### **3 APPROVED SUPERVISORS**

The Archbishop’s Registrar maintains a list of Approved Supervisors. Clergy may submit the names of supervisors who they believe could be added to this list. An approval process will be initiated by the Archbishop’s Registrar using the following criteria:

- Tertiary level qualifications in a relevant field including theology; psychology; psychiatry; or social work.
- A theological awareness to the extent necessary to facilitate theological reflection by the clergy person.
- Industry recognised post graduate training or education in pastoral counselling, psychotherapy or general counselling, including supervised professional practice.
- The supervisor to have their own system of professional supervision and accountability in place (i.e. they are being supervised themselves).

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<sup>1</sup> From 1 May 2002



- Recommendation by a clergy person who has experience of their professional work and has been approved by the Archbishop's Registrar.
  - An Application form to be a Clergy Supervisor is attached at Schedule 1.

#### **4 CONFIDENTIALITY**

The content of discussions between a clergy person and their Approved Supervisor remains confidential within the limits outlined in the Australian Psychological Society Code of Ethics.

#### **5 AMOUNT OF FINANCIAL SUPPORT**

This policy assumes a three-way division of responsibility for professional supervision between the Diocese, the Worshipping Community or Diocesan Department, and the clergy person themselves.

The Diocese will reimburse clergy for one third of the cost of individual supervision, subject to the limitations outlined below, for a maximum of 11 supervisory sessions in any financial year. This policy also places responsibility on Worshipping Communities and Diocesan Departments to contribute one third, with the final third being paid personally by the clergy person as part of their commitment to professional development.

Contributions from the Diocese to the cost of professional supervision will be based on the annual published 'Schedule of Recommended Fees' of the Australian Psychological Society ([www.psychology.org.au](http://www.psychology.org.au)) – a copy is provided in Schedule 2 to this Policy.

#### **6 TYPES OF SUPERVISION SUPPORTED**

##### **Individual Supervision**

The Diocese will reimburse one third of the cost of professional supervision by an Approved Supervisor to a maximum of one third of the 'Schedule of Recommended Fees' for a 46-60- minute session.

##### **Group Supervision**

The 'Schedule of Recommended Fees' indicates a recommended cost per person for 'Family or Other Group' services depending on the size of the group. In group supervision, the Diocese will reimburse one half of the per-person recommended fee.

The amounts reimbursed will usually change annually in line with the 'Schedule of Recommended Fees', but may be modified according to available funds, the demand for funds, and/or the commercial rates being charged by providers in excess of the 'Schedule of Recommended Fees'.

#### **7 PROCESSES**

##### **General Professional Supervision**

- Clergy person pays the account in full and obtains a receipt.
- Receipt is attached to a claim form (available from the Diocesan Office or website and included with this Policy at Schedule 2) and forwarded to the Archbishop's Registrar.
- Provided the supervisor is on the list of Approved Supervisors, claim form is forwarded to the Diocesan Director of Finance who arranges for reimbursement of both the Diocesan and Parish contributions, should they not have already been claimed from the parish, to the clergy person.
- Diocesan Director of Finance invoices the Parish for their appropriate contribution.

##### **Supervision for Vocational Review**

Referral may be made by the Archbishop or Assistant Bishops for such funding to the Diocesan Chief Financial Officer.

## **DIOCESAN COUNCIL POLICY 10.7**



### **8 CLERGY IN ALLIED MINISTRIES**

Chaplains in Anglican Schools, Anglican Agencies, and Universities, etc are encouraged to undertake professional supervision with the umbrella organisation being encouraged to subsidise such supervision.

### **9 FURTHER ENQUIRIES**

Queries about matters not covered in this document should be directed to the Archbishop or the Archbishop's Registrar.



**Schedule 1  
Clergy Professional Supervision  
APPROVED SUPERVISOR FORM**

Full Name: .....

I wish to apply to be placed on the Clergy Professional Supervisors Approved Supervisors list

I have received a copy of Diocesan Council Policy #23	Yes <input type="checkbox"/> No <input type="checkbox"/>
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I confirm I meet the following criteria:

Hold tertiary level qualifications in a relevant field including theology; psychology; psychiatry; or social work	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have a theological awareness to the extent necessary to facilitate theological reflection by a clergy person	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have industry recognised post graduate training or education in pastoral counselling, psychotherapy or general counselling, including supervised professional practice	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have my own system of professional supervision and accountability in place (i.e. being supervised myself)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have been recommended by a clergy person who has experienced my professional work	Yes <input type="checkbox"/> No <input type="checkbox"/>

A copy of my curriculum vitae is attached	Yes <input type="checkbox"/> No <input type="checkbox"/>
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**Signature:** .....

**Date:** .....

The application form and any attachments or relevant comments should be directed to:  
Archbishop's Registrar, Anglican Diocese of Perth, GPO Box W2067, PERTH WA 6846

**OFFICE USE ONLY**

Copy of CV received	Yes <input type="checkbox"/> No <input type="checkbox"/>
PSU checked	Yes <input type="checkbox"/> No <input type="checkbox"/>
Application approved by Archbishop's Registrar	Yes <input type="checkbox"/> No <input type="checkbox"/>
Approval letter sent	Yes <input type="checkbox"/> No <input type="checkbox"/>
Diocesan Director of Finance advised	Yes <input type="checkbox"/> No <input type="checkbox"/>
Approved Supervisors list updated	Yes <input type="checkbox"/> No <input type="checkbox"/>



**Schedule 2  
Clergy Professional Supervision  
CLAIM FORM**

Name: .....

Worshipping Community or Diocesan Department: .....

For supervision undertaken on: .....  
(insert date)

Name of Approved Supervisor: .....

Reimbursement cheque made payable to:

Name: .....

Parish contribution has been claimed from Parish  Yes  No (tick as applicable)

Electronic Funds Transfer details:

Account number:.....

BSB: ..... - .....

Amount:.....

Signature: .....

Date: .....

**\*Note: Relevant invoice/receipt must be attached to this form**

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**OFFICE USE ONLY**

Amount: .....

Approved by: .....

Date: .....