

**Table 2 Internal Clinical Supervision, outside Line Management Structure**

Benefits of Internal CS, outside Line Mgmt. Structure	Challenges of Internal CS, outside Line Mgmt. Structure
<ul style="list-style-type: none"> <li>• Cost effective and manageable for the organization</li> <li>• Internal Clinical Supervisor has knowledge of the organisation's culture, constraints and expectations</li> <li>• Greater opportunity for establishing and monitoring consistency in treatment modalities and other service delivery standards across the organisation</li> <li>• Overcomes the limitations imposed by one's line manager in this role (e.g., revealing weaknesses and mistakes to a person who evaluates overall job performance)</li> <li>• Offers opportunity for cross-disciplinary, cross-team involvement which can build relationships and strengthen sense of belonging and unity within organisations</li> <li>• Offers a fresh outsider (e.g., outside one's own program or team) perspective, but stays within the organisational bounds; this overcomes the limitations of external supervisors, who may not have a comprehensive grasp of the culture, policies and protocols of the workplace</li> <li>• Easier accountability processes than with external supervisors</li> </ul>	<ul style="list-style-type: none"> <li>• May be difficult to organise, depending on availability of supervisors and schedules of supervisees</li> <li>• Necessary to ensure that confidentiality of supervisee is protected (e.g., information shared in clinical supervision is not passed on to line manager except as clarified in contracting stage of supervision)</li> <li>• Supervisee may be at a developmental level which requires intensive supervision by someone within his or her own discipline (e.g., pursuing credentials or registration, or trying to develop particular skills pertaining to the profession). In such instances, inter-disciplinary clinical supervision will not suit the supervisee's needs</li> </ul>

References for this section: The Bouverie Centre (Ryan, Wills et al., 2009).