The aim of the study is to explore the immigrant caregivers’ experiences of the supervision in the Finnish health care and how supervision has been organized. The issues of this study are: 1. How does the supervisee experience having a supervisor? 2. What is supervision according to the immigrant caregiver? Questionnaires were used to collect data and were given to a group of immigrant caregivers working in the south of Finland.

The theory about Caritative care and the theory about mercifulness are the basis for this study and qualitative content analysis was used to analyse and interpret the results.

The results show that supervision is about keeping the door ajar and an invitation to a relationship between an experienced and inexperienced person. It is not easy to supervise or to be supervised and it takes a great deal of planning, sharing knowledge and respecting the other. It is also about a relationship where both give and take. It is a relationship without prejudice. Therefore everyone who is involved in supervision walks along a bumpy road to archive the goal. The way towards a good supervision is not easy and there are many different adversities.

When all adversities have been dealt with, one is able to trust the other and a new relationship can be built.

A good supervision is about a relationship with all base ingredients. These ingredients are respect, support, responsive and presence. It also requires that the supervisor has professional knowledge, is a good leader and is active.

A vision about good supervision is a goal that every supervisor should try to archive.