

POLICY AND PROCEDURE MANUAL

Policy #2.9.A

Title	Criteria for MDPAC-Approved Psychotherapy Supervisor Status
Number	2.9.A
Policy Area	Operational/Services/Professional Development
Policy Statement/Definition	<p><u>Preamble:</u></p> <ul style="list-style-type: none"> • This definition was constructed with a view to using it for the purposes of (MDPAC) CPD Expansion, in addition to its use in the MDPAC policies and procedures on Supervision. • In the preparation of this definition, the information on “supervision” as contained in the websites of the CRPO, CPO (College of Psychologists of Ontario) and the CPSO was reviewed. • The terms “mentoring”, “coaching” etc were not used in this definition because the CPSO no longer uses the term “mentoring”. Also, because the terms “mentoring”, “coaching” etc can have various meanings, they were not included for purposes of simplifying this document (i.e., to preclude the need to provide their definitions). • the CPSO <i>Guidelines for College Directed Supervision</i> no longer include the term “mentor”. The CPSO uses the term “Clinical Supervision”; instead of using the term “mentoring”, the CPSO adds that “it is quite common for the Clinical Supervisor to also take on an educational role for the physician being supervised”. • The proposal is that there be a general definition of Supervision, under which all of the sub-categories of supervision could be subsumed. <p><u>Definition of Supervision:</u></p> <p>Supervision is a formalized, structured process* by which the supervisor (a practitioner with more expertise/experience than the supervisee in a specific area(s) related to mental health), provides information and guidance to the supervisee, to facilitate the safe and effective use of mental health "interventions" by the supervisee, and to promote the professional growth and development of the supervisee.</p> <p><u>It is important</u> to have a record of this - either a dated receipt for payment or a signed record of the session</p> <p><u>Notes:</u></p> <p>*A “formalized structured” process implies that the terms of the supervision would have been pre-agreed by the supervisor and the</p>

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supervisee; that the supervision meetings take place at a specified time and in a specified format; and that notes regarding the topics discussed during the supervision meeting are kept. Informal/unstructured case discussions, or “corridor consultations” would not be included under this definition of Supervision.

Supervision can have several sub-categories, i.e., in terms of content; format; and purpose.

Content :

- i. **"Psychotherapy Supervision"**- The content of the Supervision is psychotherapy (including the safe and effective use of self in the therapy process).
- ii. **"Supervision-Other"**- The content of “Supervision-Other” includes Mental Health interventions other than psychotherapy (such as assessment and diagnosis, case formulation, prescription of pharmaceuticals, and other non-psychotherapy mental health interventions e.g., neurofeedback,).

Format:

- i. **Individual-** Individual supervision is the supervision of one supervisee during the session with the supervisor.
- ii. **Group-** Group supervision is the supervision of two or more supervisees during the session with the supervisor. **Group Supervision** may also include **Peer Group Supervision** if the Peer group meets the criteria for supervision (i.e., a formalized, structured process- see details above) **and if at least one** of the Peer Group members would meet the MDPAC criteria for a Psychotherapy Supervisor.

Note: A Peer Group, in which none of the members would meet the MDPAC criteria for a Psychotherapy supervisor, would not be considered as “Group Supervision”, but as “Discussion with a Colleague”.

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Purpose:

- i. Mandatory- Mandatory supervision is supervision that is required by the CPSO (e.g., for the purposes of Change of Scope of Practice, Re-entry into Practice, or “Remediation” (identified patient safety needs/need for practice improvement).
 - Because of the requirements of the CPSO, “Mandatory” supervision requires the supervisor to be a physician.
 - In addition to education and guidance, “Mandatory” supervision would also include elements of assessment and reports to the CPSO by the Supervisor.
- ii. Voluntary.- Voluntary Supervision is supervision that is not required by the CPSO, but is undertaken by the Supervisee, as continuing Professional Development, for the purposes of enhancing their knowledge and skill in one or more areas of mental health, to fulfill one or more self-identified learning needs and/or desires.

When MDPAC members enter psychotherapy supervision hours as CCI, they need to state the name of their supervisor. The onus will be on the member, wherever they are throughout Ontario and the rest of Canada, to assure that their supervisor has the minimum credentials:

Procedure

- A. The psychotherapy supervisor must have **extensive clinical experience**, generally **five years or more**, in the practice of psychotherapy, and have **demonstrated competence in providing clinical supervision** (e.g. an academic teaching appointment or supervision experience documented in a curriculum vitae)
- B. The psychotherapy supervisor must have **minimum psychotherapy training** as follows (comparable to that required for MDPAC Mentor Member status):
 1. Have either *formal comprehensive psychotherapy training in at least one recognized discipline and 2000 hours minimum psychotherapy experience* **OR**; *8000 hours paid psychotherapy with submission of individual training history*
 2. **100 hours** minimum *clinical supervision* (individual or group)
 3. **50 hours** minimum *personal growth work* (includes personal psychotherapy and/or courses that include an experiential

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element)

- C. The supervisor need not be a physician, but must be a professional in good standing of a regulatory college that allows them to practice psychotherapy. In Ontario, this includes;
1. The CPSO
 2. The College of Registered Psychotherapists of Ontario (CRPO)
 3. The College of Nurses of Ontario
 4. The College of Occupational Therapists of Ontario
 5. The College of Psychologists of Ontario
 6. The College of Social Workers and Social Service Workers.

If the supervisor practices outside of Ontario, and is **not** a member of a comparable regulatory college, they must meet criteria A **and** B **and** be a member of a professional association of psychotherapists or counselors.

Procedure: As mentioned previously, the onus is on the MDPAC member to ensure that their supervisor meets the above criteria. Proof of this should be retained, as it would be required at the time of an audit, or when applying for Certificant or Mentor Status. In these cases, the member may be asked to supply curriculum vitae or further information on their supervisor's credentials.

NB: All psychotherapy supervisory hours entered as of March 23 2017 must meet these requirements

Responsibility/ Monitoring	Professional Development Committee/Membership Committee/CPSO-CPD Committee
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