“Clinical Supervision”

April 10, 2013
1 pm to 2:15pm

Adalesa Meek, MA
LPC, LISAC, NCC, ACS
Objectives

- Define clinical supervision requirements by ABBHE
- Define Clinical Supervision Guidelines from OBHL
- Effective Documentation of Clinical Supervision.
Disclaimer

The purpose of this presentation is to learn to find the clinical supervision requirements by Arizona Board of Behavioral Health Examiners (AZBBHE) and by Division of Behavioral Health Licensure (OBHL). This presenter is not affiliated to AZBBHE nor is affiliated to OBHL and can not held liable for the information in the presentation. Attendees are encouraged to stay on top of any changes or updates to these requirements and to familiarize themselves with the Arizona Administrative Code.
Where are the supervision guidelines?

- Supervision Guidelines can be found under the *Arizona Administrative Code*
  
  - Arizona Secretary of State Website
  - [http://www.azsos.gov](http://www.azsos.gov)
    
    - Title 4 Chapter 6 relates to how we practice
    - Title 9, Chapter 20 relates to licensure
Arizona Board of Behavioral Health Examiners
AZBBHE

- http://azbbhe.us
- R4-6-212
- Definitions
- R4-6-101
Office of Behavioral Health Licensure
OBHL

www.azsos.gov

✦ R9-20-205
✦ Definitions
✦ R9-20-101
Arizona Board of Behavioral Health Examiners

(AZBBHE)

✧ R4-6-101. Definitions

✧ Clinical Supervision Requirements R4-6-212
  ✧ www.azsos.gov

✧ Rules filling
  ✧ Administrative code
    ✧ Title 4
      ✧ Chapter 6
        • Section 212
R4-6-101. Definitions

✱ “Clinical Supervision”

✱ Face-to-face, videoconferencing or telephonic direction or oversight provided by a qualified individual to evaluate, guide and direct all behavioral health services provided by a licensee to assist the licensee to develop and improve the necessary knowledge, skills, techniques and abilities to allow the licensee to engage in the practice of behavioral health ethically, safely and competently.
R4-6-101. Definitions

✦ “Group Clinical Supervision”

✦ Means clinical supervision provided by a clinical supervisor to two but no more than six supervisees.

✦ R4-6-212-I

✦ How many group supervision hrs are acceptable?

✦ Group clinical supervision hours shall not exceed individual supervision hours.
What training is required of the clinical supervisor?

- Between July 1, 2004, and the individual's first license expiration date following July 1, 2006, at least 12 clock hours shall be taken in the following categories:
  - a. The role and responsibility of a clinical supervisor;
  - b. The skill sets necessary to provide oversight and guidance to a supervisee who diagnoses, creates treatment plans, and treats clients;
  - c. The concepts of supervision methods and techniques; and
  - d. Evaluation of a supervisee's ability to plan and implement clinical assessment and treatment processes
What training is required of the clinical supervisor?

A licensee who seeks to continue providing clinical supervision after completion of the requirements under subsection (J)(1) shall complete at least six clock hours of continuing education as provided in subsections (J)(1)(a) through (d) between the date the Board receives the licensee's last renewal application and the next license expiration date.
Can the supervisor’s training be waived?

Clinical supervision training required pursuant to shall be waived if the clinical supervisor holds any of the following certifications or designations if the certification or designation is current as of the clinical supervisor's license renewal date:

1. National Board for Certified Counselors/Center for Credentialing and Education ("NBCC/CCE") Approved Clinical Supervisor certification,

2. International Certification and Reciprocity Consortium ("ICRC") Clinical Supervisor certification, or

3. American Association of Marriage and Family Therapists Clinical Member with Approved Supervisor designation.
How many supervisees can you have?

A maximum of 15 at the same time.

A supervisor can petition the board to have more than 15 supervisees at the same time.

Remember that you, the supervisor, are responsible for all the services delivered by your supervisees.
Who can provide clinical supervision?

A supervisor shall have experience, training, and competence adequate to perform and direct all services provided by the supervisee.
R4-6-212-D

How much supervision by phone?

- No more than 25 percent of the clinical supervision hours required for licensure.

R4-6-212-E

How long can supervision by phone be acceptable?

- At least 30 min. Less than 30 min phone communication shall not be accepted.
Direct Observation?

✨ Must receive a minimum of 10 hours of clinical supervision obtained during direct observation or a review of audiotapes or videotape - Observe supervisee providing treatment or evaluation
Documenting who is the direct supervisor in the supervisee’s HR file is a good idea otherwise you do not have supportive evidence that you were the clinical supervisor.

- “Direct supervision”

Immediate responsibility and oversight for all services provided by a supervisee.
What should supervision include?

- Ethical and legal requirements
- Monitor supervisee’s activities to verify the supervisee is providing services safely and competently.
- Verify that supervisee provides appropriate written notice of clinical supervision including the name and phone number of the clinical supervisor.
How long do you keep supervision logs?

A minimum of 6 years
What should be in a supervision log?

- The date and duration of each clinical supervision session
- A comprehensive clinical description of topics discussed during each clinical supervision session.
- The name and signature of the supervisee
- The name, signature, and telephone number of the clinical supervisor and the date signed
- Group or individual supervision.
R4-6-212-F-5,6

- **Conflict of interest**
  - Verification that no conflict of interest exists between the clinical supervisor and the supervisee
  - Verification that no conflict of interest exists between the supervisee and the supervisee's clients;
R4-6-101. Definitions

“Documentation” means written or electronic supportive evidence

Remember that “If it was not written, it was not done” and “The weakest ink is stronger than the strongest memory”
Is Documentation review required?

Monitoring of the supervisee's clinical documentation through on-going compliance review to ensure that the supervisee maintains adequate written documentation.
How many supervisors can a supervisee have?

- Only 4 supervisors
R9-20-101. Definitions

- Supervision Requirements R9-20-205
  - www.azsos.gov

- Rules filling
  - Administrative code
    - Title 9
      - Chapter 20
        - Section 205
"Clinical supervision" means review of skills and knowledge and guidance in improving or developing skills and knowledge.
Who can provide clinical supervision?

- BHP = licensed individual
- BHT who receives clinical supervision from a BHP and has the skills and knowledge in providing clinical supervision that are verified
- Before BHT provides clinical supervision, by a BHP who provides clinical supervision and through visual observation, verbal interaction or a written examination.
How much supervision?

- BHT and BHPP who work FT = 4 hrs/calendar month
- BHT and BHPP who work PT receive 1 hr of clinical supervision per each 40 hrs worked – if a PT person works 60 hrs in one month we provide 2 hrs.
How does supervision take place?

Clinical supervision occurs on an individual or group basis and may include clinical supervision in response to an incident, an emergency safety response, or, if applicable, debriefings that occur after restraint or seclusion.
What should clinical supervision include?

- BH issues
- BH services, or records
- Records review
- Recognizing unique tx needs of the client
- Review and discuss topics that enhance skills and knowledge of staff
- For BHTs completing assessments or tx plan, determine if these are complete and accurate and meet the client’s tx needs.
What to document?

- Supervision documented at least once/m and included:
  - Date
  - Name signature and professional credentials of the staff receiving supervision
  - Signature and professional credentials or job title of the individual providing clinical supervision
  - The duration of the clinical supervision
  - A description of the topic or topics addressed
  - Group or individual
  - Identification or recommendation of additional training that may enhance the staff’s skills and knowledge
  - Consider asking staff to provide their feedback of the supervision meeting
Supervision Log

- Review sample supervision log
References

ADHS/DBHL

ABBHE