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Membership Advisory

Supervision for the Purpose of Licensure - Things Important to Know Beyond the Rules

You have been asked to supervise a new member of the profession who will practice under a Provisional license. Now what? There are a number of important issues to consider:

- 1) Supervision for the purpose of licensure is different than supervision for the purpose of training. Supervision for the purpose of licensure is an evaluative process as opposed to formative. The Provisional period is not intended to be about foundational skills training rather it is primarily a period of evaluation of your supervisee's readiness for independent practice. It does not mean that there are some job specific skills that will be taught and developed. What this period is not intended to be is a training period where practice competencies not covered in one's academic program are to be taught.
- 2) An important job you have is to help your supervisee become acculturated to the profession and the practice. It is important to consider where they are at in their professional development in assigning work and in allowing independence.
- 3) Declaration of competency is based on one's training, supervision and experience. Thus, in making a declaration of competency your Provisional supervisee should not claim the competencies you have, unless of course they can demonstrate training, supervision and experience in this area. This does not mean that they cannot practice under supervision in different areas but this is an acknowledgement that their primary competency is in what they were trained for. They may work toward gaining additional competency but this should be over time and in a planned and organized manner.
- 4) In developing the Supervision Plan with your supervisee it is important that you have a clear picture of that individual's declarations of competency, and their history. An open conversation about this with your supervisee is important. The supervisee's competency grid, c.v., and MRA Self-Report form can be obtained from the College office. If there have been previous supervisors you can ask your supervisee for permission to talk to them to obtain an understanding of what has occurred previously.
- 5) Direct observation of your supervisee's work with their clients is required, and not optional. If your supervisee is not required to complete the 1500 hours of supervised practice because they successfully completed a CPA accredited Pre-Doctoral Residency, they must still be supervised, and it is highly advisable that if they are new to you that you directly observe some of their practice with clients.
- 6) Provisional psychologists must remain under direct supervision at the same rate even after they have completed the 1500 hour requirement. This requirement must continue to be met up and until they have been awarded a Full Practice license. As the supervisor you still have responsibility for your supervisee's work.
- 7) As the supervisor you are required to complete formal evaluations and to endorse practice logs for your supervisors. If this is not done, the Provisional member will not be given credit for those hours. If this is not done in a timely manner it may mean your supervisee

missing out on an opportunity to take the oral examination which could have consequences which are unintended.

- 8) It is imperative that as a supervisor you provide honest and open feedback to your supervisee, and that you raise any significant concerns with regard to their practice with the College. While this is never a comfortable position to be in it is important for your supervisee's professional development, is consistent with our ethical responsibility as a member of the profession, and is congruent with the role of a supervisor for the purpose of licensure. Evaluations should not come as a surprise to your supervisee.
- 9) Another part of your responsibility as a supervisor is to help your supervisee prepare for the oral examination interview. It is important that the work samples submitted for the exam are examples of the supervisee's best work, and that they can speak to why they chose to do what they did, the research that supports that work, any testing undertaken, the diagnosis if one was given, treatment recommendations etc. Format, spelling and grammar do matter. The College has found that those members who supervise and who have had experience serving on an examination panel have an easier time of helping their supervisees to prepare.
- 10) It is important if you are one of a number of supervisors for a Provisional member that you have their permission to stay in touch and to share information. Any evaluation for the supervisee should not be a surprise for either the supervisee or one of their supervisors.
- 11) If you have any questions about how to handle an issue with supervision you can contact the College for assistance in sorting through the issue.