

Question and Answer Document

This Q&A responds to outstanding questions from the Supervision Town Hall on February 21, 2025.

I have been contracted by an organization to provide clinical supervision to a group of counsellors that they employ and the contract specifies how CS services are to be delivered. Are separate agreements also required with each individual counsellor?

Yes, separate agreements should be drafted and maintained between each supervisor and supervisee to establish clear expectations.

How should one word that they are a supervisor with CRPO?

Describing oneself as a “Clinical Supervisor” is acceptable if one meets the qualifications. RPs may describe that they meet CRPO’s criteria and explain that they provide clinical supervision for registration purposes. Since CRPO does not currently accredit, pre-approve, or designate supervisors, RPs should **not** use a title suggesting an endorsement by CRPO, such as “CRPO-approved supervisor.”

Are RPs allowed to receive supervision from a psychiatrist running a practice with multiple professionals?

RPs may be supervised by other professionals able to practice the controlled act of psychotherapy, including psychiatrists. Expectations for the supervisory relationship, e.g., who has ultimate responsibility for the client, may differ when registrants of other colleges are involved. Regardless of which college the supervisor is part of, they would need to meet CRPO’s supervisor criteria.

Does CRPO have guidelines about supervisees sending proof of DCC hours [to the supervisor] before the supervisor can sign off on the DCC form to the best of their ability? If the supervisor is not part of the practice site, it's really an honour-based sign-off.

CRPO’s DCC Confirmation Form requires the signatory to confirm hours “to the best of [their] knowledge, information, or belief.” The supervisor may form this knowledge, information or belief from a review of records combined with dialogue over time about the supervisee’s practice. Confirmation of DCC hours may also come from an employer or educational institution, as applicable.

I have completed all mentioned requirements including the 30-hour course. However, I live outside Canada. Does providing supervision to non-CRPO registrants qualify me to

be an approved CRPO supervisor (grandparenting), or do I still need to fulfill the mention requirements effective April 2026?

Supervisors located outside Ontario are expected to meet the outside-Ontario supervisor criteria, which are more flexible than the in-Ontario criteria. For supervisors located in Ontario, there is no requirement to have gained supervision experience in Ontario or by supervising RPs.

I have concerns about the continuity of skill development as clinicians move between supervisors. I have seen Qualifying registrants be confronted about a lack of skill or responsibility and instead of working to rectify the problem they move to a new supervisor. What is being done to ensure that all core and base competencies are covered and witnessed by supervisors before a therapist is fully registered and qualifies for independent practice?

Supervisors may only confirm clinical experience hours if they have been successfully completed, meaning performed in a safe, professional, and ethical manner. Supervisors have a duty to report unsafe practice by another RP. Supervisees are also required to complete a graduate-level psychotherapy education program and pass the registration examination. Once registered, they are accountable to CRPO through the Quality Assurance Program and the complaint investigation process.

Is there a distinction or consideration in terms of “from graduation” if someone graduated from a 2-year program without practicing, vs. someone who graduated from a 6-year program with enough training hours to achieve independent status?

There is no distinction between type of program or program length when considering the requirements to become a clinical supervisor.

Can a clinic director provide supervision to supervisees in the same practice?

While a clinic director can provide supervision to supervisees in the same practice, individuals should be alert about possible conflicts of interest. A conflict of interest is any situation that may interfere with an RP’s ability to exercise professional judgment. So, to give a blatant example, if an RP’s employer is always talking to them about how to maximize revenue, it may be difficult to engage in clinical supervision with the same individual.

Are there any updates on how long we are to retain clinical supervision records?

There were no changes made to the retention period of clinical supervision records.

Why wait until 2026? Why not start the new guidelines in April 2025?

CRPO decided to have the updated supervision requirements take effect in 2026 to allow adequate time for registrants and supervisors to understand and adjust to the changes being made, including completing a supervision course if needed, and completing CRPO's supervision module (available Spring 2025).

What equity considerations have been given to pathways traveled by Indigenous and Black therapists?

CRPO's approach to supervision policy respects personal and professional diversity within the practice of supervision, while upholding public protection, including by:

- Providing years of notice before the changes take effect
- Using a phased-in approach so that experienced supervisors face minimal barriers
- Adopting a flexible approach to supervisor training
- Recommending that supervision courses cover diversity and cultural humility

If the College is not responsible for regulating the act of supervisors for supervisees, how are we ensuring the well-being and mitigating risks to new registrants and ensuring the appropriate supervision is being received?

CRPO is responsible for regulating Registered Psychotherapists, including those engaging in supervision. RPs are required to provide appropriate supervision. If the supervisor is registered with a different college than CRPO, they are accountable to that other regulator.