



College of
Registered
Psychotherapists
of Ontario

CRPO Town Hall

Clinical Supervision A Review and What's New

February 21, 2025

Housekeeping

CRPO Town Halls



Land Acknowledgment & Welcome



Town Hall Schedule

March 31: Diversity, Equity and Inclusion Efforts and the College: an update on the work CRPO is doing to ensure that the principles of DEI inform the work of public protection

Next cycle of Town Halls: Stay tuned!

Opening Remarks



A right-touch, risk-based
model of regulation



Agenda

- A brief review
- What's new
- Q&A

Definitions

Clinical Supervision

A professional relationship where the individual who is receiving supervision is engaged in a collaborative learning process with a clinical supervisor, which relationship is designed to,

- promote the professional growth of the supervisee,
- enhance the supervisee's safe and effective use of the self in the therapeutic relationship,
- foster discussion of the direction of therapy and the therapeutic relationship, and
- safeguard the well-being of clients.

What Does Supervision Look Like?

- Contractual
- Purposeful
- Records kept by both supervisor and supervisee
- Meetings scheduled at regular intervals according to the needs of the supervisee
- Ultimate focus is on the well-being of clients

Other Forms of Oversight

- Administrative, managerial or workplace supervision
- Teaching
- Mentorship
- Consultation

A Brief Review

- Standards
 - Standard 2.1 – Seeking Consultation, Clinical Supervision, & Referral
 - Standard 4.1 – Providing Clinical Supervision
 - Standard 4.2 – Practicing with Clinical Supervision

Clinical Supervision Types

- Individual supervision
- Dyadic supervision
- Group supervision

Why Engage in Clinical Supervision

- Students
- Fulfilling registration requirements
- Changing practice area
- Voluntary
- College-directed

Confirmation of Hours

- Supervisees require confirmation of their clinical experience hours
- DCC hour confirmation may come from a supervisor, employer or educational institution
 - DCC Form
 - Clinical Supervisor Attestation Form



What's New

- [Clinical supervisor criteria](#)
- [Supervision course guideline](#)
- [Clinical supervision learning module](#)
- [Clinical Supervision Tool](#)

Revised: Clinical Supervisor Criteria

- In Ontario:

1. Registered in good standing with a regulatory college whose members may practise psychotherapy
2. Have five years' extensive clinical experience practising psychotherapy from the time they graduated from their psychotherapy education or training program
3. Meet “independent practice” requirement
4. Have completed 30 hours of directed learning in providing clinical supervision—for new supervisors,* a course
5. Complete CRPO's learning module on clinical supervision

*Those who begin providing clinical supervision April 1, 2026, or later

Revised: Clinical Supervisor Criteria

- Outside Ontario:
 - Outside Ontario, a clinical supervisor is an experienced practitioner of psychotherapy qualified, generally by another regulator in a regulated jurisdiction, or by a professional association in an unregulated jurisdiction, to provide clinical supervision.

New: Supervision Course Guideline

- Approved by Council, December 2024
- CPRPO does not pre-approve, accredit, designate, or list supervisors or supervision courses
- CRPO supervision course guidelines will assist course providers, new and experienced supervisors promote excellent supervisor education

New: Supervisor Learning Module

- Short, free, online module, not a barrier
- To be made available around Spring 2025
- Accompanied by guidebook, already online
- Expected that all clinical supervisors complete this by April 1, 2026

New: Clinical Supervision Tool

- Five reflective modules to evaluate and assess the supervisory relationship to ensure it is beneficial to the supervisee
- Review the [supervision agreement](#) to ensure it is clear
- Reflect on the relationship between insight, competence, and clinical experience.
- Review and self-assess the [Entry-to-Practice Competency Profile](#)
- Develop a learning plan

- A PDF version of the Supervision Tool is available on the College's website.
 - [CRPO Supervision Tool](#)
 - [Outil de supervision de l'OPAO](#)

Questions

Does CRPO approve clinical supervisors?

- *No, the College does not approve supervisors.*
- CRPO does not:
 - Pre-approve clinical supervisor training activities
 - Maintain a list of approved or qualified clinical supervisors
 - Grant the designation of “supervisor” or “clinical supervisor”.

Questions

How do I become a clinical supervisor?

- Maintain good standing with a regulatory college whose members may practise psychotherapy
- Complete five years' extensive clinical experience practising psychotherapy after graduating from your education or training program
- Meet "independent practice" requirements
- Complete 30 hours of directed learning in providing clinical supervision
- Complete CRPO's learning module on clinical supervision

Questions

Who is liable or responsible for the client: supervisor or supervisee?

- What does the supervision contract say about it?
- What is reasonable considering:
 - the training and experience of the supervisee
 - the practice setting and available support
 - the client population
- What does the supervisor's regulator require, if they are registered with another college?

Questions

What is adequate supervision?

- Meets the requirements established by [Section 4: Clinical Supervision](#)
- is agreed to be the supervisor and the supervisee
- Is frequent and substantive enough to support meeting the Professional Practice Standards
- It ensures the provision of safe and effective care
- About complaints and reports

Questions

What should a supervisor do if they have concerns about a supervisee?

- Address issues of professionalism directly
- Document communication, including remedial actions
- For students
 - Consider escalating to educational program
 - Be specific
 - Establish ongoing monitoring
- If client harm is a risk
 - Consider a report to CRPO
 - [Standard 4.1—Providing Clinical Supervision](#)
 - [Standard 1.3—Mandatory Reporting](#)

Questions

Can an RP have more than one clinical supervisor?

- *Yes, multiple clinicians can provide supervision.*
 - **Multiple employment sites:** An RP may have different supervisors for different employment settings, e.g., one for agency clients and one for private practice clients.
 - **Individual vs. group supervision:** An RP may work individually with one supervisor and participate in group supervision with another.
 - **Co-supervision:** This involves more than one supervisor sharing some aspects of responsibility for supervising a particular supervisee.

Questions

How do professional boundaries apply to the supervisor–supervisee relationship?

- *Similar to the client-therapist relationship*
 - Clinical supervisors avoid conflicting roles with supervisees, such as dual personal-professional relationships or supervising and providing therapy to the same person.
 - Sexual misconduct, undue influence, and abuse toward supervisees are unacceptable.
 - Clinical supervisors maintain confidentiality, subject to agreed-upon limits, of information provided by supervisees.
 - Clinical supervisors make mandatory reports if supervisees engage in unsafe practice

Questions

Will CRPO accept supervision of or by family members?

- *No. CRPO will not accept supervision between family members*
 - Dual relationship
 - Potential conflict of interest
 - Role confusion
 - Transference / counter transference
 - Challenges in ensuring impartial, professional communication, evaluation, and accountability

Questions

Whose name should go on receipts in the context of supervised practice?

- *The name of the registrant who provides services should be listed on the receipt*
 - A supervisor's registration information should not be included on any documentation without explicit agreement and sign-off on the specific sessions being billed.

Questions

Who should review and sign documents – the supervisor, supervisee, or both?

- *It depends...*
 - Whose observations are being relayed in the document?
 - What was the degree of consultation between supervisor and supervisee in formulating any opinions expressed in the document?
 - Are any of the conclusions in the document beyond the scope of practice of the supervisee?
 - What are the requirements of the form/template or recipient of the document?
 - What are the requirements of the supervisor's regulatory college?

Questions

Who is responsible for the client record?

- *Who is responsible for the client record can be determined by:*
 - The clinical supervision agreement
 - Employer's policies
 - The supervisor's regulatory college (if they have a different policy than CRPO)

Questions

What do I do if my supervisor cannot or will not sign off on clinical experience hours I have completed?

- Address issues directly
- Document communications
- Involve CRPO only if you cannot resolve it with discussion

Questions

Are clinical supervision fees subject to HST?

- *No, fees charged to a supervisee for clinical supervision are HST exempt*
 - It is CRPO's position that providing clinical supervision to enable client care clinical supervision is part of the scope of psychotherapy and, as such, would not be subject to HST.
 - See the information shared by CRA on this topic: [Exemption for Psychotherapy Services](#)

Questions

Should a student's rate be lower than the RP supervisor's rate for providing therapy to clients?

- *CRPO does not set fee amounts for RPs*
 - Fee amounts must be reasonable, considering factors such as:
 - The overhead expenses of the practice
 - The nature of the services provided (modality, intensity of supervision required)
 - The clientele served by the registrant (complexity, ability to pay)
 - **The training, experience, and career stage of the registrant**

Questions

Can a registrant who is required to practise with clinical supervision operate their own solo private practice?

- *Yes. The requirement to practise with clinical supervision is business-model neutral. A registrant, including an RP (Qualifying), can operate a solo private practice and contract with a clinical supervisor to oversee the supervisee's client care and professional development.*

Anything we missed?



Please email your questions to:

info@crpo.ca

Practice@crpo.ca

Thank you!