



Group Supervision During Candidacy Period

POLICY #	APPROVED	EFFECTIVE	REVISED	SCHEDULED REVIEW	APPROVAL AUTHORITY
CS-002.02	2022-06	2022-06	2024-06	2027-06	Board

Introduction

NSCCT recognizes that learning and skills development happens in a variety of environments, both structured and informal. The College also recognizes that many counselling therapist candidates quickly reach a point in their professional development where they will benefit from sharing experiences with other learners at a similar stage.

The object of this policy is to enable interested counselling therapist candidates to access an expertly supervised community of practice once they have demonstrated readiness to engage in the process of peer learning. The criteria for group supervision outlined below establishes the responsibilities of supervisors and candidates to ensure that expanded learning modalities are consistent with our public protection mandate.

POLICY STATEMENT

- 1.0** Following the successful completion of the 20-hour supervision reporting period, a candidate may elect to include up to ten hours of the remaining supervision time as part of an organized learning group
 - 1.1** To be eligible to participate in group supervision, candidates must:
 - 1.1.1 Not be operating under a remedial plan
 - 1.1.2 Not be under suspension or have any conditions or restrictions placed on their license

- 1.2 Learning groups must be arranged by an approved supervisor who has express a willingness to provide group supervision as part of their supervisory role
- 1.3 Supervisors may only establish learning groups consisting of candidates whom they already supervise individually, i.e., no supervisor is permitted to include a candidate who is under the supervision of another supervisor

2.0 Candidate Responsibilities

- 2.1 Counselling Therapist Candidates participating in group supervision shall:
 - 2.1.1 Ensure that their supervisor is approved by the College
 - 2.1.2 Refrain from discussing cases within the group without prior consent of each client
 - 2.1.3 Be bound by the requirements of confidentiality as it applies to information obtained within the group

3.0 Supervisor Responsibilities

- 3.1 Approved candidacy supervisors who provide group-learning opportunities for counselling therapy candidates shall:
 - 3.1.1 Ensure that learning groups are limited to a maximum of six (6) candidates
 - 3.1.2 Ensure, to the extent possible, that learning groups are comprised of a consistent membership
 - 3.1.3 At the beginning of each group session, refresh members of the group about their ethical obligations regarding confidentiality in the group learning context
 - 3.1.4 Ensure that each candidate has obtained consent from clients who are the subjects of discussion or disclosure during group sessions
 - 3.1.5 Provide each candidate with regular individualized feed-back related to the objectives of group sessions
 - 3.1.6 Set a supervisory stipend that fairly reflects the reduction in one-on-one supervisor to candidate contact time during group interactions
- 3.2 Supervisors who provide group-learning opportunities for counselling therapist candidates may:

- 3.2.1 Assemble groups consisting of individuals at various stages of their candidacy as long as each member has the requisite minimum 20-hours of individual supervision
- 3.2.2 With the agreement of each group member, conduct group sessions via secure videoconferencing
- 3.3** Supervisors who intend to conduct group learning are encouraged to seek additional formal or informal educational opportunities specific to group supervision

4.0 COMPLIANCE and REVIEW

- 4.1** All registrants are expected to comply with this and other related policies and guidelines.
- 4.2** This policy will be reviewed every 3 years by the Board and the Executive Director /Registrar to ensure it remains current with policy, legislation and best practices.

5.0 RELATED POLICIES

- 5.1** This policy should be read and understood in conjunction with:
 - 5.1.1 Candidacy Supervision **[CS-001.05]**
 - 5.1.2 Change of Supervision Policy **[CS-003.03]**
 - 5.1.3 Schedule of Approved Candidacy Supervisors **[CS-004.01]**

END