



RE: Important Announcement - Upcoming Changes to Supervision Criteria

Dear members,

As we continue to work to ensure that ACCT and its members are more inline with industry changes, we have made some adjustments to our membership criteria and supervision requirements. We believe that these changes will put our membership into a stronger position to align with expected college requirements. The following changes were approved by the ACCT board of directors in April 2023.

For All Members:

Beginning in 2024, the number of mandatory supervision hours will increase from 8 hours to 10 hours. Further to this, we are recommending that our members begin to look at the number of group supervision hours versus individual supervision hours that they have. Industry standards show the importance of gaining individual supervision, and it is often expected that half of all supervision hours be individual. Although at this time we are not mandating this as a requirement for the RTCc and RTC membership, please be aware that when we become a part of the new college, we may well need to acquire a total of 75 hours of individual/dyadic supervision in order to be grandfathered into the college (based on what occurred in Ontario).

Reminder: If you are planning to advance your designation within ACCT, then your supervisor needs to sign off on your DCC hours as part of your application to upgrade designations within ACCT.

Supervision Definition:

Supervision is a contractual structured and accountable process through which counsellors receive guidance, oversight, and feedback from experienced and qualified supervisors. The primary objectives of supervision are to:

- Monitor and enhance the quality of the supervisee's work,
- Ensure adherence to professional standards and ethical guidelines, and
- Support ongoing professional development.

It typically involves discussions, observations, and reflections on the supervisee's performance and decision-making, ultimately contributing to the improvement of their

skills and the delivery of high-quality services to clients or learners. Supervision can take place in various formats, including individual, group, or structured peer supervision, and plays a crucial role in maintaining professional competence and ensuring the well-being of both the practitioner and those they serve.

Supervision in this context, is not an informal and unstructured overseeing of a counsellor at their jobsite.

For RTC Candidates - Effective Immediately:

The current criteria to apply as a candidate is 20 hours of supervision. We are removing this criteria as many educational institutions do not provide practicums. This will allow new counsellors to obtain insurance, and gain experience under supervision.

For RTC Applicants - Effective January 2024:

Part of the current criteria to apply as an RTC is 40 hours of supervision. We are increasing this amount to 50 hours. We recommend that members balance group and individual supervision in order to set themselves up for success with the grandfathering process for admission into the college. Unstructured peer supervision hours do not count as supervision hours.

For MTC Applicants - Effective January 2024:

Part of the current criteria to apply as an MTC is 50 hours of supervision post graduation. We are adjusting this criteria to 100 hours (including structured clinical or process-oriented supervision pre-graduation), and at least 50 of these hours must be individual or dyadic. An MTC can supervise if they have done a supervisor training course that is 30+ hours in length, and meet all the other RCS criteria. Unstructured peer supervision hours do not count as supervision hours.

For RCS Applicants - Effective January 2024:

Part of the current criteria to apply as an RCS is 120 hours of supervision post graduation. We are adjusting this criteria to 150 hours (including structured clinical or process-oriented supervision pre-graduation), and at least 75 of these hours must be individual or dyadic. In addition, the supervisor training course must be 30+ hours long. Group supervision must not exceed 8 participants.

It is recommended that supervisors attend supervision for supervisors as this may be required in future, as well as ongoing professional development that is specific to being a supervisor. Attending supervision for our clients is a separate competency. Other associations are starting to mandate this.

Group Supervision: Starting in Jan 2024

Number of supervisees must not exceed 8 to qualify for group supervision hours. There must be a qualified supervisor facilitating each session (see supervisor qualifications https://acctcounsellor.com/content.php?page=Supervisor_Criteria) (supervision hours obtained prior to 2024 follow the previous guidelines of 12 supervisees maximum)

Group Peer/Reciprocal Supervision:

Peers can be a significant source of support and guidance. The shared knowledge and experience can be invaluable when you need feedback on your client cases and how to approach clinical issues.

Unstructured Peer Supervision: Unstructured and informal Peer Supervision involves those who are at the same or similar credential and level of experience who provide support and feedback in a reciprocal process. It is not considered an acceptable form of supervision for registration purposes. Unstructured and informal Peer Supervision can count as Safe and Effective Use of Self (self-care) hours.

Structured Peer Supervision Group for MTC/RCS: In order for peer supervision to count toward supervision hours it must be structured. The following criteria is required for peer supervision to count:

1. Must include at least one group member who meets ACCT's definition of a Registered Counselling Supervisor.
2. There is a designated supervisor who meets the criteria (facilitator) for each session who takes notes and keeps a supervision file. The facilitator can rotate.
3. There needs to be a reciprocal supervision contract in place. A template is available here: <https://acctcounsellor.com/Supervision>
4. Maximum number of 8 supervisees
5. Recommendation: Each group member must also have a primary supervisor who monitors and signs off on DCC hours.

Thank you for your attention to this important matter.

Kind regards,

Supervision Committee
November 1, 2023