



Nova Scotia Board of Examiners in Psychology

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Information for Board approved supervisors and for psychologists undergoing mandated supervision

Supervision required by the Board for Registered Psychologists has different parameters from general supervision for candidate registrants. In the interests of transparency and the promotion of optimal outcomes, the following points are relevant:

1. Whereas supervision is strongly encouraged for all practicing psychologists, it becomes mandatory when the Board places a supervision condition on the registration of Registered Psychologist.
2. The purpose of the supervision will be defined by the Board based on specific circumstances identified by the Board, but typically will include the dual objectives of monitoring and rehabilitating the practice of the supervisee.
3. The role of monitoring requires the supervisor to be an evaluator throughout the period of supervision on behalf of the Board to assess whether or not the psychologist being supervised is meeting the required standards of ethical and competent practice to ensure the safety of the Nova Scotia public.
4. A Board approved supervisor will be required to report to the Board their assessment whether the supervisee psychologist is meeting the required standards by the end of the supervision period. Given the circumstances identified by the Board, is he/she improving his/her practice to meet the required standards?
5. Additional supervision may be required for the following:
 - Improving one's knowledge of the Code of Ethics and professional standards;
 - Focused work on dealing with actual & potential ethical dilemmas, including working through the ethical decision-making process and developing a systematic approach to analyzing and resolving ethical dilemmas;
 - Identifying areas of competence and defining limits of competence;
 - Gaining more clinical experience.
6. Although the supervisor is encouraged to discuss with the supervisee their intended report to the Board, the supervisee does not have the right to veto the report being forwarded, should there be disagreement on the evaluation. In the event of a disagreement, the supervisee has the right to note any reservations in his/her declaration that accompanies the supervision report.
7. The purposes of general supervision are typically the enhancement of practice and monitoring

the quality of professional work. These functions of supervision may be in conflict in the circumstances of Board approved supervision. The role of evaluator/ monitor takes precedence over the role of supporter, should that be in conflict. The role of mentor/ consultant/ instructor to assist the improvement of practice is highly desirable. Both parties are encouraged to clarify their expectations as part of the role induction.

8. Board approved supervision will usually require more systematic reviewing of professional work than may occur in general supervision. The use of the specific supervision forms from NSBEP are required to assist keeping records of supervision.
9. The supervisee should inform their clients that they undertake a quality assurance process of discussing their case work with a senior colleague. In the event that a client withholds permission to discuss his/her case, the file should be made anonymous so that the work can still be included in the audit/ monitoring process conducted through the supervision mechanism.
10. The report to the Board should not refer to any identifying client information.
11. The supervisory working alliance will be promoted by mutual agreement about the goals of supervision, agreement about the structure and tasks of supervision, and a satisfactory working relationship between the parties.
12. In the event of the supervisor relationship/ alliance breaking down, either party may contact the Board. If the attempt to address concerns between the supervisor and supervisee is unsuccessful, the Board would determine whether another Board appointed supervisor should be assigned. If another Supervisor is assigned, the Board would instruct the psychologist and the new supervisor how to proceed.
13. The supervision process should begin with a declaration by the supervisee of all aspects of their professional work to enable the supervisor to ascertain all aspects of their professional functioning.
14. The costs of supervision will normally be carried by the supervisee, including the costs of report preparation. Any dispute over costs should be referred to the Board.

The NSBEP wishes to thank the New Zealand Psychologists Board for providing a model document for this purpose. This document was adapted by NSBEP in January 2017.