

Licensure-Quality Clinical Supervision

Comparing “Clinical Supervisor” with “Direct Supervisor”

Citations in the AZ Board of Behavioral Health Examiners

Licensure Rules Adopted 6/4/04

	Direct Supervisor	Clinical Supervisor
Definition	“Direct supervision” means immediate responsibility and oversight for all services provided by a supervisee. ¹	“Clinical supervisor” means an individual who provides clinical supervision. ²
Actions defined	“Direct supervision” means immediate responsibility and oversight for all services provided by a supervisee. ³	“Clinical supervision” means face-to-face, videoconferencing or telephonic direction or oversight provided by a qualified individual to evaluate, guide and direct all behavioral health services provided by a licensee to assist the licensee to develop and improve the necessary knowledge, skills, techniques and abilities to allow the licensee to engage in the practice of behavioral health ethically, safely and competently. ⁴
Group Supervision		“Group clinical supervision” means clinical supervision provided by a clinical supervisor to two but no more than six supervisees. ⁵
Individual supervision		“Individual clinical supervision” means clinical supervision provided by a clinical supervisor to one supervisee. ⁶
Definition (supervised work experience)	“Supervised work experience” means practicing clinical social work, marriage and family therapy, professional counseling, or substance abuse counseling for remuneration or on a voluntary basis under direct supervision. ⁷	
Qualifications		A clinical supervisor shall have experience, training and competence adequate to perform

¹ R4-6-101.A.25.

² R4-6-101.A.15.

³ R4-6-101. A.25.

⁴ R4-6-101. A.14.

⁵ R4-6-101.A.30.

⁶ R4-6-101.A.35.

⁷ R4-6-101.A.55.

	Direct Supervisor	Clinical Supervisor
		and direct the services provided by the supervisee. ⁸
Continuing Education		Beginning July 1, 2006, an individual providing clinical supervision in Arizona to qualify a supervisee for licensure ... shall initially complete a minimum of 12 clock hours of continuing education as specified in this section during the two years before the clinical supervisor's license renewal date. After the required initial training, the clinical supervisor shall obtain a minimum of six clock hours of continuing education as specified in this section during the two years before the clinical supervisor's license renewal date. ⁹
Required coursework		Training or coursework required pursuant to this section is limited to the following categories: a. the roles and responsibilities of a clinical supervisor b. skill sets involved in providing oversight and guidance to a supervisee engaged in diagnosing, treatment planning, and treatment of clients c. conceptual knowledge of supervision methods and techniques d. evaluation of a supervisee's role, performance and capacity to conceptualize and implement clinical assessment and treatment processes ¹⁰
Board approved clinical supervision elements: review, monitor, verify, document		Review ethical, legal requirements and unprofessional conduct [32-3251(12)]; monitor activities re: safety & competency; verify written notice re: supervisor with name/phone is provided clients; document and maintain for seven years records of clinical supervision sessions; verify no conflict of interest exists between clinical supervisor & supervisee; verify that no conflict of interest exists between supervisee and supervisee clients; monitor supervisee's documentation via on-going compliance review ¹¹
Notes taken on clinical supervision		Date; duration; comprehensive description of topics in each session; (client identifying information not required); name & signature of supervisee beginning 7/1/06; name, signature, phone, date signed of clinical

⁸ R4-6-212.2.

⁹ R4-6-212.9.

¹⁰ R4-6-212.9.

¹¹ R4-6-212.5.a-g.

	Direct Supervisor	Clinical Supervisor
		supervisor; note type of meeting (group or individual supervision) ¹²
Place of employment	Employed by the same entity as the supervisee ¹³	
Number of supervisees	Maximum at one time: fifteen ¹⁴	
Family Relationships	An immediate family member or other individual whose objective assessment of the supervisee's performance may be limited by a relationship with the supervisee shall not provide direct or clinical supervision. ¹⁵	An immediate family member or other individual whose objective assessment of the supervisee's performance may be limited by a relationship with the supervisee shall not provide direct or clinical supervision. ¹⁶
Supervisee as owner, operator, manager	A supervisee may not acquire supervised work experience in a professional setting which the supervisee operates or manages or in which the supervisee has an ownership interest. ¹⁷	
Supervisee as independent contractor	(summary) necessitates a written contract; receives direct supervision; paid by the behavioral health entity, not by clients; clients advised of entity in writing; supervisee complies via contract with entity's policies & procedures, ethics &	

¹² R4-6-212.5.d.i.-v.

¹³ R4-6-211.A.1.

¹⁴ R4-6-211.A.2.

¹⁵ R4-6-210.A.1.

¹⁶ R4-6-210.A.1.

¹⁷ R4-6-210.A.2.

	Direct Supervisor	Clinical Supervisor
	recordkeeping; records remain the entity's property ¹⁸	
Telephonic clinical supervision		No more than 25 percent of the clinical supervision hours required for licensure as a professional counselor, marriage and family therapist, social worker or substance abuse counselor may be acquired telephonically. ¹⁹
Telephonic clinical supervision		Clinical supervision acquired telephonically shall not be accepted for communications lasting less than 30 minutes. ²⁰
Direct observation by a clinical supervisor		Effective July 1, 2006, an applicant must receive a minimum of ten hours of clinical supervision obtained during direct observation or a review of audiotapes or videotapes by the clinical supervisor of the applicant while the applicant is providing treatment and evaluation services to a client. ²¹
Number of clinical supervisors allowed		An applicant may submit clinical supervision hours by a maximum of four clinical supervisors. ²²
Group supervision hours		Clinical supervision may include both individual and group supervision. Group clinical supervision hours shall not exceed individual supervision hours. ²³
Waivers (of supervisory qualifications)		Clinical supervision training required pursuant to subsection 9 shall be waived if the clinical supervisor holds any of the following certifications or designations if the certification or designation is current as of the clinical supervisor's license renewal date: NBCC/CCE Approved Clinical Supervisor certification; ICRC Clinical Supervisor certification; American Association of Marriage and Family Therapists Clinical Member with Approved Supervisor designation. ²⁴

This chart is the work of the author and is **not endorsed** by the State of Arizona nor the Board of Behavioral Health Examiners. Please refer directly to the specific Section of the Licensure Rules noted in the footnotes and found online: <http://www.bbhe.state.az.us/> Note that the Law contains further stipulations regarding each licensed discipline that are not mentioned in this handout.

¹⁸ R4-6-210.A.3.a.-f.

¹⁹ R4-6-212.3.

²⁰ R4-6-212.4.

²¹ R4-6-212.6.

²² R4-6-212.7.

²³ R4-6-212.8.

²⁴ R4-6-212.10.