



The Voice of Professional Hypnotherapy

Council of Clinical Hypnotherapists

SUPERVISION REQUIREMENTS

Supervision is rightly considered to be vital to the practice of professional hypnotherapy as a way in which a therapist can access help in emergencies or with clients whose presenting issues are difficult. Equally important, however, is that supervision is also a valuable “checking in” procedure, helping therapists stay grounded and centered, maintain professional and personal boundaries, avoid “burnout”, and thus provide safe, ethical and competent hypnotherapy for all clients.

CCH policy on supervision is straightforward:

Supervision is compulsory for all practising members of the CCH.

CCH acknowledges *two kinds of supervision arrangement*: **differential supervision** and **peer supervision**. It considers that all hypnotherapists of fewer than three years' clinical experience must maintain a **differential supervision arrangement**. Hypnotherapists who have more than three years' clinical experience are entitled to maintain a peer supervision arrangement, but this is still subject to guidelines.

To be a **differential** arrangement, the following criteria must be met:

- 1.) The supervision occurs at **regular set times** throughout the year; said times to adhere to CCH guidelines as to number of hours required (see below.)
- 2.) The **methods** of supervision (see below) are appropriate
- 3.) The Supervisor is properly **qualified**. CCH accepts the validity of supervision by CCH Accredited Supervisors who hold the qualification of Accredited Supervisor MCCH(Sup). Accredited Supervisors in other associations may also be accepted – contact CCH if in doubt.
- 4.) The Supervisor must provide a yearly **written report** on the progress of the supervisee. Said report must follow CCH guidelines. The Supervisor will maintain an accurate log of the time spent in supervision. The Supervisor is professionally insured as a practitioner and agrees to abide by The CCH Code of Ethics and Disciplinary Procedure.

Supervision Modalities

A supervision modality describes the relationship dynamic between supervisor and supervisee.

Differential Supervision

Differential Supervision occurs when there is

(a) an appropriate gap of experience between supervisor and supervisee, i.e. that the supervisor is significantly more experienced than the supervisee.

(b) no close social or business relationship between the supervisor and supervisee (e.g. a close friendship, in practice together etc.) However, the supervisee may be a trainee or former trainee of the supervisor.

Peer Supervision

Peer Supervision occurs when there is

(a) no essential gap in experience between supervisor and supervisee, or that there is a gap but it does not feature within the supervision dynamic.

(b) that the supervisor and supervisee recognise each other as peers and that, therefore, the supervision is *mutual* and *reciprocal*, each taking on both roles.

(c) a social or business relationship may exist between supervisor and supervisee engaged in peer supervision, however, it is preferable that supervisor and supervisee are not business partners.

Methods of Supervision

CCH acknowledges the following methods of supervision:

Face to Face

The supervisor and supervisee meet together.

Telephone/Web Cam/Other Technologies

The supervision occurs by telephone, web cam, or other similar technologies which utilise *real time conversation*

Email Or Post

Many supervision arrangements will, of course, utilise email or post to facilitate the supervision. However, generally these methods should be used for additional backup to the supervisory relationship: they cannot take the place of real time interaction. Accordingly, email or postal interaction will not count towards standard supervisory hours.

For maintenance of membership, all practising members of CCH, including members who have an informal peer supervision arrangement, will require an annual written report by the supervisor.

OR

If supervision has been completed as per the minimum requirements of CCH via a CCH recognised or member organisation, CCH members may sign a statutory declaration, including details of the organisation and the supervisor in lieu of providing a written report.

Hours Required/Class Numbers

A **minimum** of 8 supervision sessions a year is considered by CCH appropriate for all practising members. It is recommended and anticipated that most members will complete more than the minimum number of hours of supervision and the payment guidelines below encourage this to be the case. Each session should aim to last for one hour.

There should be a provision for additional and/or emergency advice or consultation with the Supervisor over and above the agreed number of sessions.

Small groups are acceptable, but supervision session time should increase accordingly. 2-4 supervisees = 1.5 hours; 5-8 supervisees = 2 hours.

CCH considers groups of 9 or more to be inappropriate for supervision.

Payment

Payment is a matter for individual supervisors and supervisees. A *general* guide is that a supervisor is paid the equivalent of 50% of their hourly client rate per **differential supervision** session, plus a small fee for writing up the yearly report. However, many supervisors operate different models and payment schemes and CCH accredited supervisors are encouraged to consider their ability to offer supervision at a token sessional rate to assist supervisees with what can be a challenging additional financial commitment during the early years of professional practice.

Peer supervision sessions are a reciprocal arrangement which obviates the need for a financial component.

Another *general* guideline is that there is often a reduction for group supervision.

Qualification to be a CCH Accredited Supervisor

Requests to become a CCH accredited Supervisor will be assessed by:

- Length of time in professional practice (minimum 5 years)
- Completion of approved supervisor training and/or equivalent RPL and/or accredited supervisor status with a similar professional organisation
- Interview by the CCH Ethics Committee

Those becoming supervisors will be awarded the qualification of MCCH(Sup)

Complaints

Supervisors are subject to the CCH Code of Ethics and Disciplinary Procedure and supervisees have the right to follow this procedure and make complaints. Supervisees should note that non-members are not subject to our procedures and no redress can be obtained through the CCH for those therapists who choose a non-member as their supervisor.