

OBPE - Frequently Asked Questions for Disciplinary Supervision

1. **Q:** *What is the purpose of disciplinary supervision?*

A: Disciplinary supervision is a remediation requirement that results from Board discipline of a licensee. The supervision requires the supervisor and licensee to focus on areas where the supervisee has experienced problems. These areas could include maintaining appropriate boundaries, conflict of interest, informed consent in assessments, and recordkeeping.

2. **Q:** *What is the difference between consultation and disciplinary supervision?*

A: Consultation is voluntary in nature; even when a potential disciplinary supervision or other reprimand is expected. With consultation, Licensees identify needs for additional consultation or supervision for a number of reasons, including scope of work, complexity of cases, laws and ethics, etc.

Disciplinary Supervision is a disciplinary requirement which specifies the scope of the supervision, issues to be addressed, and Board ordered frequency and duration.

3. **Q:** *How does the Board appoint a Disciplinary Supervisor?*

A: The Board occasionally orders disciplinary supervision as a remedial sanction to licensees. Once the Board orders disciplinary supervision, the pool of interested disciplinary supervisors will be reviewed to best match the Licensee with a supervisor in their specialty areas, clientele, length of practice, and other criteria, depending on the severity of the ethical and/or statutory or rule violations of the Licensee.

4. **Q:** *Can I select my own Disciplinary Supervisor?*

A: Possibly. The name of a potential Disciplinary Supervisor can be submitted to the Board for consideration before beginning supervision. The Board has a holistic approach to Disciplinary Supervision, pairing supervisors and Licensees based on several factors, including specialty areas, clientele, and the reason for discipline. If your proposed Disciplinary Supervisor sufficiently meets the experience, requirements and qualifications necessary for the situation, your request will likely be accepted.

5. **Q:** *How do I become a Disciplinary Supervisor?*

A: Licensees first express an interest in becoming a Board disciplinary supervisor by completing either the survey or a Request for Placement Application. The Board will review submitted responses and applications. The vetting process includes a review of training, experience, and possible interviews or request for more information.

6. **Q:** *What are the requirements to be a Disciplinary Supervisor?*

A: A Disciplinary Supervisor must be:

- An Oregon licensed psychologist, licensed for a minimum of five (5) years either in Oregon or in a state with licensing standards comparable to Oregon.
- Active or semi-active and in good standing with the Board.
- Competent in the clinical specialty areas in which the reprimanded licensee practices

- Competent in the areas of concern in the disciplinary action.
7. **Q:** *The Board previously disciplined me. Can I still be a Disciplinary Supervisor?*
A: Yes. Prior disciplinary action does not automatically disqualify a candidate from becoming a disciplinary supervisor. The Board considers many factors in the selection of Disciplinary Supervision.
8. **Q:** *What paperwork is required for disciplinary supervision?*
A: A supervision contract will be completed by the Disciplinary Supervisor and signed by both the Supervisor and Licensee. The Plan is based on the violations and concerns detailed in documentation provided by the Board. Notes of each supervisory session and a record of supervision hours must be kept and maintained. Reports are submitted for the duration of the supervision period on a timeline indicated in the Order (typically quarterly reports), and the Board will ask for a recommendation to determine if supervision is continued, modified, or terminated at the end of the supervision period.
9. **Q:** *Who pays for Disciplinary Supervision?*
A: The Licensee pays the fee for Disciplinary Supervision.
10. **Q:** *What is the fee for Disciplinary Supervision?*
A: The supervision fee is negotiated between the Disciplinary Supervisor and the Licensee. One recommendation is for the Disciplinary Supervisor to charge their usual hourly rate, but this is not a requirement.
11. **Q:** *What is the frequency of supervision?*
A: The frequency, duration, and content of supervisory sessions is conditioned on the Board's order, and vary case-by-case depending on the circumstances. Disciplinary Supervision frequency and duration must meet the minimums listed in the Board Order.
12. **Q:** *When does Disciplinary Supervision end?*
A: Termination of disciplinary supervision requires a Board vote at a regular board meeting. A request for termination from the Licensee, and a recommendation by the Disciplinary Supervisor is required prior to Board consideration.
13. **Q:** *My one-year supervision ended the first week of July. Will my request be heard at the July meeting?*
A: Possibly. Board packets are sent to Board members two weeks prior to the Board meeting (generally, the first Friday of the meeting month). It is highly recommended that documentation for Board consideration be submitted by the Friday three weeks prior to the Board meeting. This will allow time for staff to process the documentation and update records for the Board's packets. Materials received after this Friday may not be included in the Board packet.
14. **Q:** *I have met the one-year requirement in the Order. Can I stop meeting with my Disciplinary Supervisor?*
A: Only the Board can terminate Disciplinary Supervision. You should continue with regularly scheduled supervision meetings until receiving word from the Board that the supervision requirement has been met and the supervision has been terminated.

15. **Q:** *We have been meeting weekly for six months. The Licensee is doing well, and the weekly meetings ordered by the Board are affecting my private practice. Can I meet with the Licensee less frequently?*
A: No. Only the Board can make modifications to the terms of the Order. The Disciplinary Supervisor would need to submit a written evaluation and suggestion to change the terms of the Order to the Board for consideration, and the Board would need to approve the suggested changes, before changes can occur.
16. **Q:** *I began meeting with my Disciplinary Supervisor prior to the Board signing the Order. Can that time count towards the Board's requirement?*
A: Possibly. The Board's Order may incorporate pre-Order consultation *if* recommended by the Supervisor *and* requested by the licensee in writing and with documentation of the supervision *prior to* the issuance of the Order.
17. **Q:** *Can Disciplinary Supervision be counted towards CE requirements?*
A: No. While Oregon rules allow non-disciplinary supervision or consultation received (for a fee) from an Oregon licensed Psychologist, disciplinary supervision is specifically not included.
18. **Q:** *Can consultation I received prior to the official order be counted towards CE requirements?*
A: Yes. The Licensee may include consultation they received, for a fee, prior to the commencement of Disciplinary Supervision.
19. **Q:** *I have an issue with my appointed Disciplinary Supervisor. What can I do?*
A: The Board's intent on ordering Disciplinary Supervision is for the process to be a successful one for all involved, and that the objectives and concerns of the Board are met. If you believe that the supervision relationship is not meeting the objectives and concerns of the Board, you may submit your concerns in writing to the Board for consideration.
20. **Q:** *I am a Disciplinary Supervisor. A number of concerns have come up during the supervision sessions that are not addressed by the Order. What should I do?*
A: Disciplinary Supervisors are expected to communicate to the Board any concerns during supervision, including
- Concerns of public safety
 - Concerns of unethical practices or methods
 - Additional concerns of behaviors discovered during the supervision process not addressed in the Order
 - A lack of engagement by the Licensee in the disciplinary supervision process