



Recommendations for governing reciprocal arrangements to support Clinical Supervision for Mental Health Allied Health Clinicians

The recommendations below are based on an earlier document put together by the Chief Mental Health Nurse and Senior Nurse leaders from across Victorian mental health services. Thorough consultation with health services and allied health staff the recommendations have been updated by CMHL to be applicable to allied health staff.

Clinical supervisors listed on the CMHL Allied Health Supervisor database will be required to assert that they meet the minimum criteria for inclusion in the database. These criteria were developed by the CMHL through wide consultation (CMHL, 2021), updated in conjunction with the Victorian Senior Mental Health Nursing Group, and revised with allied health input in 2022 and 2023. The allied health contributions came from area mental health service Occupational Therapist workforce representatives, Social Work Leads, and representatives from peak bodies for Art Therapy, Music therapy, Dietetics, and Speech Pathology.

The minimum criteria for allied health supervisors' inclusion in the CMHL allied health supervisor database are:

- They have, at a minimum, 3 years' experience in a mental health designated role
- They accept the underlying principles of Victoria's Allied Health Clinical Supervision Framework
- They have attended clinical supervision training or can demonstrate equivalent clinical supervision experience and expertise
- They actively engage in regular and consistent clinical supervision themselves for a minimum of 1 year
- Registration or membership requirement:
 - Disciplines regulated by Australian Health Practitioner Regulation Agency (AHPRA), require current AHPRA registration
 - Social Workers must be members of or eligible for membership of the Australian Association of Social Workers (AASW)
 - Other disciplines must be registered with or eligible to be registered with the National Alliance of Self-Regulating Health Professions (NASRHP)

Supervisors applying to be listed on the CMHL public database attest that they agree to abide by their own service's policies and procedures in their supervision, including when providing supervision under reciprocal arrangements.

The CMHL is not managing reciprocal arrangements, it is up to Health Services to govern

The CMHL Clinical Supervisor public database has options for people to list a fee for service, as well as the option for reciprocal arrangements.

The CMHL Clinical Supervisor database doesn't require login, therefore, the information will be publicly available to anyone. Please consider whether your organisation/health service wishes to instruct your employees in relation to not posting personal contact details (e.g. phone and emails).

This document aims to guide further implementation of consistent approaches for reciprocal arrangements between Health Services, enabling more allied health staff to access a clinical supervisor.

Some specific governance considerations for Health Services have been collated and listed below, including possible mechanisms for organisations to incorporate when approving team members/employee's engagement with and use of the Centre for Mental Health Learning (CMHL) statewide, publicly available Clinical Supervisor database.

1. Health Service policy/procedures may specify expectations for employees being listed as a Clinical Supervisor, recognising that providing clinical supervision is a component of their health service employment. For example, the Health Service policy/procedure may require employees listing within the CMHL public Clinical Supervisor database to adopt specific information within the section '*please add any further cost information for supervisees*' such as:
 - Employees will state that there is no cost for employees within xx Health Service, or
 - Clinical Supervision is exclusively for/limited to employees of xx Health Service', or
 - Free for Allied Health Clinicians/ a specific discipline from xx Health Service
2. Health Service employees are to seek permission from their Mental Health Discipline Senior/ Lead or person with appropriate authority at their service prior to applying to be listed as a Clinical Supervisor on the CMHL public database,
3. The Mental Health Discipline Senior / Lead or person with appropriate authority response to the employee will specify whether approval is provided for the employee to be listed, and whether they are approved to be listed as being available for reciprocal arrangements,
4. The employee will update the Mental Health Discipline Senior / Lead or person with appropriate authority of any requests to provide Clinical Supervision under reciprocal arrangements. The Mental Health Discipline Senior / Lead or person with appropriate authority will be responsible for liaising with their colleague in the other Health Service/organisation to facilitate the reciprocation,
5. Reciprocal arrangements, that is whereby clinical supervision is provided to another service in return for supervision within the home health service, continues to be work that is governed by the home health service policies and procedures and should be approved in writing by the Discipline Senior / Lead or person with appropriate authority.
6. All reciprocal arrangements should be agreed for a maximum of 12-month time frame and reviewed in conjunction with the Discipline Senior / Lead or person with appropriate authority at the anniversary of the agreement if not prior
7. Organisations are encouraged to seek Legal Counsel support from within their own organisation to support the reciprocal arrangement requirements for their organisation
8. Organisations/Health Services may encourage employees not to provide personal phone numbers or personal email contact details for use in the CMHL public listing, however, may provide approval for use of the health service email and landlines as the listed point for contact,
9. Organisations/Services may choose to utilise the CMHL public Clinical Supervisor database rather than creating individual health service Clinical Supervisor databases,
10. The CMHL Clinical Supervisor database includes a filter 'service/organisation'. The CMHL promotes that the list of Clinical Supervisor names for a specific Health Service/organisation may be shared with an employer directly, should that information be requested by the organisation/service. Please note that a person may list under 'other' instead of selecting the Health Service.