



## **Supervision for Direct Care Staff**

Date of Origin: March 10, 2015

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### **I. Purpose**

To ensure that UCP supervision practice supports the development of staff's skills with clients to provide a high quality of care.

### **II. Policy**

UCP will provide all direct care staff administrative and clinical supervision according to the standards outlined in MaineCare Rules, Mental Health Licensing Standards, professional license requirements and best practices.

### **III. Procedure**

*Outpatient and HCT Clinicians-* Conditionally Licensed Clinicians are provided with weekly clinical supervision by the Clinical Director. Fully licensed clinicians meet individually with the Clinical or Program Director at least once a month for individual supervision. All clinicians also participate in weekly Clinical Staff Group Supervisions for 2 hours that is comprised of administrative items, training components and case reviews. Additional consultation hours are required in evidence-based learning collaboratives.

*HCT BHPs-* HCT BHPs are administratively supervised by the HCT Supervisor who is also available for clinical support. The HCT clinicians provide clinical supervision to the BHPs through meetings, phone consultations, team meetings and joint shifts. The clinicians and BHPs meet twice a month for 2 hours. This meeting is comprised of administrative items, training components and case reviews. Full time BHPs receive 20 hours of supervision a month. PT employees supervision requirements are prorated.

*Bridges Day Treatment-* There are three eligible supervisors in the Bridges Day Treatment Service. Supervision is provided in one four-four block each month, with training topics ranging from a variety of ABA topics. Full time BHPs receive 4 hours of supervision a month and part time staff are prorated.

*TCM and BHH-* Supervision is provided in two hour blocks on the 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> Mondays of each month with a Clinical supervisor present at each meeting, and a medical consultation on the 4<sup>th</sup> Monday and psychiatry consultation on the 2<sup>nd</sup> Monday. Training

topics include paperwork, populations, medical needs, medications, behavioral health, resources in the community and other training topics that are needed for the group to work with the population receiving the service. Additionally, staff can request 1:1 supervision with a clinical supervisor as needed.

*After hours clinical consultation /supervision:* There is a mental health clinician on call M-F after 4:30 until 8am the following day and on Saturday and Sundays 24hours/day. This is back support for RCS/HCT BHPS, TCMs and Clinicians.

If direct supervisor is not available staff may seek consultation from other UCP supervisors or program directors.

  
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Scott Tash, CEO

3-13-19  
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Date