
Singapore Register of Psychologists (SRP)

Procedures to meet the Supervised Practice Requirements for Registration

The process of a recognised supervision procedure is a means of assisting Members of the Society to fulfill the requirements to be a Registered Psychologist (Singapore) with the aim of improving professional standards. **Approval of supervision arrangements is only for Members of the Society.**

Although Approved Supervisors of the programme may not be Members of the Society, they must meet the criteria to be a Registered Psychologist (Singapore).

1. Goals of Supervision*

1.1 The purposes of supervision are:

- (a) To educate about and promote ethical and professional standards of conduct;
- (b) To protect clients/patients, employers and supervisees whilst the latter learn professional tasks and roles;
- (c) To assist supervisees to apply their professional knowledge in current work situations; and
- (d) To support the professional development of supervisees in ways that will increase their effectiveness as professional psychologists.

1.2 Supervised experience is distinguished from an academic programme, personal counseling or therapy. If personal counseling is required, the supervisee should be referred to qualified individuals or institutions separate from supervision arrangements.

1.3 Supervised practice will not be considered as alternative to a professional qualification in a specialised field of applied psychology.

Before embarking on supervision, it may be helpful for applicants to reflect on questions such as the following:

- (a) “What types of supervision would enable me to achieve the maximum gains in learning? That is, what might I expect from supervision?”
- (b) “Do I have a career plan in mind? Does it include specialisation in an area such as counselling, clinical, or organisational psychology? Does the work plan include private practice, working in a government department or in the private sector?”

* Adapted from Psychologists Board of Queensland-Registration Kit-May 2000

2 Eligibility of Supervisor

- 2.1 The supervisor must be eligible to be Registered Psychologist (Singapore) for at least three years prior to applying to be an Approved Supervisor.
- 2.2 The Council will designate such qualified psychologists as Approved Supervisor.

3 Arranging for supervision

The Council recommends the following procedures for the implementation of approved supervision:

- 3.1 Identify an Approved Supervisor or someone in the process of becoming an Approved Supervisor.
- 3.2 Whenever possible, choose a supervisor who has the expertise to guide you in your intended area of specialisation.
- 3.3 Send your completed “Application for Supervision” to the Supervision Chair.
- 3.4 Supervision should be based upon an agreement between Approved Supervisor and supervisee. The agreement should include:
 - appropriate skills and techniques to be acquired
 - the means by which they are to be acquired
 - the arrangements for meeting (e.g. face to face supervision, exchange of tapes, writing of reports).

Both Approved Supervisor and supervisee should monitor progress towards the attainment of the goals set out in the agreement so that unusually slow progress can be detected quickly.

- 3.5 A log of supervised practice and supervision must be maintained. It is incumbent upon the supervisee to ensure that out of the 800 supervised practice hours required for Registration, 160 hours must consist of face-to-face supervision, of which 80 hours must be one-to-one. The supervisee should keep the log available for possible inspection by the Registration Committee.

4. Responsibilities of Approved Supervisor and Supervisee

- 4.1 Assistance to new psychologists is a responsibility of the profession. This does not preclude a fee (or unpaid professional work in lieu of a fee) being charged.
- 4.2 The responsibility for arranging satisfactory supervision remains primarily with the supervisee, who may seek assistance from the Registration Committee, or the Council of the Singapore Psychological Society.

- 4.3 Supervision Progress Report should be prepared and submitted to the Supervision Chair every 6 months. Copies of these reports should be included in the log.
- 4.4 It is the responsibility of the Approved Supervisor to inform supervisees about areas needing special attention including the supervisee's knowledge of ethical and professional standards of conduct.
- 4.5 If the Approved Supervisor is unlikely to recommend a supervisee for Registration, it is expected that the Approved Supervisor will have discussed the reasons and possible remedies with the supervisee at the earliest appropriate occasion.
- 4.6 The Approved Supervisor will be required to certify the professional competence of the supervisee. This should be included with the application for Registration by the supervisee.

5 Requirements for Supervision Sessions

- 5.1 The applicant for Registration must have documented supervision of a minimum of 800 hours of supervised psychological practice.
- 5.2 Supervision should consist of :
- a minimum of 160 hours of face-to-face supervised practice, of which at least 80 hours must be one-to-one
 - a minimum of 360 hours of direct contact with clients
 - observations/ workshadowing and professional development activities will not be included in the 800 hours of supervised practice.
- 5.3 The above number of hours represents an absolute minimum. Approved Supervisors are responsible for ensuring the competence of supervisees, and who may require additional work experience and/or supervision.
- 5.4 Sessions should occur with sufficient frequency and duration to enable appropriate exchange of views. Weekly or fortnightly meetings are likely to be most appropriate. Meetings of less than 30 minutes are not encouraged.
- 5.5 Decisions regarding the suitability of supervision for purposes of Registration are not final until accepted by the Registration Committee and approved by the Council.

6. Appeals

- 6.1 When an Approved Supervisor and a supervisee are unable to reach a mutually satisfactory resolution of difficulties, decisions or recommendations, either or both may appeal to the Registration Committee for assistance.