

NEBRASKA COMMISSION ON PROBLEM GAMBLING



GAMBLERS ASSISTANCE PROGRAM

CLINICAL SUPERVISION MANUAL

SUPERVISION OF THE PRACTICUM

NEBRASKA COMMISSION ON PROBLEM GAMBLING

GAMBLERS ASSISTANCE PROGRAM

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THE NEBRASKA COMMISSION ON PROBLEM GAMBLING THE SUPERVISED PRACTICUM PROCESS

Section 4(4) of LB6, adopted by the Nebraska Legislature in 2013, directs the Commission on Problem Gambling to “develop standards and guidelines for training and certification of problem gambling counselors.” On October 21, 2016, the Commission adopted the standards and procedures in this manual to provide for the clinical supervision of the Provisional Certified Disordered Gambling Counselor during the practicum hours leading to completion of the requirements for certification.

Where applicable, these standards and guidelines are incorporated in contracts between the Commission on Problem Gambling and counselors offering services to Nebraska residents.

Upon finishing the formal training course in problem gambling counseling, the candidate for certification and a contract with the Gamblers Assistance Program must perform therapy practice under supervision. This process is meant to provide a mentor to whom the candidate can turn for guidance in addressing the issues presented by a client. At this point the task of being a counselor of disordered gambling turns from theory to reality. No trainer can predict the whole range of issues that clients will present to a counselor. The Program endeavors to align the new therapist with an experienced therapist who can offer help without taking over responsibility for the client's therapy. Ultimately, the practicum supervisor will play a significant role in the new counselor's future with the Program.

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References

"Clinical Supervision and Professional Development of the Substance Abuse Counselor" *SAMSHA TIP 52* (Rev. 2014)

"Quick Guide for Clinical Supervisors Based on TIP 52" *SAMSHA* (2009)

"Competencies for Substance Abuse Treatment Clinical Supervisors" *SAMSHA TAP 21-A* (Rev. 2013)

CHAPTER 1 DEFINITIONS

As used in this manual, unless the context otherwise requires:

Approved practicum supervisor means an individual who is a Certified Disordered Gambling Counselor in the state of Nebraska, has completed the clinical supervisor training course approved by the Certification Advisory Board and has been approved by the Commission on Problem Gambling to act as a practicum supervisor.

Assessment means the process used by a counselor to evaluate the nature and severity of the client's gambling-related problems and behaviors. This will include, but is not limited to, use of interview and testing techniques to identify potential co-morbid and/or medical disorders for which consultation or referral may be appropriate.

Board means the Disordered Gambling Counselor Certification Advisory Board.

Case management means the coordination of client care throughout the treatment process. This will frequently involve referral to other professionals or support systems to match client needs with appropriate resources.

Certification means the process by which the Nebraska Gamblers Assistance Program sets minimum standards for disordered gambling counselors and grants recognition of individuals who have met those standards by issuing certificates to them.

Certified Disordered Gambling Counselor (CDGC) or Counselor means a person who has met the standards for certification under the Program guidelines and holds a valid certificate issued by the Nebraska Gamblers Assistance Program. An individual may not represent himself or herself as a Certified Disordered Gambling Counselor unless he/she holds a valid certificate.

Clinical supervision means supervision directed towards enhancing the clinical skills and competencies of individuals providing disordered gambling counseling as they accrue practicum hours leading up to receiving certification.

Code of ethics means the mandatory behavioral guidelines set forth in these standards to govern the conduct of clinical supervisors.

Disordered gambling client means a person with a diagnosis of Gambling Disorder or problem gambling based upon the criteria in the current edition of the *Diagnostic and Statistical Manual* of the American Psychiatric Association who receives services from the Gamblers Assistance Program. It also refers to any individual significantly impacted by another's gambling behavior, and who is the recipient of disordered gambling counseling services provided by a counselor under contract with this Program.

Disordered gambling counseling means providing counseling services to disordered gambling clients for remuneration. Specific tasks include, but are not limited to:

1. Responding to client needs during periods of acute emotional and/or physical distress via application of appropriate counseling skills.
2. Assisting individuals to evaluate their gambling habits, and to recognize compulsive/disordered gambling when it exists.
3. Assisting clients through the counseling relationship to develop understanding, define goals, plan action, and change the disordered gambling behavior, taking into consideration the client's interests, abilities, aptitudes, and needs.

Counselor performance domains means the duties required of a disordered gambling counselor. These are client, family and community education; client intake and assessment; counseling and case management; and professional responsibility.

Commission means the Nebraska Commission on Problem Gambling

Gambling Disorder is the term used in the DSM-V 312.31 (F63.0). This term is synonymous with DSM IV Pathological Gambling to the extent that the diagnostic criteria are the same. It may also be referred to as compulsive gambling or gambling addiction. The term "problem gambling" as it appears in Nebraska statutes refers to the entire spectrum of life problems that may result from gambling behavior.

Education means formal classroom education or instruction in the form of workshops, seminars, institutes, college or university course work and online classes.

Gross incompetence means demonstrated lack of proficiency, skill or ability to perform the duties and functions of a disordered gambling counselor to a high degree.

Hour of education means 60 minutes of instruction. One hour post-secondary academic credit per semester constitutes 15 hours of education. An hour of post-secondary academic credit per quarter constitutes 10 hours of education. Online hour means demonstrated proficiency in a topic of instruction offered by an approved online training program granting one hour credit for the training.

Intake means the process by which a client is oriented to the treatment process by review of therapeutic goals, costs, expectations, rights and responsibilities. This will also include the gathering of relevant client data for administrative, research, and clinical purposes with the client's informed consent.

Professional means an individual who possesses specialized knowledge and skills in a particular field of endeavor, which is readily accepted and recognized by other practitioners in the profession and the public, and for which remuneration for services is received.

Professional responsibility includes adherence to the code of ethics outlined in these standards and guidelines and the generally accepted standards of care applicable to practitioners in the fields of behavioral health services, maintaining appropriate clinical

records, seeking consultation when needed, and completion of continuing education for professional growth.

Program means the Nebraska Gamblers Assistance Program.

Provisional Certificate means a certificate issued by the Commission on the recommendation of the Certification Advisory Board that authorizes an individual to provide treatment services upon completion of the formal education requirement in 2-003.01A, plus 72 hours of the core training program required in 2-003.01B. A person granted a provisional certificate shall be supervised according to the practicum requirements in 2-003.02 and 2-003.03, while completing the remaining hours of training.

Shall means required.

Significant other treatment means the utilization of special skills and knowledge in the provision of counseling to those people who are in a family or family-like relationship with a disordered gambling client who are either impacted by the disordered gambling and/or, in turn, impact the gambler. It includes the process of exploring the dynamics of the family system and facilitating appropriate changes as related to the disordered gambling.

CHAPTER 2 REQUIREMENTS FOR APPROVAL OF THE PRACTICUM SUPERVISOR

2-001 Authority The Commission has authority under Nebraska statute section 9-1004(4) to establish certification standards for disordered gambling counselors. Chapter 2 of those standards requires supervised practicum training as part of the education of a counselor.

2-002 Experience and Training Requirements The candidate seeking approval to act as practicum supervisor by contract with the Gamblers Assistance Program must demonstrate the following:

2-002.01 Current Nebraska certification as a Certified Disordered Gambling Counselor.

2-002.02 Proof of completion of the clinical supervisor training courses approved by the Gamblers Assistance Program Certification Advisory Board.

2-002.03 Proof of performance of 40 hours or more per month, on average, of outpatient disordered gambling counseling services to any combination of individuals, concerned others and groups, over the two year period immediately preceding the date of application for approval as a supervisor.

2-002.04 Certification that the applicant is familiar with the current version of the Training and Certification Standards for Certified Disordered Gambling Counselors in Nebraska and the current version of the Problem Gambling Treatment Contract Provider Manual.

2-002.05 Certification that the applicant is, and will remain, informed of current developments and emerging issues in the field of disordered gambling treatment, by attendance at continuing education programs, participation in online presentations such as webinars and studying current literature in the field.

CHAPTER 3 THE CONTRACT BETWEEN THE SUPERVISOR AND THE GAMBLERS ASSISTANCE PROGRAM

3-001 The provisions of this manual shall be incorporated into the contract between the supervisor and the Program by reference, and as a result shall be considered a part of it and binding upon the parties unless expressly excluded.

3-002 Basic terms.

3-002.01 The contract shall be for a term that coincides with the expected duration of the practicum required for the provisional counselor being supervised.

3-002.02 Compensation and reimbursement of expenses shall be paid at the rate specified by the Commission on Problem Gambling.

3-002.03 Gamblers Assistance Program standard general provisions for vendor contracts shall be included.

3-002.04 The Gamblers Assistance Program shall select both the supervisor and the provisional counselor being supervised. A supervisor may be selected to supervise more than one provisional counselor at a time, but no more than three. Each individual being supervised shall be the subject of a separate contract.

3-003 The duties of the supervisor.

3-003.01 Assess the professional development and proficiency of the counselor being supervised.

3-003.02 Differentiate between issues requiring corrective action and those which reflect the counselor's evolving skills.

3-003.03 Institute a process that identifies the skills for which the provisional counselor needs further development and continuously modify the supervision process as indicated during the period of the practicum.

3-003.04 Provide clear feedback and guidance to the provisional counselor and respond promptly to questions and issues presented.

3-003.05 Avoid creating the impression or belief by the client that the supervisor is acting as counselor for the client in place of the provisional counselor who is under supervision.

3-003.06 Create and maintain the record of supervision using the forms attached in the appendix to this manual, or an equivalent, in hard copy or digital format.

3-003.07 Continuously evaluate the provisional therapist's professional development in the areas of proficiency required in the Program application for certification, Section B - Evaluation of Applicant.

3-003.08 Remain objective when assessing the provisional therapist's progress and evaluations, and avoid personal relationships that would compromise the supervisor's objectivity.

3-003.09 Report promptly to the Program Director, the Certification Advisory Board, or the Commission, any act by the provisional counselor under supervision that:

3-003.09A Causes, or is reasonably certain to cause, actual physical, emotional or mental harm to a client, family member or concerned other of a client.

3-003.09B Constitutes a crime involving dishonesty or moral turpitude.

3-003.09C Violates client confidentiality.

3-003.09D Violates the Program Code of Ethics or is grounds for discipline as provided in Chapter 5 of the Training and Certification Standards.

3-003.10 At the conclusion of the period of supervised practicum, when the provisional counselor has completed all of the required hours of supervised practice, complete the Gambler Assistance Program approved Evaluation of Applicant documentation fully, truthfully and without bias or favor, and respond to any request for further information from the Certification Advisory Board or the Commission.

CHAPTER 4 THE AGREEMENT BETWEEN THE SUPERVISOR AND THE PROVISIONAL COUNSELOR

4-001 The supervisor shall take the initiative to establish a memorandum of understanding with the provisional counselor being supervised that clearly states the terms of the agreement between them. The suggested form of agreement in these standards or an equivalent document shall be used.

4-002 The agreement shall be for a term that the participants expect will be equal to the duration of the practicum requirement that applies to the provisional counselor.

4-003 There shall be no compensation or other benefit owed or paid to the supervisor by the provisional counselor for the supervision services covered by the agreement.

4-004 At a minimum, the agreement shall describe the means and methods of supervision, frequency of supervisor interactions, goals of the supervisory relationship, means of accomplishing those goals and methods of addressing and resolving difficulties. Terms may be modified and other terms added as appropriate.

4-005 The rules of confidentiality between counselor and client apply equally to the supervisor. It shall be a requirement of the agreement between them that the supervisor and the counselor being supervised shall at all times protect the confidentiality of the counseling clients and be aware of, and inform the clients about, the limits on confidentiality such as reporting child abuse and specific threats of violence.

4-006 The agreement shall specify that the client will be informed of the fact that the provisional counselor is practicing under supervision, and shall disclose to the client the name of the supervisor.

4-007 The agreement shall provide a method to resolve disputes and disagreements between the supervisor and the provisional counselor being supervised, including ultimate and final resolution by the Certification Advisory Board.

4-008 The agreement shall clearly state that no personal relationship between the supervisor and the provisional counselor being supervised is allowed other than necessary to maintain a cordial working environment that fosters quality service to the counseling client and professional growth of the provisional counselor.

CHAPTER 5 CODE OF ETHICS

5-001 The Code of Ethics of the Nebraska Gamblers Assistance Program found in Chapter 5 of the Training and Certification Standards is incorporated in this manual by this reference the same as if it had been reproduced in full, and is binding on the clinical supervisor and the provisional counselor being supervised.

5-002 The clinical supervisor shall maintain confidentiality of all client information obtained during the term of the supervision.

5-003 The clinical supervisor shall not enter into or participate in a personal relationship with the provisional counselor under supervision, except as clearly necessary to carry out the functions of supervision.

5-004 The clinical supervisor shall not express opinions or give recommendations about the qualifications of the provisional counselor under supervision unless such opinions or recommendations are reasonably based upon objective evidence.

5-005 The clinical supervisor shall at all times give the welfare of the client priority over the welfare of the provisional counselor being supervised.

5-006 The clinical supervisor shall not solicit or accept any form of gratuity, compensation or material benefit from the counselor being supervised.

5-007 The clinical supervisor shall not do or say anything to, on in the presence of, the counseling client that would lead a reasonable person in the position of the counseling client to believe that the counselor being supervised is not serving the client's interests in the manner expected of professional counselors.

5-008 The clinical supervisor shall not do or say anything to, or in the presence of, the counseling client that would lead a reasonable person in the position of the counseling client to believe that the clinical supervisor is actually providing the counseling service to the client, or would be better suited to do so.

These standards for supervision of the practicum services by provisional certified disordered gambling counselors were adopted by the Nebraska Commission on Problem Gambling at its regular meeting on October 21, 2016.

Secretary of the Commission