



Subject: Counseling Supervision

Effective Date: 3/20

Revision Date: 9/22

DESCRIPTION

OSU Health Plan (OSUHP) does not credential Licensed Professional Counselors (LPC), Licensed Social Workers (LSW) or Marriage and Family Therapists (MFT). However, services provided by these professionals may be covered according to the guidelines set forth in this policy.

DEFINITIONS

Work supervision: Supervision required of licensed professional counselors, licensed social workers and marriage family therapists, who are engaging in the diagnosis and treatment of mental and emotional disorders. Work supervision may be provided by a professional clinical counselor, psychologist, psychiatrist, independent marriage and family therapist, or independent social worker. This supervision requires the evaluation of the supervisee's performance; professional guidance to the supervisee; approval of the supervisee's intervention plans and their implementation; the assumption of responsibility for the welfare of the supervisee's clients; and assurance that the supervisee functions within the limits of their license. The assessment, diagnosis, treatment plan, revisions to the treatment plan, correspondence and transfer or termination of the client(s) shall be approved by the supervisor and shall be made available to the board upon request. Licensed professional counselors shall disclose to their clients on all printed and electronic material that they are engaging in the diagnosis and treatment of mental and emotional disorders under the supervision of an appropriately licensed mental health professional. The supervisee shall also disclose to their clients on the disclosure statement or similar document the name(s) of the professional(s) providing supervision.

Group supervision: Supervision by one supervisor of a group of three to six supervisees.

Triadic supervision: Comprised of a supervisor and two counselor trainees or two licensed professional counselors.

APPLICABILITY

The policy applies to all OSUHP benefit plans.

POLICY GUIDELINES

OSUHP will cover services provided by an LPC, LSW or MFT when billed by the supervising provider if the following guidelines are met:

- 1) If the member has elected a plan with network restrictions, such as Prime Care Advantage or Prime Care Connect, the supervising provider must participate in the OSUHP statewide network; and
- 2) A licensed professional clinical counselor (LPCC-S), licensed independent social worker (LISW-S) or independent marriage and family therapist (MFTI-S) providing supervision shall:
 - a) Have demonstrated competence in the area in which they are supervising; and
 - b) Have training in supervision theory and practice; and
 - c) Have training in legal and ethical issues relevant to counseling; and
 - d) Have training in multicultural counseling competencies as defined by the board; and
 - e) Have an active and unrestricted supervisory designation through the State CSWMFT board;
- 3) Records of training supervision shall be maintained by the supervisee and made available to OSUHP upon request. The supervision records shall contain information concerning the dates/times of supervision, content and goals of supervision and shall be signed by the supervisor at least quarterly; and
- 4) LPC, LSW and MFT providers shall disclose to their clients on all printed and electronic material that they are engaging in the diagnosis and treatment of mental and emotional disorders under the supervision of an appropriately licensed mental health professional. The supervisee shall also disclose to their clients on the disclosure statement or similar document the name(s) of the professional(s) providing supervision, to be made available to OSUHP upon request.

EXCLUSIONS

OSUHP does not cover any of the following (not all-inclusive):

- Services provided by students or trainees (including counselor trainee [CT], social worker trainee [SWT], marriage and family therapist trainee [MFTT])
- Services provided by a LPCC-S, LISW-S or MFTI-S who is a family member of the training supervisee

PROCEDURES

The Third Party Administrator (Trustmark) will process claims submitted by a LPCC-S and LISW-S according to the member's benefit plan. OSUHP reserves the right to audit these claims and request supporting documentation as outlined in this guideline.

RESOURCES

4757 Ohio Administrative Code. § 4757.17.01 (2019), available at <http://codes.ohio.gov/oac/4757-17-01>

"Faculty and Staff Health Plans Specific Plan Details Document." The Ohio State University Office of Human Resources, Oct. 2019. Web. <https://hr.osu.edu/wp-content/uploads/medical-spd.pdf>