



Legal Framework of Supervision & Coaching in Europa

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1. Introduction

This study contains information on legal frames and/or other regulations for supervision & coaching, business and management consulting and psychotherapy in Europe.

The first step we took was the exploration of relevant data (institutions, organizations, key-person etc.) via internet and telephone using ANSE website as a first orientation platform. We asked for support the Austrian Chamber of Trade and Commerce and its representations in the European countries, and all ANSE members.

A second step was made up of the gained information the explored institutions /persons had sent back. We selected, crosschecked and filled it into a matrix.

In a third step a design was developed. You will find a first cross-country matrix, where you can catch a short and quick overview. To get more on detailed information have a look on the national matrices afterwards. Here all collected information is visible (including the sources). If material is attached you will find a note and the document in the attachment.

A short reflection on the research process and some eye-catching characteristics closes the study.

Judith Anger, Victoria Schober
Vienna, 31.01.2014

2. ECVision. A European System of Comparability and Validation of Supervisory Competences

The ECVISION project promises to develop the very first common basis for supervision and coaching in Europe by means of the contemporary concepts of core tasks and competences. During the many activities in the professional association for supervision and coaching, the needs for the transparency and comparability of different approaches and various training programs for both forms of consulting have emerged. The project aims to offer to the professional society a useful platform for comparison of different approaches to training and to the customers a clear overview of what Supervision and Coaching is offering them.

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This Overview was produced in the framework of the LEONARDO – Development of Innovation Project „ECVision. A European System of Comparability and Validation of Supervisory Competences, 527220-LLP-AT-LEONARDO-LMP”.

Expected results of the three year Development of Innovation Project are:

The Glossary of supervision and coaching terminology serves as the basis for the further development of products. The Glossary aims at assuring comparability of terms, definitions and legal frameworks; It will be available in the languages of all consortium partners, partly in French as well. The Glossary offers even more – a clear overview of the concepts, core qualities, types, settings, methods, outcomes and stakeholders of supervision and coaching.

The Competence Matrix will assure comparability of supervisory competences and qualifications in reference to professional tasks. The competences will be described in Learning Outcomes on stages of competence development from 4 to 7, according to the European Qualifications Framework.

The comparison and the correspondence between different types of the training programs will derive from the competence matrix, and go through related Learning Units back to their curricula. By Learning Units, the project partners consider the components of a qualification, consisting of a coherent set of knowledge, skills and competence that can be assessed and validated.

As the project is tackling the question of comparability and correspondence between the university study courses for supervision and training courses at the training institutes, describing Learning Units for both, academic and private VET programs. Furthermore, the project will provide a Correspondence Table between ECVET and ECTS.

3. Matrix of National Regulations

Overview Legal Frameworks of Supervision & Coaching, Management Consulting and Psychotherapy <small>✓☐ regulated ☐☐☐ not regulated ☐-☐ no Information</small>			
Country	Supervision & Coaching	Management Consulting	Psychotherapy
Bosnia & Herzegowina	X	-	-
Germany	X	X	✓
Estonia	-	X	-
Finland	X	-	✓
Greece	X	X	X
United Kingdom	X	-	✓
Ireland	-	X	-
Iceland	-	-	-
Italy	X	X	✓
Croatia	✓	-	-
Lithuania	X	-	✓

Overview Legal Frameworks of Supervision & Coaching, Management Consulting and Psychotherapy

✓ regulated X not regulated - no Information

Country	Supervision & Coaching	Management Consulting	Psychotherapy
Latvia	X	-	✓
The Netherlands	X	-	✓
Norway	X	X	-
Austria	X	✓	✓
Romania	-	-	✓
Sweden	-	-	✓
Switzerland	X	X	✓
Slovakia	-	X	-
Slovenia	✓	-	-
Spain	-	-	-
Hungary	X	-	✓

4. National Specifications

4.1. Austria

Austria				
	Supervision & Coaching	Management Consulting	Psychotherapy	Lebens – & Sozialberatung ¹
Legal Framework	<ul style="list-style-type: none"> - legally not regulated profession - Freelance profession 	<ul style="list-style-type: none"> - regulated business - § 18 Abs. 1 der Geschäftsordnung 1994, BGBl. Nr. 194, Bundesgesetz BGBl. I Nr. 111/2002 	<ul style="list-style-type: none"> - regulated business - Bundesgesetz vom 7. Juni 1990 über die Ausübung der Psychotherapie (Psychotherapie-gesetz), GBl/1990/361 	<ul style="list-style-type: none"> - regulated Business - § 18 Abs. 1 der Businessordnung 1994, BGBl. Nr. 194, zuletzt geändert durch das Bundesgesetz BGBl. I Nr. 111/2002
Detailed Information	<ul style="list-style-type: none"> - Legal contradiction: Free business despite of strongly regulations for professions as “Lebens- & Sozialberatung”, Management Consulting, Psychotherapy 	<ul style="list-style-type: none"> - Detailed preconditions: Befähigungsnach-weisverordnung (BGBl II Nr 94/2003 idgF) 	<ul style="list-style-type: none"> - Professional duties: Psychotherapiegesetz § 14: Professional duties of the psychotherapist 	<ul style="list-style-type: none"> - Standes -und Ausübungs-regeln: § 69 Abs. 2 der Gewerbeordnung 1994, BGBl. Nr. 194, zuletzt geändert durch das Bundesgesetz BGBl. I Nr. 30/1998
Annex	<ul style="list-style-type: none"> - Berufsrecht Supervision 	<ul style="list-style-type: none"> - Legal regulation (RIS) 	<ul style="list-style-type: none"> - ÖVS Stellungnahme zum Psychologengesetz - EEA Regulations 	<ul style="list-style-type: none"> - Merkblatt (WKO) Lebens- and Sozialberatung unter Supervision - Legal regulation für Lebens - und Sozialberatung (RIS) - Ausübungsregeln (RIS) - Gewerbeordnung (RIS)

¹ Lebens- und Sozialberatung exists only in Austria

Austria

	Supervision & Coaching	Management Consulting	Psychotherapy	Lebens – & Sozialberatung ¹
Associations	<ul style="list-style-type: none"> - ÖVS - Österreichische Vereinigung für Supervision - ACC - Austrian Coaching Council 	<ul style="list-style-type: none"> - VÖB - Vereinigung Österreichischer Betriebs- und Organisations-berater - UBIT - Fachverband Wien Unternehmensberatung und Informationstechnologie 	<ul style="list-style-type: none"> - ÖBVP - Österreichische Bundesverband für Psychotherapie - VÖPP - Vereinigung Österreichischer Psychotherapeut-Innen - EAP [Member] European Association of Psychotherapy 	<ul style="list-style-type: none"> - ÖBV - LSB Österreichischer Bundesverband der Lebens- und Sozialberaterinnen - Lebens- und Sozialberater Fachverband der gewerblichen Dienstleister WKÖ
References	<ul style="list-style-type: none"> - ÖVS - Österreichische Vereinigung für Supervision Peter Schwarzenbacher Esther Gruber - ACC - Austrian Coaching Council 	<ul style="list-style-type: none"> - WKÖ - Fachgruppe Wien Unternehmensberatung & Informationstechnologie Alexandra Kirnbauer - Consulting Europa 	<ul style="list-style-type: none"> - ÖBIG - Austrian Federal Institute for Health - EEA Regulations Gesundheit Austria Elisabeth Hagleitner - EAP - European Association of Psychotherapy 	<ul style="list-style-type: none"> - Lebens- und Sozialberater Fachverband der gewerblichen Dienstleister WKÖ

4.2. Bosnia and Herzegovina

Bosnia and Herzegovina			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- No legal Framework	- no Information	- no Information
Detailed Information	- In the field of Social work partially legally regulated	- no Information	- no Information
Annex	- no Annex	- no Annex	- no Annex
Associations	- BiH Asocijacija supervizora Džanuma Đ urašin	- no Information	- EAP European Association of Psychotherapy
References	- BiH Asocijacija supervizora Džanuma Đ urašin - Austrian Embassy Sarajewo Lucas Bachmayer	- Austrian Embassy Sarajewo Lucas Bachmayer	- ÖBIG Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP European Association of Psychotherapy

4.3. Croatia

Croatia			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	<ul style="list-style-type: none"> - the Act on Social Welfare (2012) - the Strategy of the Development of the Social Welfare 2011-2016 - the Strategy of Education, Science and Technology (still in the process of adoption) 	<ul style="list-style-type: none"> - no Information 	<ul style="list-style-type: none"> - no Information
Detailed Information	<ul style="list-style-type: none"> - no Information (until now) 	<ul style="list-style-type: none"> - no Information 	<ul style="list-style-type: none"> - no Information
Annex	<ul style="list-style-type: none"> - no Annex 	<ul style="list-style-type: none"> - no Annex 	<ul style="list-style-type: none"> - no Annex
Associations	<ul style="list-style-type: none"> - HDSOR Hrvatsko drustvo za superviziju i organizacijski razvoj - Hrvatska udruga za coaching 	<ul style="list-style-type: none"> - Croatian Association of Management Consultants 	<ul style="list-style-type: none"> - EAP [Member] - European Association of Psychotherapy - SPUH - Savez psihoterapijskih udruga Hrvatske

4.4. Estonia

Estonia			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- no Information (until now)	- legally not regulated	- no Information
Detailed Information	- no Information (until now)	- Supervision more developed than Management Consulting	- no Information
Annex	- no Annex	- OBIE Working Paper Reihe Nr. 5 Management Consulting in Estonia	- EEA Regulations
Associations	- ESCÜ - Eesti Supervisiooni ja Coaching u Ühing	- no Information	- EAP [Member] European Association of Psychotherapy - EPTA Eesti Psühhoteraapia Assotsiatsioon
References	- ESCÜ - Eesti Supervisiooni ja Coaching u Ühing Signe Vesso Kreet Ann - Austrian Embassy Tallinn - Achim Fritzsche	- Austrian Embassy Tallinn - Achim Fritzsche	- ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP European Association of Psychotherapy

4.5. Finland

Finland			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally not regulated	- no Informationen	- Act (559/1994) on Health Care Professionals Decree (564/1994) on Health Care Professionals
Detailed Information	- Common contract law applicable - Requested qualification and ethical regulations come from international and finnish professional organizations	- no Informationen	- Professional duties according to those of Health Services
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- ICF International Coach Federation - Suomen Coaching YHDISTYS Finnischer Coaching Verband - PIAF Föreningen för processinriktad handledning i Finland	- no Informationen	- EAP European Association of Psychotherapy

4.6. Germany

Germany			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- Legally not regulated	- Legally not regulated	- Gesetz über die Berufe des Psychologischen Psychotherapeuten und des Kinder- und Jugendlichenpsychotherapeuten (Psychotherapeutengesetz) BGBl. I S. 1311 vom 16. 6. 1998, in Kraft seit 1999
Detailed Information	- no Informationen	- ICMCI (siehe Associations) weltweite Vereinigung zur Qualitätssicherung der Unternehmensberater	- Controlled by National Chamber of Psychotherapists
Annex	- no Annex	- Merkblatt Management Consulting [IHK Industrie and Handelskammer Hannover]	- EEA Regulations
Associations	- DGSv - German Association for Supervision - DBVC - Deutscher Bundesverband Coaching Christopher Rauen - BDVT Berufsverband für Trainer, Berater and Coaches	- ECA - European Coaching Association - BDU - Bundesverband Deutscher Unternehmensberater - Deutscher Management Verband - BFB - Bundesverband der freien Berufe - EBD - Netzwerk Europäische Bewegung Germany - ICMCI - International Council of Management Consulting Institutes - ECSSA - European Confederation of Search & Selection Associations	- EAP - European Association of Psychotherapy - DVP - Deutscher Dachverband für Psychotherapie

Germany

	Supervision & Coaching	Management Consulting	Psychotherapy
References	<ul style="list-style-type: none"> - DGSv - German Association for Supervision - Austrian Emabassy Berlin Johann Kausl 	<ul style="list-style-type: none"> - Austrian Embassy Berlin Johann Kausl - ECA - European Coaching Association Gabriele Kumar - DGSv - German Association for Supervision Annette Lentze - IHK Industrie und Handelskammer Hannover 	<ul style="list-style-type: none"> - ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP - European Association of Psychotherapy

4.7. Greece

Greece			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally not regulated	- legally not regulated	- legally not regulated
Detailed Information	- no Information	- no Information	- no Information
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- no Information	- no Information	- EAP [Member] European Association of Psychotherapy - NOPG National Organisation for Psychotherapy of Greece
References	- Domna Ventouratou-Schmetterer - Markos Perrakis - Austrian Embassy Athens	- Domna Ventouratou-Schmetterer - Austrian Embassy Athens	- EEA Regulations - Domna Ventouratou-Schmetterer - Austrian Embassy Athens - EAP European Association of Psychotherapy

4.8. Hungary

Hungary			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally not regulated	- no Information	- Law 1997, Nr. 154 (CLIV) about Health Services, revised 2009 (1997. évi CLIV. törvény az egészségügyről)
Detailed Information	- Recommendation within the Social Law according to further education. - MSZCT (see Associations) in charge for ethical issues.	- no Information	- no Information
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- MSZCT - Association of Hungarian Supervisors	- no Information	- EAP [Member]- European Association of Psychotherapy - HCP - Hungarian Council of Psychotherapy - Pszichoterapiás Tanács
References	- MSZCT - Association of Hungarian Supervisors - Erzsébet Wiesner - Austrian Embassy Budapest Stefan Pretterhofer - Austrian Foreign Trade Center Budapest Erika Teoman- Brenner	- Austrian Embassy Budapest Stefan Pretterhofer	- ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP - European Association of Psychotherapy

4.9. Ireland

Ireland			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- no Information (until now)	- legally not regulated	- no Information
Detailed Information	- no Information (until now)	- no Informationen	- no Information
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- SAI Supervisors Association of Ireland	- no Informationen	- ICP Irish Council for Psychotherapy - EAP [Member] European Association of Psychotherapy
References	- SAI Supervisors Association of Ireland Geraldine Holton - Austrian Embassy Dublin Wilhelm Nest	- Austrian Embassy Dublin Wilhelm Nest	- ÖBIG - Austrian Bundesinstitut für Gesundheitswesen - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP European Association of Psychotherapy

4.10. Iceland

Iceland			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- no Information (until now)	- no Information (until now)	- no Information
Detailed Information	- no Information (until now)	- no Information (until now)	- no Information
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- HANDIS Handleidslufe lag Iceland	- no Information	- EAP [Member] European Association of Psychotherapy
References	- HANDIS Handleidslufe lag Iceland Jorunn Sörensen - Austrian Embassy Reykjavik	- Austrian Embassy Reykjavik	- ÖBIG Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP European Association of Psychotherapy

4.11. Italy

Italy			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally not regulated	- legally not regulated	- Gesetz Nr. 56 vom 18. 2. 89: Berufsordnung für Psychologen, Artikel 3 (L. febbraio 1989, n. 56 (1). Ordinamento della professione di psicologo) Gesetz L. 127/1997 des Universitätsministeriums (Legge 15 Maggio. 1997, n. 127) - Verordnung des Präsidenten der Republik Nr. 162 vom 10. März 1982 (Decreto del Presidente della Repubblica 10 Marzo 1982, n. 162)
Detailed Information	- The law LEGGE 14 gennaio 2013 n. 4 provides the premises for a union of legally not regulated professions (in a list) - BSC (see associations) tries to find partner associations aiming to register in this list. - Profession not well known. - The term “Counselling“ covers different formats.	- The term “Counselling“ covers different formats. Professional Associations define quality standards, but they do not provide any legal relevance.	- Professional duties legally only defined for psychologists.
Annex	- LEGGE 14 gennaio 2013 n. 4	- no Annex	- EEA Regulations
Associations	- BSC/ASC Associazione Professionale Supervisione &	- S.I.Co. società italiana di counseling	- EAP [Member] European Association of Psychotherapy

Italy			
	Supervision & Coaching	Management Consulting	Psychotherapy
	Coaching ASC	- albo dei consulenti in finanza aziendale	- FIAP Federazione Italiana delle Associazioni di Psicoterapia
References	- BSC/ASC Associazione Professionale Supervisione & Coaching ASC Renate Außerbrunner Berta Linter Schlemmer	- BSC/ASC Associazione Professionale Supervisione & Coaching ASC Renate Außerbrunner - Austrian Embassy Rome	- ÖBIG Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP European Association of Psychotherapy

4.12. Lithuania

Lithuania			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally not regulated	- no Information	- Order of the Formation, Amplification and Maintenance of Register of the Medical Practitioners and Medical Treatment Support Persons 24. 2. 2009
Detailed Information	<ul style="list-style-type: none"> - relevant legal framework: Labour Law for regulated Professions and the Recognition of Professional Qualifications, Procedures for the Development of Professional Standards and Vocational Standards; - Ongoing discussion about integrating of the profession into the Latvian Classification of Professions. - „Counsellors“ are integrated into the Latvian Classification of Professions according to different formats. - national regulations for „Counsellors“. 	- no Information	- no Information

Lithuania			
	Supervision & Coaching	Management Consulting	Psychotherapy
Annex	<ul style="list-style-type: none"> - Labour Law - For the regulated Professions and the Recognition of Professional Qualifications - Procedures for the Development of Professional Standards and Vocational Standards 	<ul style="list-style-type: none"> - no Annex 	<ul style="list-style-type: none"> - EEA Regulations
Associations	<ul style="list-style-type: none"> - Baltic Coaching Centre - The Latvian Association of Supervisors 	<ul style="list-style-type: none"> - Latvian Tax Consultant Association - Latvian Association of Business Consultants 	<ul style="list-style-type: none"> - EAP [Member] - European Association of Psychotherapy - LPA - Latvian Psychotherapists Association
References	<ul style="list-style-type: none"> - Ministry of Welfare Ineta Vjaske [Labor Relations Policy Department] Aina Liepina [Labour Market Policy Department] - Austrian Foreign Trade Center Riga WKO Herwig Palfinger - Academic Information Centre 	<ul style="list-style-type: none"> - Austrian Foreign Trade Center Riga WKO Evija Rubike-Vainore 	<ul style="list-style-type: none"> - EEA Regulations - ÖBIG - Austrian Federal Institute for Health - Gesundheit Austria Elisabeth Hagleitner - EAP European Association of Psychotherapy

4.13. Latvia

Latvia			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	<ul style="list-style-type: none"> - Neither clear nor comprehensive legal regulations - particular regulations only within the Legal Acts for Social Workers [Statutory order of the minister of Social Care and Work. Nr. A1-92 (5.4.2006)] 	<ul style="list-style-type: none"> - no Information 	<ul style="list-style-type: none"> - legally regulated - Law On Mental Health Care, 6 June 1995 No I- 924
Detailed Information	<ul style="list-style-type: none"> - Pkt. 14 of the statutory order: Supervision can only be performed by a professional who has graduated from a pertinent formal education. - Tendencies to stipulate that trade licenses become mandatory for Supervision. - According to the National Association (ANSE member) the term Supervisor is understood more as an indication for status than for a profession. 	<ul style="list-style-type: none"> - no Information 	<ul style="list-style-type: none"> - no Information
Annex	<ul style="list-style-type: none"> - no Annex 	<ul style="list-style-type: none"> - no Annex 	<ul style="list-style-type: none"> - EEA Regulations
Associations	<ul style="list-style-type: none"> - LPSKA - Lietuvos profesiniu santykiu konsultantu asociacija - ICF - International Coach Federation 	<ul style="list-style-type: none"> - no Informationen 	<ul style="list-style-type: none"> - EAP [Member] - European Association of Psychotherapy - LPS - Lithuanian Psychotherapeutic Society
References	<ul style="list-style-type: none"> - Austrian Foreign Trade Center Wilna WKO Herwig Palfinger 	<ul style="list-style-type: none"> - Austrian Foreign Trade Center Wilna WKO Herwig Palfinger 	<ul style="list-style-type: none"> - EEA Regulations - ÖBIG - Austrian Federal Institute for Health - Gesundheit Austria Elisabeth Hagleitner - EAP - European Association of Psychotherapy

4.14. The Netherlands

The Netherlands			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally not regulated	- no Information	- BIG 2001 (Wet op de beroepen in de individuele gezondheidszorg (BIG) - The individual health care professions act)
Detailed Information	- Formal protection of Supervision up to the Eighties.	- no Information	- Disziplinarvorschriften general regulations for all health services für alle Gesundheitsberufe for maintaining professional standards for the protection of patient's interests.
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- LVSC Landelijke Vereniging voor Supervisie en Coaching	- no Information	- EAP [Member] European Association of Psychotherapy - NAP Nederlandse Associatie voor Psychotherapy
References	- LVSC Landelijke Vereniging voor Supervisie en Coaching Sijtze De Roos - Austrian Embassy Amsterdam	- Austrian Embassy Amsterdam	- ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP - European Association of Psychotherapy

4.15. Norway

Norway			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally not regulated	- legally not regulated	- no Information
Detailed Information	- Professional Associations ensure standards by certification. - Supervision is a specialization within the faculty of Psychology and by that partially regulated	- Professional Associations ensure standards by certification. -	- no Information
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- NOSCO - Norsk Organisasjon for supervisjon, coaching og organisasjonsutvikling - Norsk Psykologforening - DNCF - Den Norske CoachForening	- IMC Norway Institute of Management Consultants Norway	- EAP [Member] - European Association of Psychotherapy - NFP - Norsk Forband for Psykoterapi
References	- Austrian Embassy Oslo Darko Wakounig	- Austrian Embassy Oslo Darko Wakounig	- ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP - European Association of Psychotherapy

4.16. Romania

Romania			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- no Information (until now)	- no Information (until now)	- Law 213/2004 Legea nr. 213/2004 privind exercitarea profesiei de psiholog cu drept de libera practica, infiintarea, organizarea si functionarea Colegiului Psihologilor din Romania
Detailed Information	- no Information (until now)	- no Information (until now)	- Definition of rights and duties: (Colegiul Psihologilor din Romania)
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- RO Association for Supervision in Romania	- no Information	- EAP [Member] European Association of Psychotherapy - RFP Romanian Federation for Psychotherapy
References	- RO Association for Supervision in Romania Ovidiu Ionescu - Austrian Embassy Bukarest	- Austrian Embassy Bukarest - RO Association for Supervision in Romania Ovidiu Ionescu	- ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP European Association of Psychotherapy

4.17. Sweden

Sweden			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- no Information (until now)	- no Information (until now)	- Act on Competence to pursue a Profession within the Health and Medical Services (1998:531)
Detailed Information	- no Information (until now)	- no Information (until now)	- Professional duties generally for Health Services
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- FHiN - Föreningen Handledare i Norr psykosocialt arbete - SHPA - Svensk Handledarförening i Psykosocialt Arbeite	- no Information	- EAP [Member] European Association of Psychotherapy

Sweden

	Supervision & Coaching	Management Consulting	Psychotherapy
References	<ul style="list-style-type: none"> - FHiN - Föreningen Handledare i Norr psykosocialt arbete Birgitta Larsen - SHPA - Svensk Handledarförening i Psykosocialt Arbete Ingela Kihlberg - Univ. of Gothenburg Dep. of Social Work Lilja Cajvert - Austrian Embassy Stockholm 	<ul style="list-style-type: none"> - FHiN - Föreningen Handledare i Norr psykosocialt arbete Birgitta Larsen - SHPA - Svensk Handledarförening i Psykosocialt Arbete Ingela Kihlberg - Univ. of Gothenburg Dep. of Social Work Lilja Cajvert - Austrian Embassy Stockholm 	<ul style="list-style-type: none"> - ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP - European Association of Psychotherapy

4.18. Switzerland

Switzerland			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally not regulated	- legally not regulated (laut BSO)	- The profession of the „not-medical Psychotherapist“ is subject to regulations of the cantons; - Template for the Regulations: GDK (Schweizerische Konferenz der kantonalen Gesundheitsdirektorinnen und - direktoren / vormals SDK)-Psycho-therapeuten- Musterverordnung 1982 (GDK=.
Detailed Information	- no protected job title - BSO (see Associations) guarantees quality standards	- no Information	- Different regulations for professional duties in the cantons.
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- BSO - Bundesverband für Coaching, Supervision und Organisationsberatung	- BSO - Bundesverband für Coaching, Supervision und Organisationsberatung - ASCO - Association of Management Consultants Switzerland - HSP - Consulting	- EAP [Member] - European Association of Psychotherapy - ASP - Association Schweizerland Psychotherapeutinnen and Psychotherapeuten
References	- BSO - Bundesverband für Coaching, Supervision and Organisationsberatung Guido Baumgartner - Austrian Embassy Bern	- BSO - Bundesverband für Coaching, Supervision and Organisationsberatung Guido Baumgartner - Austrian Embassy Bern - ASCO - Association of Management Consultants	- ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria - Elisabeth Hagleitner - EAP - European Association of Psychotherapy

4.19. Slovakia

Slovakia			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- no Information	- legally not regulated	- no Information
Detailed Information	- Term not unambiguously defineable.	- Free business: Management, Economy and Organisation Consultants	- no Information
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- ASSP Asociácia supervízorov a sociálnych poradcov	- no Information	- EAP [Member] European Association of Psychotherapy - SPS Slovak Psychotherapeutic Association
References	- ASSP Asociácia supervízorov a sociálnych poradcov - Austrian Embassy Bratislava - Foreign Trade Center Bratislava Patrick Sagmeister	- Austrian Embassy Bratislava - Foreign Trade Center Bratislava Patrick Sagmeister	- ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP European Association of Psychotherapy
	-	-	-

4.20. Slovenia

Slovenia			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally regulated only for soacial Work	- no Information	- no Information
Detailed Information	- Social Chamber, that works under the mandate of the Ministry for Work, Family, Social Affairs and Equality developed in 2005 professional Foundations for franchising of Supervision in the social field; Ministry funds Supervision - Within Social Work Supervision is mandatory - Quality standards are not according to the ANSE standards	- no Information	- no Information
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- DS - Drustvo Za Supervizijo	- ZMCS Zbornica za management Consulting Slovenije	- EAP [Member] - European Association of Psychotherapy - ZPSI - Združenje psihoterapevtov Slovenije
References	- DS - Drustvo Za Supervizijo Darja Maticetova - Austrian Embassy Laibach Peter Hasslacher	- Austrian Embassy Laibach Peter Hasslacher	- ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP - European Association of Psychotherapy

4.21. Spain

Spain			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- no Information (until now)	- no Information (until now)	- no Information
Detailed Information	- no Information (until now)	- no Information (bis dto)	- no Information
Annex	- no Annex	- no Annex	- EEA Regulations
Associations	- ISPA Instituto de Supervisores/as Profesionales Asociados/as	no Information	- FEAP - Federacion Espanola de Asociaciones de Psicoterapeutas - EAP [Member] European Association of Psychotherapy
References	- ISPA Instituto de Supervisores/as Profesionales Asociados/as Ricardo J. Sanchez Cano - Austrian Embassy Madrid	- Austrian Embassy Madrid	- ÖBIG - Austrian Federal Institute for Health - EEA Regulations - Gesundheit Austria Elisabeth Hagleitner - EAP European Association of Psychotherapy

4.22. United Kingdom

United Kingdom			
	Supervision & Coaching	Management Consulting	Psychotherapy
Legal Framework	- legally not regulated	- no Information	- National Health Service defines the requirements for working as a psychotherapist in community health services. » Requirements according to a specific job as a psychotherapist by job descriptions and personal specifications; » overall competences in “Agenda for a Change System” and in “National Profiles for Clinical Psychologists, Counsellors & Psychotherapists”
Detailed Information	- no Information	- no Information	- no Information
Annex	- no Annex	- no Annex	- EEA Regulation
Associations	- BASPR - British Association for Supervision Practice and Research - AC - Association for Coaching - APECS - Association for Professional Executive Coaching and Supervision - ICF -International Coach Federation	- Management Consultants Association UK - The Association of Cost Management Consultants	- EAP [Member] European Association of Psychotherapy - UKCP United Kingdom Council for Psychotherapy
References	- BASPR - British Association for Supervision Practice and Research Michael Carrol - Austrian Embassy London Sonja Holoher-Ertl	- Austrian Embassy London Sonja Holoher-Ertl - Management Consultants Association UK	- ÖBIG - Austrian Federal Institute for Health - EEA Regulation - Gesundheit Austria Elisabeth Hagleitner - EAP - European Association of Psychotherapy

5. Summary

One of the main problems was the language of the sources. Only a few homepages of the national organization and institutions were in English as well. Normally they are available only in the mother tongue. A lot of the first contacts remained unreplied.

The phenomenon we were confronted with is the bewildering diversity of national descriptions, definitions of methods of supervision and coaching. Proclaimed characteristics of coaching, and more clearly and specifically of supervision, differ from country to country.

It was possible to overcome all these difficulties. It can be said that Supervision and Coaching mainly run without any legal regulation. Only Croatia and Slovenia – 2 from 22 nations – got a legal frame.

Business and management consulting is partly regulated. Organizational consulting is not mentioned. Austria and Germany provide regulations and a legal frame for psychotherapy.

Although this background of missing legal frames for supervision and coaching, national organization for supervision and coaching set up their own regulations and standards.

6. References

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E – Mail: fritzsche@der-roete-faden.com

Homepage: www.der-roete-faden.com

ACC Austrian Coaching Council

E – Mail: info@coachingdachverband.at

Homepage: <http://www.coachingdachverband.at>

ANSE Association of National Organizations for Supervision in Europe

Dr. Wolfgang Knopf

E – Mail: knopf@system.at; knopf@anse.eu

ASCO Association of Management Consultants Switzerland

E – Mail: office@asco.ch

Homepage: www.asco.ch

ASSP Asociácia supervízorov a sociálnych poradcov

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Homepage: www.assp.sk/sk/



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Foreign Trade Center Bratislava

Mag. Patrick Sagmeister

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BASPR British Association for Supervision Practice and Research

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BiH Asocijacija supervizora

Džanuma Đ urašin

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Dr. Berta Linter Schlemmer

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Homepage: www.supervision-coaching.it



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BSO Bundesverband für Coaching, Supervision und Organisationsberatung

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Consulting Europa

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Croatian Association of Management Consultants

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Homepage: www.ups-amc.org

DGSv German Association for Supervision

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Homepage: www.dgsv.de

DS Drustvo Za Supervizijo

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Homepage: www.drustvozasupervizijo.si



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EAP European Association of Psychotherapy

E – Mail: eap.headoffice@europsyche.org

Homepage: www.europsyche.org

EASC European Association for Supervision and Coaching

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Homepage: www.easc-online.eu

ECA European Coaching Association

Gabriele Kumar

E – Mail: office@european-coaching-association.com

Homepage: www.european-coaching-association.de

EMCC European Mentoring & Coaching Council

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Homepage: www.emccouncil.org

Erzsébet Wiesner

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Gesundheit Österreich

Mag. Elisabeth Hagleitner

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HANDIS Handleidslufe lag Icelands

Jorunn Sörensen

HDSOR Hrvatsko društvo za superviziju i organizacijski razvoj

Ajdukovic Marina

Ruzica Ambros-Kis

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Homepage: www.hdsor.hr

Hrvatska udruga za coaching

Goran Blaus

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Homepage: www.hr-coaching.hr



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ICF International Coach Federation

E – Mail: icfheadquarters@coachfederation.org

Homepage: <http://www.coachfederation.org>

IHK Industrie und Handelskammer Hannover

E- Mail: info@hannover.ihk.de

Homepage: info@hannover.ihk.de

ISPA Instituto de Supervisores/as Profesionales Asociados/as

Ricardo J Sanchez Cano

E – Mail: presidente@ispa-supervision.org;secretaria@ispa-supervision.org

Homepage: www.ispa-supervision.org

Lebens- und Sozialberater Fachverband der gewerblichen Dienstleister WKO

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Homepage: www.lebensberater.at

LVSC Landelijke Vereniging voor Supervisie en Coaching

Sijtze De Roos

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Aina Liepina [Labour Market Policy Department]

E- Mail: aina.liepina@lm.gov.lv

Homepage: <http://www.lm.gov.lv/>

MSZCT Association of Hungarian Supervisors

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ÖBIG Austrian Federal Institute for Health

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Homepage: www.goeg.at



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Austrian Embassy Athens

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ÖVS Österreichische Vereinigung für Supervision

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PIAF Föreningen för processinriktad handledning i Finland

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RO Association for Supervision in Romania

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SAI Supervisors Association of Ireland

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SHPA Svensk Handledarförening i Psykosocialt Arbeite

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WKO Fachgruppe Wien Unternehmensberatung & Informationstechnologie

Mag. Alexandra Kirnbauer

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7. Annex

- **Germany**
Merkblatt Management Consulting
[IHK Industrie and Handelskammer Hannover]
- **Estonia**
OBIE Working Paper Reihe Nr. 5 Management Consulting in Estonia
- **International**
EEA Regulations
Italy
LEGGE 14 gennaio 2013 n. 4
- **Lithuania**
Labour Law
On the Regulated Professions and the Recognition of Professional Qualifications
Procedures for the Development of Professional Standards and Vocational Standards
- **Austria**
Ausübungsregeln Lebens- und Sozialberatung (RIS)
Berufsrecht Supervision
Gewerbeordnung Lebens- und Sozialberatung (RIS)
Merkblatt (WKO) Lebens- und Sozialberatung unter Supervision
ÖVS Stellungnahme zum Psychologengesetz
Rechtsvorschrift Unternehmensberatung (RIS)
Rechtsvorschrift Lebens - und Sozialberatung (RIS)