



**Paramedicine
Council**
of NSW

Paramedicine Council of New South Wales Supervisor Approval Position Statement

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| Date of publication: | February 2016 | File Number: | HP18/16735-03 |
| Version: | 1 | | |
| Summary: | This position statement sets out the Paramedicine Council's expectations of an approved supervisor and the criteria the Paramedicine Council of NSW applies when considering approval of a supervisor. | | |
| Applies to: | Practitioners subject to supervision conditions, supervisors, delegates of the Paramedicine Council of NSW and HPCA staff supporting the Council. | | |
| Author: | Paramedicine Council of NSW acknowledges the work done by the Medical Council of NSW in this area and that this position statement is based on that work. | | |
| Owner: | Paramedicine Council of NSW | | |
| Related legislation: | <i>Health Practitioner Regulation National Law (NSW)</i> | | |
| Related Policy: | Compliance Policy – Supervision | | |
| Related(other): | Conditions Handbook – Template Conditions | | |

Supervisor Approval Position Statement

PURPOSE

This position statement sets out the Paramedicine Council's expectations of an approved supervisor and the criteria the Council applies when considering approval of a supervisor. It should be read in conjunction with the Council's Compliance Policy – Supervision, which sets out the obligations of a practitioner subject to supervision conditions.

EXPECTATIONS

The *Health Practitioner Regulation National Law* (NSW) states that the protection of the health and safety of the public must be the paramount consideration when functions are being exercised under that law. Supervision is an effective mechanism for monitoring whether a practitioner is practising safely. It is also a valuable tool for assisting a practitioner in improving his/her practice to accepted standards.

The Council expects a practitioner (subject to supervision conditions) to ensure that his/her practice (or specified aspects of practice) is/are overseen and regularly reviewed by a supervisor approved by the Council, in accordance with the conditions on his/her registration and the Council's Compliance Policy – Supervision.

By consenting to act as a supervisor, approved supervisors agree to oversee a practitioner's practice and report to the Council in accordance with the requirements set out in the supervised practitioner's conditions and the Council's Compliance Policy – Supervision.

WHAT INFORMATION THE SUPERVISOR RECEIVES

As part of their briefing, supervisors will receive publicly available information that is relevant to the practitioner being supervised.

Other information may be provided, depending on the constraints of confidentiality in each particular case.

CRITERIA FOR APPROVING A SUPERVISOR

The following criteria will be taken into account when considering whether or not to approve a supervisor:

1. A supervisor should be experienced in the relevant area of practice.
2. A supervisor:
 - a) Should be a registered paramedic and be in active clinical practice.
 - b) Should not be the subject of current investigation, assessment, inquiry or proceedings in relation to conduct, health or performance matters.
 - c) Should not have conditions imposed on his/her registration.
 - d) Should not have been the subject of an adverse finding in previous disciplinary proceedings, regardless of whether or not his/her registration remains subject to conditions.
3. Supervisors must consent to undertaking the role of supervisor.

4. A supervisor must be willing to provide feedback to the Council, in a prescribed format (template provided by the Council) and at the frequency stipulated by the supervision requirements. The supervisor should provide sufficient information to the Council to enable the Council to determine whether the practitioner has met his/her supervision requirements.
5. A supervisor must be prepared to notify the Council of any immediate concerns in relation to the supervised practitioner's compliance with the supervision requirement, or in relation to the practitioner's conduct, performance or health, or if the supervisory relationship ceases.
6. The relationship between supervisor and supervised health practitioner should be at a purely professional level and be aware that:
 - a) A supervisor must not be a relative, partner or close friend of the supervised paramedic.
 - b) A supervisor must not be the practitioner's Council-approved mentor.
 - c) Consideration should be given to relationships that might impact on the supervisor's ability to supervise the practitioner. Examples of such circumstances may include:
 - Relationships where there is a close social interaction;
 - Treating relationship;
 - Power imbalance within the relationship;
 - Financial/business relationship; and
 - Employment relationship.
7. In view of the commitment required, a supervisor should generally not supervise more than one practitioner at a time.

Nominees who do not meet these criteria may not be approved.

The Council may withdraw a supervisor's approval if a supervisor ceases to meet the criteria set out above.

IMPLEMENTATION OF THE POSITION STATEMENT

This Position Statement will be published on the Council's website, provided to practitioners when a supervision condition is imposed, and provided to nominee supervisors. It should be read in conjunction with the Council's Compliance Policy – Supervision.

ACKNOWLEDGEMENT

The Paramedicine Council of New South Wales acknowledges that this Supervisor Approval Position Statement and associated documents were adapted from versions prepared by and for the Medical Council of New South Wales and that the Medical Council has granted permission for their adaptation by other health professional councils.

ATTACHMENTS

- Supervisor nomination form.

Nominated Supervisor Consent Form

Please return completed form with a brief CV to the Paramedicine Council of NSW

Attention: Executive Officer by Email: mail@paramedicinecouncil.nsw.gov.au

| | | |
|-----------------------------|--------------------|--|
| Name: [PRACTITIONER] | Council ID: | AHPRA Registration Number: CHI# |
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Please strike out the option that does not apply:

1. I **do / do not** accept [practitioner]'s nomination of me as [his/her] category [A/B/C] supervisor.

If you do accept, please complete the following:

2. ☐ I have read the Paramedicine Council of NSW's Compliance Policy – Supervision and the Supervisor Approval Position Statement, and believe I meet the requirements to supervise [practitioner] in accordance with this Policy and [the] condition/s [X].
3. ☐ I will immediately notify the Paramedicine Council if I have any concerns about [practitioner]'s compliance with [his/her] conditions, or [practitioner]'s conduct, performance or health, or if the supervisory relationship ceases.
4. ☐ I am a registered paramedic (please answer the following questions):
- (a) Are you in active clinical practice? **Yes / No**
- (b) Are you the subject of current conduct, health or performance investigation(s) or proceeding(s)? **Yes* / No**
- (c) Do you have any conditions imposed on your registration? **Yes* / No**
- (d) Have you been the subject of an adverse finding in previous disciplinary proceedings? **Yes* / No**
- (e) Are you currently supervising any other practitioners? **Yes* / No**
- (f) Are you aware of any relationship/association with [practitioner] that may impact on your ability to supervise him/her (see Criteria 6 in Approval Statement)? **Yes* / No**

* Please provide further details if you answered Yes to questions (b), (c), (d), (e) or (f).

5. ☐ I wish to make a submission. (Optional)
6. ☐ I have enclosed a copy of my CV. **(Required)**

Signed: _____

Date: _____

| | |
|----------------------------------|---------------------|
| Print Name: _____ | Address: _____ |
| Position: _____ | _____ |
| AHPRA Registration Number: _____ | _____ |
| Email Address: _____ | Phone number: _____ |

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