

Registration-related Supervision: Q & A for some common situations involving supervision

What is required of a supervisor?

The supervision physician is responsible for ensuring that the physician is providing care that meets the standard of care and for submitting reports to the College.

The College expects that the supervisor will use the following tools (and other as deemed appropriate) to verify the care provided:

- Direct observation of patient care, where appropriate;
- Reviewing a selection of patient charts on a regular basis;
- Discussing any concerns arising from chart reviews with the physician;
- Making recommendations to the physician for practice improvements, and
- Making recommendations to the physician for ongoing professional development and making inquiries with the physician to determine compliance or follow-up.

Does a supervisor need to practice within the same scope of practice as the supervisee?

According to the "[Guidelines for College-Directed Supervision](#)", the College normally expects that the supervising physician has completed a minimum of five consecutive years in practice in the scope of practice to be supervised. If this is not a possibility, we request a letter outlining the reason(s) why and suggest that the supervisor that is put forward as an alternative be someone in authority at the practice (Chief of Staff, etc.).

Does a supervisor need to practice at the same location as the supervisee?

The Registration Committee would prefer that a supervisor and supervisee work at the same site, however we recognize that this is not always possible. If the supervision will not occur onsite, the supervision plan submitted to the College in support of an application should detail the proposed arrangement and explain why an on-site arrangement is not possible.

Can supervision be conducted remotely?

Yes. Remote supervision can be an appropriate arrangement to support supervision in many circumstances, especially in remote and rural settings. The Registration Committee would also support a hybrid model/ Details of any supervision arrangement (remote or otherwise) is part of an application and will require review and approval by the Registration Committee.

Can I supervise more than one physician?

The Registration Committee believes that in order for there to be meaningful supervision, the supervisor must be available to the new registrant for guidance and supervision and that its preference would be for the supervisor to supervise one individual at any given time, however that may not always be possible. If you would like to put an arrangement forward to supervise multiple candidates at the same time, please submit a clear plan on how supervision will be coordinated to ensure that the care you provide meets the standard of care in Ontario.

Can there be more than one supervisor at the same practice location? (i.e., 2 supervisors at the same office/hospital)?

In short, yes. According to the "[Guidelines for College-Directed Supervision](#)," Clinical Supervision may involve a 'team-based approach', that is, more than one *Clinical Supervisor* may participate in determining whether the physician is practicing safely and meeting the expected clinical standard of care. However, one physician is designated as the 'lead supervisor' and serves as the **primary contact** for the College. The primary supervisor is expected to do the following: appropriately delegate some responsibility to other team members along with clear instruction about the supervision protocol to be used, e.g. tools, format of supervision, etc.; solicit feedback on a regular an ongoing basis from team members; ensure steady communication exists amongst team embers to properly monitor the physician's progress, and; submit interim and final reports to the College which must sufficiently reflect observations and assessments of the **entire** team. One supervisor will need to nominate themselves as the physician responsible for coordinating the supervision and providing the reports to the College.

What is a back-up supervisor?

For all applications requiring a supervised practice, the Registration Committee requests that the primary supervisor identify a supervisor(s) who is available to provide back-up supervision of your practice, in the event of the primary supervisor's absence /unavailability.

The Registration Committee requests that the backup supervisor submit written confirmation that they have reviewed the primary supervisor's plan and confirm their willingness to provide backup supervision of the applicant's practice by way of signing the Supervision Arrangement form.

The backup supervisor will not be listed on the certificate of registration and will not be required to submit reports to the College; however, they will be expected to provide the primary supervisor with direct input and feedback with respect to the supervised physician's practice.

What type of remuneration is available for supervision?

There is no College-based remuneration for supervision through pathways to registration at this time. However, applicants and supervisors may negotiate financial compensation arrangements that both parties find appropriate.

What are the steps should changes to the supervision arrangement be required?

The “Application to Registration Committee: Modify Terms, Conditions and Limitations” form should be used by physicians who are currently members of the CPSO holding a restricted certificate of registration and are requesting an [amendment to current terms, conditions, and limitations](#).

Examples of such requests can include: an additional practice location, a new/additional supervisor, an extension to the current certificate of registration, etc.

What constitutes a conflict of interest?

The College will consider relationships that could exist between the Clinical Supervisor and supervised physician. The Clinical Supervisor and supervised physician are asked to disclose to the College any pre-existing relationship to determine whether the relationship interferes with the Clinical Supervisor’s ability to objectively evaluate the supervised physician. Examples of relationships that may disqualify a proposed Clinical Supervisor include (but are not limited to): family, social/personal, physician-patient, and business. The College will evaluate whether the proposed Clinical Supervisor may have a conflict of interest and/or any perceived bias.

Contact

For additional information as assistance in completing an application please contact the Registration and Membership Services Department at (416) 967-2617, or by email at inquiries@cpsso.on.ca.