

# Standard in Focus

## Standard 8.1: Supervision

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- **8.1.1** Interns are supervised at all times and at a level appropriate to their experience and responsibilities
- **8.1.2** Supervision is provided by qualified medical staff with appropriate competencies, skills, knowledge, authority, time and resources to participate in training and/or orientation programs.
- **8.1.3** Intern supervisors understand their roles and responsibilities in assisting interns to meet learning objectives, and demonstrate a commitment to inter training
- **8.1.4** The intern training program regularly evaluates the adequacy and effectiveness of intern supervision
- **8.1.5** Staff involved in intern training have access to professional development activities to support quality improvement in the intern training program.

As an overview, supervision involves oversight by a clinical supervisor of all clinical activities undertaken by an intern with the objective of developing their clinical skills and knowledge as they progress through their training toward independent practice.

This standard requires the provider to ensure that there are several layers of programmatic oversight regarding the supervision of interns in their programs. It is vital that interns are supervised **at all times** by qualified medical staff. Providers are required to ensure that each term has clear and explicit supervision arrangements, and if interns do work outside the structure of a specific term, such as on ward call or after hours shifts, it is also required for the provider to ensure that exact supervision arrangements are in place that meet all of the above standards for those shifts. How supervision is structured or arranged is not prescribed other than to ensure that a Primary Clinical Supervisor should be a consultant or senior medical practitioner with experience in managing patients in the relevant discipline and that Term Supervisors are responsible for orientation and assessment as part of the continuum of supervision. The standards also note that immediate supervisors who have responsibility for patient care should be at least at post-graduate-year-three (PGY3) level.

The standards also require that providers need to ensure that supervisors also have the time and resources to participate in training and orientation, marking clearly that supervision includes more than just directly and indirectly monitoring interns. It also includes providing training experiences, including orientations, and feedback to assist interns to meet the *Registration standard – Australian and New Zealand graduates*.

Vital to the success of all supervision arrangements is the responsibility of the provider to ensure evaluation of their intern supervision to ensure it meets the Standard. For further detail on the specifics of how providers are required to structure supervision arrangements, PMAQ has published a Supervision Guideline which can be found at [www.pmaq.health.qld.gov.au/resources](http://www.pmaq.health.qld.gov.au/resources).