

Policy name:	Supervision of Interns
Subject:	Accreditation requirements for supervision of interns
Date approved:	13 May 2015
Date of review:	May 2019
Responsible Officer/s	Chair, Accreditation Subcommittee and Secretariat Accreditation Subcommittee

Policy Statement

This policy relates to clinical supervision in all accredited intern terms in Tasmanian Public hospitals. The policy has been developed in accordance with the relevant Postgraduate Medical Education Council of Tasmania (PMCT) Accreditation Standards. The purpose of this policy is to ensure that health services are aware of the accreditation requirements for supervision of interns, the purpose of which is to ensure safe and quality clinical practice.

This policy is reviewed every four years, or more frequently, if deemed necessary by the Accreditation Subcommittee.

Background

The Postgraduate Medical Education Council of Tasmania (PMCT) accreditation process has been designed to obtain information about health service performance of intern training against explicit standards and criteria, to achieve the following objectives:

1. Interns achieve a high standard of general clinical education and training; and
2. The best possible environment exists for the organisation, supervision, education and training of interns *.

* In 2012 PMCT commenced accrediting PGY2/3 terms against the same standards as intern terms

The objective of the accreditation process is to ensure that the training health service complies with the following seven standards:

1. Health service culture and support for interns;
2. Orientation;
3. Education and training program;
4. Supervision;
5. Feedback and assessment;
6. Program evaluation; and

Facilities and amenities

Clinical Supervision

Definition

Clinical Supervision: The provision of guidance and feedback on matters of personal, professional / behavioural and educational development in the context of an intern's experience of providing safe and appropriate patient care (Kilminster et al, 2007).

Responsibilities – Senior Management

Senior management are ultimately responsible for ensuring that all interns are appropriately supervised. Senior management are also responsible for ensuring that all medical staff are aware of and are appropriately supported in their responsibilities in relation to clinical supervision.

Responsibilities – Senior Medical Staff

Senior medical staff should:

- Be responsible for the provision of safe, appropriate patient centred care and quality medical attention within their units, including by interns;
- Be aware of their responsibilities in relation to supervision of junior medical staff;
- Ensure that interns within their unit have clinical supervision and that at all times is sufficient to ensure good clinical care, and provides a safe learning environment;
- Be aware of the clinical performance of their unit interns both via feedback from more senior doctors-in-training, and via direct observation/interaction;
- Require appropriate training and time to undertake clinical supervision, and
- Have access to supports should they identify an intern who requires additional support.

Clinical supervision of interns may also be undertaken by more senior doctors-in-training [Registrars/Resident Medical Officers (RMOs)]. Senior medical staff should confirm that these doctors are appropriately experienced to do so.

Responsibilities – More Senior Doctors-in-Training (Registrars, senior RMOs)

More senior doctors-in-training:

- Also have a responsibility to provide clinical supervision to interns. They should ensure that they provide the supervision required of them;
- Should be appropriately experienced to undertake this role. As for senior medical staff, they should have access to appropriate training in clinical supervision and to supports should they identify an intern who requires additional support;
- Should regularly communicate with the unit senior medical staff regarding the performance of interns. They should ensure that unit senior medical staff, and other support staff, if required, are aware of any concerns in relation to an intern.

Responsibilities – Interns

Interns have a responsibility to provide clinical practice within their level of knowledge and experience. Interns have a responsibility to facilitate their continuing professional development by attending the required teaching sessions/activities and by attending mid-term and end of term meetings with the term supervisor.

Levels of Clinical Supervision

Interns are to be supervised appropriate to their level of knowledge and experience, with some variation in supervision allowed depending on the individual and the term.

Identification of Clinical Supervisors

A clinical supervisor (senior medical staff/more senior doctor-in-training) should be identified for all periods of intern duty, including evenings, weekends and nights. Suitable replacement supervisors should be identified if the nominated clinical supervisor is not available. A senior medical staff member in each unit should be identified as the Term Supervisor for interns. This person is responsible for overseeing unit interns during the term and for completing their mid and end of term assessment in consultation with other members of the team.

Interaction with Clinical Supervisors

Regular interaction of interns with clinical supervisors is vital in the provision of good clinical supervision. A clinical supervisor should be contactable at all times if required by the intern.

After-hours Clinical Supervision

The principles that apply to clinical supervision within normal operating hours also apply after hours.

Performance of Clinical and Term Supervisors

The performance of clinical and term supervisors should be regularly reviewed as a part of regular performance review of senior medical staff and more senior doctors-in-training and additional support/training provided if required. Supervisors should receive feedback in relation to their supervision. A mechanism for this feedback is through intern term evaluations.

References

Kilminster S et al; *AMEE Guide No. 27: Effective educational and clinical supervision*, Medical Teacher 2007; vol. 29: pp 2-19

Medical Board of Australia- Training- Guide to intern training in Australia 31 January 2014
<http://www.medicalboard.gov.au/Registration/Interns/Guidelines-resources-tools.aspx>

Medical Board of Australia- Intern training- intern outcome statements
<http://www.medicalboard.gov.au/Registration/Interns/Guidelines-resources-tools.aspx>

Australian Medical Council
<http://www.amc.org.au/accreditation/prevoc-standards>