

Comparison of the supervision levels described under the *Supervised practice framework* and the Guidelines – Supervised practice for international medical graduates

Supervised practice framework		Guidelines: Supervised practice for IMGs	
Level of supervised practice	Description of supervised practice level	Level of supervised practice	Description of supervised practice level
Direct <i>Supervisor physically present at all times to observe the supervisee</i>	<p>The supervisor takes direct and principal responsibility for all individual patients receiving care from the supervisee.</p> <p>The supervisee must consult with and follow the directions of the supervisor about the management of each patient, including the process of assessment, before care is given. The care provided must be directly observed by the supervisor, who is physically present with the supervisee at all times.</p> <p>What does this mean?</p> <ul style="list-style-type: none"> The supervisor must be physically present to observe the provision of care by the supervisee. The supervisor must be able to intervene in the giving of clinical care if needed. Supervised practice via teleconference or other means of telecommunication is not permitted. <p>The supervisee must consult with the supervisor about the management of each patient before care is given.</p>	Level 1	<p>The supervisor takes direct and principal responsibility for each individual patient.</p> <ol style="list-style-type: none"> The supervisor must be physically present at the workplace at all times when the IMG is providing clinical care. The IMG must consult their supervisor about the management of all patients at the time of the consultation and before the patient leaves the practice. Supervision via telephone contact or other telecommunications is not permitted. <p>Note: An IMG on Level 1 or 2 supervision cannot be approved for a position which consists solely of on-call or home visits and is not permitted to provide locum services.</p>

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Indirect 1 (present) <i>Supervisor physically present at the workplace</i>	<p>The supervisee and the supervisor share responsibility for all individual patients receiving care from the supervisee.</p> <p>The supervisee must consult with the supervisor who is always physically present in the workplace or practice environment and available to observe and discuss at agreed intervals and as necessary the:</p> <ul style="list-style-type: none"> management of patients, including when care is being given, and/or performance of the supervisee. <p>What does this mean?</p> <ul style="list-style-type: none"> The supervisor must be physically present at the workplace when the supervisee is providing clinical care. The supervisee must inform the supervisor when they have concerns, and at agreed intervals, about the management of each patient. This may be after the care has been given. <p>The supervisor, or someone nominated by the supervisor, needs to be able to intervene in the giving of clinical care if required.</p>	Level 2	<p>The supervisor shares responsibility with the IMG for each individual patient. The supervisor must ensure that the level of responsibility that the IMG is allowed to take for patient management is based on the supervisor's assessment of the IMG's knowledge and competence.</p> <ol style="list-style-type: none"> Supervision must be primarily in person – the supervisor must be physically present at the workplace a minimum of 80% of the time that the IMG is practising. Where the supervisor is not physically present, they must always be accessible by telephone or video link. The IMG must inform their supervisor on a daily basis about the management of individual patients. <p>Note: An IMG on Level 1 or 2 supervision cannot be approved for a position which consists solely of on-call or home visits and is not permitted to provide locum services.</p>

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Indirect 2 (accessible) <i>Supervisor is accessible by phone or other means and available to physically attend the workplace</i>	<p>The supervisee takes primary responsibility for their practice and the management of all individual patients receiving care from the supervisee under the supervisor's general oversight.</p> <p>The supervisee must consult with the supervisor who is accessible by telephone, video conference or other means of telecommunication and available to attend the workplace or practice environment to observe and discuss at agreed intervals and as necessary the:</p> <ul style="list-style-type: none"> management of patients, and/or performance of the supervisee. <p>This may be after the care is given to the patient.</p> <p>What does this mean?</p> <ul style="list-style-type: none"> If not physically present at the workplace, the supervisor needs to be available by phone or other means of telecommunication at all times. The supervisor must be able to attend the supervisee's workplace if needed. The supervisor must be able to monitor if the supervisee is practising safely including in instances when the supervisee is working after-hours or on call. The supervisee and supervisor must conduct regular case reviews. <p>The supervisee is permitted to work independently, provided the supervisor is readily contactable by telephone or other means of telecommunication such as videoconference.</p>	Level 3	<p>The IMG takes primary responsibility for each individual patient.</p> <ol style="list-style-type: none"> The supervisor must ensure that there are mechanisms in place for monitoring whether the IMG is practising safely. The IMG is permitted to work alone provided that the supervisor is contactable by telephone or video link. <p>Note: An IMG on Level 3 or 4 supervision is permitted to do on-call, off-site (home) visits and locum services provided they comply with their supervision arrangements approved by the Board.</p>

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Remote <i>Supervisor is not present at the workplace</i>	<p>The supervisee takes primary responsibility for their practice including the management of all individual patients receiving care from the supervisee under the supervisor's general oversight.</p> <p>The supervisee must consult with the supervisor, who is accessible by telephone, video conference or other means of telecommunication at agreed intervals and as necessary about the:</p> <ul style="list-style-type: none"> management of patients, and/or performance of the supervisee. <p>This may be after the care is given to the patient.</p> <p>What does this mean?</p> <ul style="list-style-type: none"> The supervisor must be available by phone or other means of telecommunication for case review or consultation if the supervisee requires assistance. <p>The supervisor and supervisee must conduct regular case reviews.</p>	Level 4	<p>The IMG takes full responsibility for each individual patient.</p> <ol style="list-style-type: none"> The supervisor must oversee the IMG's practice. The supervisor must be available for consultation if the IMG requires assistance. The supervisor must periodically conduct a review of the IMG's practice. <p>Note: An IMG on Level 3 or 4 supervision is permitted to do on-call, off-site (home) visits and locum services provided they comply with their supervision arrangements approved by the Board.</p>