



Fact Sheet

September 2018

Supervised practice for the purposes of grandparenting

The Paramedicine Board of Australia (the Board) has published a policy framework that supports the grandparenting pathways prescribed in the Health Practitioner Regulation National Law (the National Law) and a *Supervised practice framework* (the framework) that supports the undertaking of supervised paramedic practice. The framework helps the paramedicine profession transition into the National Registration and Accreditation Scheme (the National Scheme). A fundamental principle of this framework is to ensure that the public is protected and able to access safe and competent paramedic care.

The Board has engaged with professional bodies and unions in assisting and supporting paramedics working outside of jurisdictional services to transition into the regulatory scheme. Feedback from this engagement, particularly from private practicing paramedics, has highlighted that some aspects of the policy framework could be improved by further explanation and clarification. The issues requiring additional clarification have been further informed by face-to-face meetings with some private industry paramedics. A number of these issues relate to supervised practice.

Supervised practice arrangements for the purposes of grandparenting (section 311(1)(b))

Supervised practice for the purposes of grandparenting needs to demonstrate the following characteristics:

- it needs to be a formal, documented agreement between a practitioner and an employer or supervisor(s) that outlines the guidance, support and training that will be provided when carrying out paramedic practice for a certain period and for the purpose of ensuring that they are suitably safe and competent to practise as a paramedic
- the total hours of direct and indirect supervision are recorded
- the dates and duration of supervision are recorded, and
- there needs to be a record of a conclusion, assessment or final sign off procedure.

Supervision

The normal workplace oversight and management of an employee alone is not sufficient to meet the supervised practice requirements for section 311(1)(b) of the grandparenting process. Supervised practice for the purposes of grandparenting must meet the above characteristics to be considered under the framework for grandparenting applications under section 311(1)(b). The outcome of a period of supervised practice is a summative report from a supervisor/organisation that the individual has demonstrated sufficient, safe and competent practice as a paramedic throughout the period of supervised practice.

Supervision requirements may be different for each practitioner and may need to be tailored according to the supervised person's circumstances, experience and learning needs. Supervision may be provided at different levels to address the different supervision requirements and these arrangements should be flexible to accommodate individual capabilities and learning needs, diverse practice settings, practice risk and complexity of workloads.

The supervisor is responsible for ensuring that the supervision arrangements are appropriate and protect the health and safety of the public. All supervised practice arrangements must be conducted

following the Board approved framework for supervised practice, and the supervised practice plan template.

Supervised practice arrangements

It is important to note that the supervised practice required by the Board for the purposes of grandparenting can be carried out either before or after the commencement of paramedic regulation. If supervised practice is required after paramedic regulation begins, the individual must apply for general registration as a paramedic and have conditions relative to their supervised practice plan for the purposes of grandparenting approved by the Board prior to starting their period of supervised practice. The granting of registration will be conditional on compliance with the requirements of the supervised practice plan. No paramedic practice outside of the conditions imposed is permitted.

The opportunity to obtain registration by the grandparenting pathways will cease three years after the regulation of paramedics begins. This means any supervised practice being undertaken toward meeting the grandparenting requirements must be completed, and final reports submitted, before the end of the grandparenting period.

All supervised practice arrangements claimed for the purposes of grandparenting need to assure the Board that any supervised practice was undertaken in an environment of sufficient clinical governance. This is to ensure that the paramedic practice undertaken demonstrates an acceptable level of safety and competency. The same assurance will need to be provided for future supervised practice for the purposes of grandparenting.

In consideration of this, the Board has already identified two broad categories of arrangements that meet these expectations. The Board believes that supervision will be generally suitable if provided by either:

- a registered paramedic who is subject to the professional and ethical obligations set and enforced by the Board, or
- a jurisdictional ambulance service that has robust clinical governance and quality assurance processes embedded as part of their obligations as a jurisdictional ambulance service.

It is acknowledged that obtaining supervision to meet these requirements may prove challenging for some paramedics, particularly those in remote and rural areas where there may be limited opportunities for receiving such supervision.

Similarly, it is noted that paramedics working outside of the jurisdictional ambulance services may not be able to access the same employer support, resources and clinical governance as those in jurisdictional services. It is possible, however, that suitable supervision arrangements may be demonstrated or obtained outside of the two noted categories where an adequate level of clinical governance is/was available to assure that safe and competent paramedic practice is/was demonstrated.

An expanded framework

An expanded framework is proposed to further support and facilitate the transition of paramedics into the regulatory framework of the National Scheme. Unlike the broad arrangements already identified, the Board is unable to generalise about the arrangements in an expanded framework. The Board may approve custom supervised practice arrangements if they are satisfied that the clinical governance of the proposed supervision arrangements is sufficient to ensure that the public is adequately protected while supervision is undertaken.

The Board may consider approving proposed supervision arrangements:

- by another specified person who is a suitably qualified and registered health practitioner who is sufficiently trained, experienced and is working in the delivery of paramedic or related clinical services, or
- by an organisation with a clinical governance framework that meets the requirements of the *National Model Clinical Governance Framework*¹ or similar and is suitably experienced in the delivery of paramedic and/or related clinical services. For example, a health service such as a hospital or other health service provider that has accreditation against the Australian Quality and Safety in Health Care Commission's standards may meet these requirements. A nominated supervisor in that organisation will still be required.

Applications for approval of custom supervised practice arrangements that are to be completed after participation day will need to be approved by the Board before supervised practice can begin and applications will be considered on a case by case basis. There is provision to give this information on the Supervised practice plan for grandparenting template which will need to be uploaded with your application for general registration

Making a submission for approval of custom supervised practice arrangements

When making an application for approval of your proposed supervised practice arrangements, you will need to provide the following information:

- details about your training and experience as a paramedic
- details about the clinical governance framework of the organisation you propose to undertake supervision with, and/or
- details about the training and experience of the proposed supervisor/s who will be supervising your practice as a paramedic
- details about the role you will be undertaking and the duties you will be expected to perform, and
- details of a supervision plan including how the progression from direct to indirect supervision is proposed to be managed.

In summary

If you have completed a period of supervised practice with a jurisdictional ambulance service that meets the Board's requirements before participation day

You can make an application for registration but you will need to provide evidence that it meets the Board's requirements for supervised practice and is signed off by the supervisor. You will need to upload information about your supervised practice when making your application for general registration on the Supervised practice report template.

If you have already undertaken some supervised practice not with a jurisdictional ambulance service or registered paramedic before participation day

Provided that this supervision has been completed before participation day, the Board will consider your application on its merits but may need you to complete further supervised practice if it is not

¹ www.safetyandquality.gov.au/wp-content/uploads/2017/12/National-Model-Clinical-Governance-Framework.pdf.

satisfied with the supervision you have undertaken. You will need to upload information about your supervised practice on the Supervised practice report template when you make your application for general registration along with a supervised practice plan if further supervised practice is required. If further supervised practice is required and approved, you will be offered general registration with conditions to undertake that supervised practice. AHPRA staff will be in touch with you about when you can begin that supervised practice.

If you plan to complete a full period of supervised practice to meet the Boards requirements after participation day

You need to complete an application for general registration and upload a supervised practice plan when you make your application. When your application is reviewed, and if it is approved, you will be offered general registration with conditions to undertake that supervised practice. AHPRA staff will be in touch with you about when you can begin that supervised practice.

Glossary

Participation day

The date when the regulation of paramedics formally starts under the National Law.

Clinical Governance

Clinical governance is the set of relationships and responsibilities established by a health service organisation between its state or territory department of health, governing body, executive, workforce, patients, consumers and other stakeholders to ensure good clinical outcomes. It ensures that the community and health service organisations can be confident that systems are in place to deliver safe and high-quality health care, and continuously improve services. The Board uses the National Model Clinical Governance Framework published by the AQSHCC to consider level of clinical governance.

Related Documents:

[Supervised practice framework for paramedics \(interim\)](#)
[Template - Supervised practice plan for grandparenting](#)
[Template - Supervised practice report](#)