



Compliance Policy - Supervision

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Summary:	This policy sets out the requirements of a practitioner subject to a supervision condition.		
Applies to:	Psychologists with a supervision condition whose principal place of practice is in NSW.		
Of interest to:	Supervisors and decision makers		
Author:	Psychology Council of NSW		
Owner:	Psychology Council of NSW		
Related legislation, Awards, Policy and Agreements:	Psychology Council of NSW Supervisor Approval Position Statement; <i>Health Practitioner Regulation National Law</i> (NSW)		

Compliance Policy – Supervision

THIS POLICY APPLIES TO

A practitioner who is the subject of supervision conditions imposed in NSW¹ after proposed date: 16 September 2020.

PURPOSE

This policy sets out the Council's expectations of practitioners who have supervision conditions imposed on their registration.

A practitioner who is the subject of supervision conditions must comply with both this policy as well as the conditions. If a condition is inconsistent with any part of this policy, the condition prevails.

This policy is not to be confused with the Psychology Board of Australia's National Guidelines for Supervisors and Supervisor Training Providers.

REQUIREMENTS FOR COMPLYING WITH A SUPERVISION CONDITION

Practitioners who are the subject of a supervision condition arising from disciplinary action or a Council regulatory process must:

1. Practise in a manner that complies with the category of supervision required by their condition.
2. Nominate proposed supervisors to the Council in accordance with the requirements of their category of supervision. For Council to consider approval the nominee supervisors must hold Board-approved supervisor status as approved by the Psychology Board of Australia having completed the Board's approved supervisor training (refer to the Council's Supervisor Approval Position Statement). The Council will not automatically approve nominated supervisors and approval cannot be assumed. Practitioners must have received confirmation of approval of any supervisor to ensure compliance with their condition.
3. Participate in review meetings with the Council-approved supervisor as required.
4. Authorise the supervisor to forward supervision reports (in a Council approved format) to the Council at the frequency required by their condition and ensure that the supervisor does in fact provide those reports.
5. Authorise the supervisor to immediately inform the Council of any concerns regarding the performance of the practitioner and their compliance with any conditions on their registration, or if the supervisory relationship ends.
6. Meet all costs associated with supervision.
7. Ensure continuity of supervision by nominating a suitable substitute supervisor for approval by the Council to cover any planned period of absence by the Council-approved supervisor. Any such nomination must be made with adequate time to allow consideration and approval by the Council.

¹ This policy applies where the supervision condition is imposed under [Part 8 of the Health Practitioner Regulation National Law \(NSW\)](#).

8. Immediately nominate a proposed replacement supervisor to be approved by the Council when the current approved supervisory relationship ends or is unexpectedly suspended.

CONSEQUENCE OF FAILURE TO COMPLY WITH THIS POLICY

Failure to comply with this policy constitutes a breach of conditions.

Any breach of conditions may be referred to the Health Care Complaints Commission for investigation as a complaint. The Council may also consider taking interim action under [section 150 of the *Health Practitioner Regulation National Law \(NSW\)* \(National Law\)](#). Practitioners should know that the definition of unsatisfactory professional conduct (see [section 139B\(1\)\(c\) of the National Law](#)) includes contravention of a condition to which a practitioner's registration is subject.

THE REQUIREMENTS AND NATURE OF EACH CATEGORY OF SUPERVISION

Decision makers will usually impose a supervision condition requiring supervision at a specified category in accordance with this policy. The requirements of the different categories are described in the table below and are to be adhered to unless varied by the conditions imposed on the practitioner's registration.

	Type of supervision required	Supervisor required to work at the same practice location as the practitioner?	Independent practice such as on-call, after-hours work, nursing home and home visits permitted?	Frequency of review meetings with supervisor	Frequency of reports provided to Council	Nomination of a proposed supervisor	Nature of the review meetings
Category A	Supervision of all aspects of professional practice at the level required for a provisionally registered practitioner	Yes, at all times and the supervisor must be available when the supervisee attends clients	No	Continuous supervision with weekly* review meetings	Once a month*	Within 14 days^	<p>The nature and duration of a review meeting is to be determined by the approved supervisor as guided by the supervision condition and other relevant information. A review meeting may address the following:</p> <ul style="list-style-type: none"> • Discussion of conditions and compliance • Observed practice • Case presentations • Case and record reviews
Category B	The supervisor is to monitor and provide indirect supervision and be readily available to provide advice, assistance or direct supervision as required.	<p>Yes, the supervisor is to practice at the same location</p> <p>The supervisor may in exceptional circumstances be off-site but must be contactable by phone to provide advice or assistance as required</p>	Yes, unless restricted by their practice conditions	Fortnightly*	Every 3 months*	Within 21 days^	
Category C	Indirect supervision is required. The supervisor must be contactable by phone for emergencies	No, but the supervisor must be contactable by phone and should attend on occasion to review records and files	Yes, unless restricted by their practice conditions	Monthly*	Every 6 months*	Within 21 days^	

*Frequency may be varied by a review body

^ From the date of imposition of conditions and/or from the date when a nomination is declined

IMPLEMENTATION

This Policy will be published on the Council's website, provided to practitioners when a supervision condition is imposed and provided to nominee and approved supervisors. It should be read in conjunction with the Council's Supervisor Approval Position Statement.

Practitioners whose registration is subject to a condition requiring supervision imposed in NSW, must practise in compliance with their supervision conditions as well as this policy.