**Supervision Overview**

**What is Provisional Practice Supervision?**

A person who has successfully completed the Written Component of the Physiotherapy Competency Exam (PCE Exam) and has registered to take the next available sitting of the Clinical Component of the PCE can apply for a Provisional Practice Certificate of Registration. This enables them to work as a Physiotherapy Resident. The applicant is required to find one or more physiotherapists who will act as their Practice Supervisor.

Once the College has approved a Practice Supervisor, it requires them to sign a Practice Supervision Agreement with the College of Physiotherapists of Ontario. The College must receive the agreement before the Physiotherapy Resident can provide patient care.

There are two other situations in which a Practice Supervisor must complete a new agreement:

* When a Physiotherapy Resident has only one Supervisor and wants to change Supervisors, they cannot practice until the College receives this agreement and approves the Practice Supervisor.
* When a Physiotherapy Resident has more than one Practice Supervisor and wants to change   
  or add a Supervisor, they can continue to practice while the new Supervisor completes the agreement.

**Who Can be a Practice Supervisor?**

Practice Supervisors hold an Independent Practice Certificate of Registration in Ontario and have held the Independent Practice Certificate of Registration for the last three years.

They cannot be related or closely associated with the Physiotherapy Resident (for example, a spouse, family member, or business partner).

Physiotherapy Residents may have more than one Supervisor.

Supervisors may not supervise more than three Physiotherapy Residents at one time.

When the College considers a proposed Supervisor, it takes that person’s history with the College into account. For example, it will note whether the proposed Supervisor:

* is the subject of an investigation
* is involved in remedial activities directed by the College
* has a history of practice concerns

**What Does the College Expect from a Supervisor?**

The responsibilities of the practice supervisor include:

* Agreeing to the terms of the supervision by signing the agreement and returning it to the College
* Supervising the physiotherapy resident’s practice
* Communicating with the College as needed. (Supervisors no longer have to submit regular reports to the College.)

All members must comply with the legislation, regulation, By-laws and Standards.

Supervisors may only supervise care that they themselves have the knowledge, skills, and judgement to give. This applies to all areas of practice including rostered activities.

**What is an Appropriate Level of Supervision?**

The level of appropriate supervision will depend on the practice circumstances. The Supervisor has a duty to ensure that the Physiotherapy Resident has the knowledge, skills, and judgement to deliver care with the same quality as the Supervisor would. The Supervisor and Physiotherapy Resident do not have to work at the same employment site as long as they can show there is adequate supervision.

**What Records Should a Supervisor Keep?**

Although the College no longer requires routine reports from Supervisors, they may still need to give evidence if there are questions or concerns about the supervision. It is therefore important to keep records. For example, if you have check-in meetings, keep a record of the dates and what you discussed. If you have set learning goals, keep track of how things are progressing. If you conduct chart reviews, record the results.

**When do Supervisors Have to Report to the College?**

Supervisors **must** report to the College if any of these situations occur:

* They learn that a patient has been [sexually abused](http://collegept.org/Physiotherapists/MandatoryReports/MandatoryReportingObligationsPatientSexuallyAbused) by the Physiotherapy Resident.
* They believe that the Physiotherapy Resident is incompetent, incapacitated, or unable to deliver safe patient care.
* The Physiotherapy Resident is terminated for reasons of [professional misconduct](https://www.ontario.ca/laws/regulation/080388), incompetence (lack of knowledge, skills, or judgement) or [incapacity](http://collegept.org/physiotherapists/mandatoryreports/mandatoryreportingobligationsincompetence) (health challenges that pose a risk to patient care).
* The Physiotherapy Resident is facing termination of employment but [resigns](http://collegept.org/Physiotherapists/MandatoryReports/MandatoryReportingTerminated) before being terminated.
* The Physiotherapy Resident is involved in a workplace progressive discipline or remediation process.