



What qualifications do I need to be a supervisor?

To become a supervisor, you must meet the following criteria.

- Have an independent practice certificate of registration and be in good standing with the College.
- Be in active practice in Ontario.
- Will usually have five consecutive years of experience in practice in the scope of the practice of the supervisee.

How much time will supervision take?

Depending on the level of supervision required, your time commitment may range from one day a week to one day every six months. Sometimes more time may be needed depending on the needs of the supervisee. In some cases, telephone meetings may be all that is required.

Will I be paid?

At present, supervisors are not reimbursed for this service to assist colleagues. The College is considering a repayment process for all supervisors according to CPSO guidelines.

What will I be doing?

Your activities may include but not be limited to:

- Discussing cases with the supervisee physician.
- Reviewing medical records.
- Reviewing practice data.
- Directly observing the supervisee physician with patients.
- Interviewing medical colleagues and coworkers.
- Surveying peers, colleagues and patients.
- Assessing communications skills.

What kind of reporting is required?

As a supervisor, you will report to the College at regular intervals with evidence gathered from the activities listed regarding the competence of your supervisee. Reports are usually expected every three to six months depending on the terms of your supervision arrangement. In addition to your own direct observation, your reports should include information on chart reviews and interviews with other medical colleagues, coworkers and staff, where possible. In your reports, you will be expected to identify both the strengths and weaknesses of the physician you are supervising and how these impact the standard of patient care. Your assessment will provide the supervisee with the opportunity to meet the standards of care expected of a practitioner in Ontario.

The CPSO is developing templates for supervision reports. Other tools may be provided by the College and should be returned with the report.

How can I ensure my objectivity?

During the initial matching process, the CPSO takes steps to ensure there is no conflict of interest between you and your supervisee and that you can assess the supervisee free of bias. It is important that you feel you can perform the responsibilities of the supervisor in an objective manner. Your impartial assessment of the supervisee—which includes identifying both weaknesses and strengths—provides a constructive opportunity for the supervisee to meet the standards of care expected of a practitioner in Ontario.

Do I share my hospital privileges with the supervisee?

No. Your supervisee will have to apply and obtain his or her own hospital privileges, because he or she is the most responsible physician (MRP). You may assist in the application process if you wish.

Am I the MRP in clinical situations?

No, unless specified by the College, the supervisee is the MRP for the patient care provided. The supervisee will carry his or her own professional liability insurance coverage. As the supervisor, you should be available at least by telephone in case the supervisee needs guidance or input. The supervisor may delegate supervision responsibility to another individual during his or her absence. However, it is important to note that the supervisor approved by the College is responsible for ensuring that the patient care provided by the supervisee meets the standard of care, and for submitting reports to the College.

What are my liabilities as a supervisor?

Because your supervisee is the MRP for his or her patients, he or she must carry professional liability coverage. As a practicing physician in Ontario, you would carry professional liability protection too. The College also maintains liability coverage for CPSO programs that involve physicians serving in various capacities. So, while patients or other individuals may make a complaint or malpractice claim against anyone, there may be various avenues for insurance coverage in the event of an action involving a supervisor.

What if I don't get along with my supervisee?

If there is a significant disagreement between you and your supervisee and/or you decide to withdraw from the supervision arrangement for any other reason, you must first notify the College in writing. Both parties must request the change and provide a reason for it.

If you can't wait until the College has approved the supervisory change, be aware that your supervisee will have to stop practicing medicine until another supervisor can be arranged.



ANSWER

THE CALL!

Across Ontario, there's an urgent need for doctors like you to supervise North American physicians who have relocated to Ontario to practise medicine.

They need supervision to acquire critical clinical skills in a Canadian context. This will help them transition to full independent practice in Ontario.

As a supervisor, you will provide the College of Physicians and Surgeons of Ontario (CPSO or College) with unbiased, objective reports about your supervisee's knowledge, skills, judgment and professional behaviour. Understandably, the specifics of each arrangement will vary, according to the needs of the physician being supervised and by the terms defined by the CPSO.

The enclosed Qs and As provide more information.

Tell me more

For more information on how you can be a physician supervisor in Ontario, please contact the College of Physicians and Surgeons of Ontario.

Registration inquiries

Telephone: 416-967-2600 Ext 221

Toll-free: 800-268-7096 Ext 221

E-mail: inquiries@cpso.on.ca

Web: <http://www.cpso.on.ca/registration/>

For other information

**HealthForceOntario
Marketing and Recruitment Agency**

Toll-free: 1-866-535-7779

E-mail: opportunity@healthforceontario.ca

Web: www.HealthForceOntario.ca

Facebook : www.Facebook.com/HealthForceOntario

Twitter : www.Twitter.com/HFO_MRA

BECOME A Physician Supervisor IN ONTARIO

