

Supervision

Standard

The physiotherapist is responsible and accountable for the physiotherapy services provided by personnel working under their **supervision (supervisees)**, and for providing appropriate supervision, in accordance with the client's needs, supervisee's skills and competencies, identified risks, and the context of practice.

Expected outcome

Clients can expect that they are informed of the role of supervisees, have consented to services being provided by supervisees, and that the physiotherapy services provided by supervisees are supervised by the physiotherapist.

Performance expectations – Supervision of Physiotherapist Support Workers

When supervising **unregulated health providers working as physiotherapist support workers**, the physiotherapist must:

- A. Be aware that a supervisor-supervisee relationship and related supervision responsibilities exist any time an unregulated health provider delivers physiotherapy services that the physiotherapist assigned.
- B. Assign only those tasks/activities that the supervisor is competent to perform.
- C. Assess the knowledge, skills, and judgment of support workers.
- D. Assign only those tasks/activities that fall within the support worker's competence.
- E. Assess clients to determine those appropriate to receive physiotherapy services from support workers.
- F. Communicate to clients the roles, responsibilities, and accountability of support workers participating in the delivery of physiotherapy services.
- G. Obtain clients' informed consent for the delivery of physiotherapy services by support workers.
- H. Use mechanisms (e.g., name tags, introduction) so that support workers are readily identifiable.

- I. Employ direct or indirect supervision strategies appropriate to the competence of the support worker, the client's care needs, identified risks, and other factors related to the practice environment.
- J. Establish ongoing and timely communication with support workers.
- K. Monitor and evaluates the delivery of physiotherapy services by support workers.
- L. Monitor documentation of physiotherapy services by support workers to confirm documentation is consistent with regulatory standards.
- M. Reassess clients, monitors and evaluates the delivery of physiotherapy services by physiotherapist support workers and client outcomes, modifying or reassigning service delivery as determined by clients' needs.
- N. Not assign the following activities to support workers:
 - i. Any restricted activity, or portion thereof, authorized to the physiotherapist.
 - ii. Interpretation of referrals, diagnosis, or prognosis.
 - iii. Interpretation of assessment findings and determination of treatment procedures and treatment goals and the planning, development, or modification of treatment plans beyond pre-set parameters.
 - iv. Initial discussion of treatment rationale, clinical findings, and prognosis with clients.
 - v. Documentation that should be completed by the physiotherapist.
 - vi. Discharge planning.
 - vii. Any treatment that would require the physiotherapist support worker to employ clinical reasoning, analysis and decision making to change the established plan of care without the input of the supervising physiotherapist.
- O. Reassign the supervision of support workers when the physiotherapist is not available to supervise.
- P. Advise clients and employers that delivery of physiotherapy services by support workers must be discontinued when physiotherapist supervision is not available.

Performance expectations – Supervision of Physiotherapist Students

When supervising **physiotherapy students**, the physiotherapist must:

- Q. Be aware that a supervisor-supervisee relationship and related supervision responsibilities exist any time they agree to be a preceptor to a student and the physiotherapy student is delivering physiotherapy services. Assigns only those tasks/activities that the supervisor is competent to perform.

- R. Assess the knowledge, skills, and judgment of physiotherapy students.
- S. Assign only those tasks/activities that fall within the physiotherapy student's competence.
- T. Identify clients appropriate to receive physiotherapy services from physiotherapy students.
- U. Communicate to clients the roles, responsibilities, and accountability of physiotherapy students participating in the delivery of physiotherapy services.
- V. Ensure that clients have provided informed consent for the delivery of physiotherapy services by physiotherapy students.
- W. Use mechanisms (e.g., name tags, introduction) so that physiotherapy students are readily identifiable.
- X. Employ direct or indirect supervision strategies appropriate to the competence of the physiotherapy student, the client's care needs, identified risks, and other factors related to the practice environment.
- Y. Establish ongoing communication processes with physiotherapy students.
- Z. Monitor documentation by physiotherapy students to confirm that this documentation is in accordance with regulatory requirements.
- AA. Monitor and evaluates the delivery of physiotherapy services by physiotherapy students and client outcomes, modifying or reassigning service delivery as determined by the client's needs.
- BB. Comply with legislative and regulatory rules regarding performance and supervision of restricted activities by physiotherapy students.
- CC. Reassign the supervision of physiotherapy students when the physiotherapist is not available to supervise.
- DD. Advise clients and employers that delivery of physiotherapy services by physiotherapy students must be discontinued when physiotherapist supervision is not available.

Performance expectations – Supervision of Examination Candidates

When supervising **Examination Candidates**, the physiotherapist must:

- EE. Be aware that a supervisor-supervisee relationship and related supervision responsibilities exist any time they agree to supervise an Examination Candidate, and the Examination Candidate delivers physiotherapy services.
- FF. Ensure that the PT Examination Candidate performs only those activities that the supervisor is competent to perform and supervise.
- GG. Assess the knowledge, skills, and judgment of Physiotherapist Examination Candidate

- HH. Ensure that the PT Examination Candidate performs only those activities that the PT Exam Candidate is competent to perform.
- II. Confirm that the respective roles, responsibilities and accountabilities of the Physiotherapist Examination Candidate and their supervisor have been communicated to clients and that clients have provided informed consent for the delivery of physiotherapy services by the Physiotherapist Exam Candidate.
- JJ. Use mechanisms (e.g., name tags, introduction) so that Physiotherapist Examination Candidate are readily identifiable.
- KK. Employ direct or indirect supervision strategies appropriate to the competence of the Physiotherapist Examination Candidate, the client's care needs, identified risks, and other factors related to the practice environment.
- LL. Establish ongoing communication processes with Physiotherapist Examination Candidate
- MM. Comply with legislative and regulatory rules regarding performance and supervision of restricted activities by Examination Candidate.
- NN. Monitor and evaluates the delivery of physiotherapy services by Examination Candidate
- OO. Reassign the supervision of Physiotherapist Examination Candidate when the physiotherapist is not available to supervise.
- PP. Advise clients and employers that delivery of physiotherapy services by Examination Candidate must be discontinued when physiotherapist supervision is not available.

Related Standards:

- Assessment, Diagnosis, Treatment
- Consent
- Conflict of Interest

*Replaces Physiotherapists Assigning Physiotherapy Care.

Definitions

Physiotherapist support worker – unregulated health provider working under the supervision and direction of a physiotherapist. PTSWs have a range of educational backgrounds and experience. May be referred to as physiotherapist assistant, rehabilitation assistant, therapy assistant, rehabilitation aide, or kinesiologist when working as a supervisee.

Restricted Activities – also referred to as controlled acts or authorized activities, are activities that may only be performed by a regulated health professional in accordance with jurisdictional legislation and regulatory rules. Not applicable to all physiotherapy regulators in Canada.

Supervision

Supervision means the action or process of watching and directing what someone does or how something is done.