



Who might you be Supervising?

Supervision is required for physicians who do not meet the provincial criteria for a regular licence. These physicians are granted a Provisional with Restrictions Licence (PWR) and placed on a designated pathway to work toward achieving the requirements. These physicians include:

1. Internationally trained Family Medicine physicians who have successfully completed a Practice Ready Assessment (PRA) also known as, the Clinical Field Assessment (CFA) through the Saskatchewan International Physician Practice Assessment (SIPPA) Program.
2. Canadian trained physicians who have successfully completed a postgraduate residency training program at a Canadian university who have eligibility but are not yet certified with the Royal College of Physicians and Surgeons of Canada (RCPSC) or College of Family Physicians of Canada (CFPC).
3. Internationally trained specialists who have successfully completed a Pre-Licensure Assessment (PLA) or equivalent acceptable to the College of Physicians and Surgeons of Saskatchewan (CPSS) or have eligibility and are not yet certified with the RCPSC.

What does the Supervision Model look like?

The model of supervision required for a Physician on a PWR Licence, is not the same as what would be required for medical students or clerks. These physicians practice primarily independently and make independent clinical decisions. While a supervisor may wish to conduct direct observation, it is not expected or required.

Serving as a supervisor involves conducting 5-10 periodic retrospective chart reviews according to a set schedule (these reviews are primarily conducted via the EMR). It is also encouraged that supervisors to reach out to their candidate to establish a personal connection, provide relevant professional development recommendations and/or feedback. This can be done by phone, email, via virtual means or in person, if preferred. The purpose of supervision is to ensure the physician performs well and learns how to navigate the Saskatchewan healthcare context and common clinical challenges.

What support is in place if I am new to Supervising?

Supervisors will be provided with a Supervision Report document and read-only access to the EMR of their physician to support ease of conducting chart reviews and preparing reports for the CPSS. New supervisors will be required to attend a 60-minute orientation session with a CPSS Lead Supervisor, to offer hints and tips and answer any questions. All supervisors will be provided with a Supervision Overview document that provides helpful pointers to take into consideration over the duration of the supervision period. All supervisors have access to a Senior Medical Advisor at the CPSS to offer additional problem-solving support or suggestions if concerns arise.

What are the time commitments, and will I be remunerated?

The supervisor is responsible for conducting 5-10 chart reviews for periods as short as 3 months or less or at regular intervals up to 5 years. The duration depends on the licensure pathway a physician is on. Reports are required at month 1, 3, 6, 9, 12 in the first year and then at month 18 and month 24 (if required) into the second year and then annually after that. Chart reviews typically occur through the EMR and can occur online from the supervisor's home location. The average expected time to review 5-10 charts and complete the Supervision Report is 2 hours. Supervisors are paid on an hourly basis at \$150/per hour.

Does providing Supervision count as a Professional Learning Activity?

Yes! Serving as a supervisor under the oversight of a provincial licensing body is a certified assessment activity.

- CFPC members can claim one certified credit per hour of participation to a maximum of 30 credits.
- RCPSC members can claim Section 2 credits for preparing for and engaging in learning related to supervision (2 credits per hour) and can claim up to 15 credits per year for time spent providing feedback to supervisees.

Please make sure to confirm your credit availability with your professional development program. They are happy to help.

Key responsibilities of a supervisor

- Reviews pertinent background material provided by the CPSS;
- Completes chart reviews and supervision reports on time at prescribed intervals which reflect the content expected by the CPSS;
- Establishes a supportive, collegial and professional relationship with the candidate physician to facilitate success;
- Discusses any concerns arising from chart reviews and provides constructive feedback to the candidate physician to foster growth and enhance clinical practice;
- Makes recommendations where possible to support and encourage ongoing continuing professional learning;
- Reports any dangerous or unsafe practices or any apparent breaches immediately to the CPSS, which may put patients at risk;
- Notifies the CPSS if unable to continue in the role.

To become a supervisor, you must:

- Be registered and practice in Saskatchewan with an unrestricted licence for independent practice;
- Have a minimum of 3 consecutive years in practice in the scope of practice to be supervised;
- Not be currently the subject of any disciplinary or incapacity proceeding;
- Maintain an appropriate level of CMPA or equivalent insurance coverage;
- Have no real or perceived conflict of interest;
- Be willing and able to provide feedback to the candidate physicians and to the CPSS;
- Have effective communication skills;
- Have a strong sense of professional responsibility and commitment to peer support;
- Be active in continuing professional learning and demonstrates compliance with revalidation requirements;
- Be accepting of diversity; including diversity in demographics, identity, education, perspectives, opinions and skills;
- Be willing to comply with all terms of the CPSS agreement;

**Having experience in the education and evaluation of physicians or health professionals is considered an asset.*

If you are interested in becoming a supervisor for a physician who is currently working on a Provisional Licence within the province or if you have more questions and would like to know more, please reach out to the **Assessment Team** at the CPSS by email at cpsreg-assess@cps.sk.ca.

Thank you and we look forward to hearing from you!