

Practice Standard- Supervision and Education of Students and Support Personnel

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Revised: N/A

Intent

The College encourages members to participate in the preparation of students/support personnel for future practice. As regulated health professionals, kinesiologists must be aware of their responsibilities and accountability when they are acting as a supervisor.

Standard Statement

Members bear responsibility and accountability for the care/services provided by students/support personnel under their supervision and for their behaviours in the workplace setting. Members must consider the following factors:

- the need to encourage a student's/support personnel's autonomy and learning;
- a level of supervision appropriate to the assignment;
- the knowledge, skill and clinical reasoning of the student/support personnel;
- the patient's/client's level of comfort in working with students/support personnel; and
- the severity or risk level associated with the patient's/client's condition.

Performance Expectations

A member demonstrates the Standard by:

1. Maintaining professional accountability for all aspects of care/service which they assign to students/support personnel including:
 - initial assessment and evaluation;
 - interpretation of referrals;
 - development, evaluation and modification of the treatment plan;
 - documentation and billing;
 - maintaining professional boundaries (see below for more details).

2. Evaluating the knowledge, skill and judgment of the student(s)/support personnel being supervised prior to any assignment.
3. Ensuring that the duties assigned to students/support personnel are appropriate and take into consideration the complexity of the practice environment and the patient's/client's condition along with their:
 - knowledge, skill and judgment,
 - level of education,
 - experience, and
 - confidence.
4. Ensuring that the student/support personnel is competent to perform any intervention, service or activity that is assigned to them.
5. Conducting ongoing training and evaluation of students/support personnel to ensure that:
 - they are competent to perform any intervention, service or activity that is assigned to them; and
 - their performance of assigned clinical interventions, services and activities meets the standard of practice of the profession.
6. Documenting training and evaluation of students/support personnel which is conducted at appropriate intervals related to the placement/position, duration of employment, experience of the student/support personnel and any other relevant factors.
7. Minimizing risk of harm to the patient/client by ensuring that s/he supervises students/support personnel at an appropriate level based on consideration of the activities to be performed and assessment of the level of competency of the student/support person. This does not mean that all students/support personnel must be in the presence of the kinesiologist and under direct observation at all times. It will depend on the student's/support personnel's level of knowledge, skills and judgment
8. Obtaining informed consent from patients/clients or their substitute decision-makers prior to involving students/support personnel.
9. Ensuring that patient/client records and related documentation reflect accurately who has entered what information/notations and who has provided what services or performed which acts described in the notes.
10. Ensuring that patient/client records and related documentation written or completed by students/support personnel include a formal acknowledgment that the information has been reviewed by the supervising member.
11. Immediately discontinuing student/support personnel involvement in circumstances where their actions or deficient knowledge, skill or clinical reasoning place the patient/client or public at risk, or where the patient/client withdraws consent for their involvement.

The following activities are not to be assigned to students or support personnel:

1. Obtaining informed consent for a course of treatment and/or a change in the course of the treatment
2. Discharging a client from treatment and creating a discharge plan.

Education regarding professional boundaries

Members are not only accountable for the care/service provided by students/support personnel, but are also responsible for making reasonable efforts at ensuring that professional boundaries are maintained between the student/support personnel and the patient/client. Members are expected to:

- Educate students/support personnel on the nature of the therapeutic client relationship;
- Provide instruction and advice on how to establish and maintain professional boundaries and the warning signs of boundary violations;
- Demonstrate professional boundaries with all patient/clients and professionalism with all colleagues;
- Provide the appropriate learning resources to students/support personnel, such as the College's practice standards and guidelines on professional boundaries;
- Take appropriate and immediate action where a student/support personnel is not able to manage professional boundaries;
- Advocate for standards and protocols on how to address issues of professional boundaries involving students/support personnel within the employment setting where appropriate.

Definitions

Student: Any student seeking work experience in kinesiology practice or related field.

Support Personnel: An unregulated person who is working under the direct or indirect supervision of a regulated health professional, whose activities are the responsibility of the regulated health professional.

Indirect Supervision: Where a kinesiologist is not directly assigning care about a specific patient/client, but is in a managerial or oversight role over staff and/or practice environment.