



## REG4: Employer application for approval of position and supervisor

UK & Irish graduates    Locum tenens    Comparable health system

This form must be completed if you are applying for registration within the provisional general or special purpose locum tenens scope of practice through Council's myMCNZ online portal.

### SECTION 1 – Applicant details [To be completed by employer]

Family name

Given names

### SECTION 2 – Supervision details [To be completed by supervisor]

#### Supervisor's details

Name

Registration No.

Position

Work location(s) –  
please list all

How many hours per week will you work with the applicant?

Do you have a current APC?

Yes

No

Are you registered in a  
vocational scope?

Yes

No

Scope of practice

**Supervision plan attached**  Yes – please attach details of induction, orientation, and supervision separately

#### Signature of supervisor

I have read the Council's publication "*Orientation Induction and Supervision for International Medical Graduates*" and understand what is required of me. I agree to supervise the applicant and complete reports every three months or as requested by the Medical Council.

Signature

Date

/ /

Print name

#### Signature of the Chief Medical Officer (CMO) or practice principal

In a hospital environment, the signature of the CMO or their delegate. In the primary care environment, the signature of the practice manager/practice principal or their delegate.

I agree to the proposed supervision and induction plan and accept responsibility for ensuring the plan attached is implemented.

Signature

Date

/ /

Print name

**SECTION 3 – Employment details [To be completed by employer]**

Position applicant is appointed to					
Area of medicine e.g., paediatrics					
Work location(s) – please list all					
Full or part-time position (indicate in hours/week)					
Employment (day/month/year)	From	/	/	To	/

## Supervision Summary for Supervisors of International Medical Graduates

Supervision is a requirement for registration of all doctors registered in a provisional general, provisional vocational, or special purpose scope of practice.

### What do we mean by supervision?

'Supervision is the provision of guidance and feedback on matters of personal, professional and educational development in the context of a doctor's experience of providing safe and appropriate patient care.' Good supervision should enable the doctor to review and develop their practice in a supportive environment, and enhance their knowledge, skills and professionalism. In addition, supervision encourages a culture of continuous learning and development. It will be both formal (scheduled and planned) and informal.

### Why do we require supervision?

Supervision supports a doctor's practice, and enables an assessment of the doctor's performance while they become familiar with the New Zealand health system and the required standard of medical practice in New Zealand. It assures Council that a doctor is able to practise safely, with support and oversight, until the doctor is able to demonstrate that they are able to practise competently and safely independently.

### Responsibilities of the supervisor, supervisee and employer

The general responsibilities of a **supervisor** will include:

- Ensuring that the IMG is participating in their orientation and induction programme.
- Providing clarity about how both parties will communicate during normal working hours and after hours (where applicable). This includes setting ground rules for communicating with other team members.
- Making sure that protected supervision time is scheduled regularly and kept free of interruptions.
- Being readily available and approachable.
- Where applicable, providing clear clinical notes and comprehensive management plans, which include parameters clarifying when specialist involvement is required for a particular patient.
- Monitoring and verifying what the IMG is doing, and that they are capable of carrying out their duties competently.
- Raising performance issues early. The sooner these are addressed, the more opportunity the IMG has to take corrective action.
- Identifying whether poor performance is caused by poor communication skills and making arrangements for communication skills tuition, when necessary.
- If the supervisor believes that the IMG's practice may put patient safety at risk, the supervisor should report concerns to their employer and to Council.
- Arranging to regularly review the IMG's understanding and knowledge of key clinical areas.
- Ensuring the IMG is working within their approved scope of practice and alerting the Council if this not the case.
- Understanding the requirements that the IMG must complete in order to gain full registration (for those on provisional scopes), and providing support, where appropriate, to help the IMG meet these requirements.

The general responsibilities of the **supervisee** will include:

- Making a commitment to engage fully in the supervision process.
- Taking responsibility for ensuring that an appropriate supervision schedule has been arranged, diarising these appointments and giving it priority.
- Working with the supervisor to set supervision and educational objectives.
- Keeping a supervision logbook, including participation in continuing medical education activities.
- Communicating clearly and responsibly with the supervisor.
- Being ready to accept constructive feedback, and being receptive to changing behaviour where necessary.
- Taking part in audit and peer review or group activities.
- Asking for advice appropriately.
- Asking for more support or mentoring, should this be necessary.

- Contacting the supervisor early on when concerns or issues arise, or when they feel out of their depth in any way.
- Recognising limits of professional competence.
- Obtaining approval from Council for any changes to supervision arrangements, registration conditions or requirements before they are implemented.
- Informing the Council if the conditions or requirements of supervision are not being met.

The general responsibilities of the **employer** will include:

- Ensuring supervision is provided according to Council's policies.
- Facilitating the provision of protected time for the IMG and supervisor.
- Ensuring the IMG is adequately oriented to organisational policies and procedures.
- Advising Council of any concerns about the IMG if they form the opinion that there is a risk to the public that cannot adequately be addressed by implementing local measures.
- Understanding the requirements that the IMG must complete in order to gain full registration (for those on provisional scopes), and providing support, where appropriate, to help the IMG meet these requirements.

### **Reporting requirements**

While an IMG holds a provisional general, provisional vocational or special purpose scope of practice, they are required to submit supervision reports to Council every three months. Supervisors provide the report through an online portal, and IMGs review and acknowledge the report through the portal. If required, the supervisor will need to be willing to discuss any concerns raised in the reports, and the measures put in place to manage issues of public health and safety with Council staff.

A comprehensive [IMG orientation, induction and supervision guide](#) is available on Council's website.