



### Qualification of Supervisors

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#### **PURPOSE**

To outline the required qualifications of supervisors who are supervising:

- Graduate students in an Audiology or Speech-Language Pathology Master's program;
- Advanced competency applicants in training;
- Communication Health Assistants;
- Conditional Active Registrants;
- Student Hearing Instrument Practitioners (Student-HIPs).

#### **SCOPE**

All CSHHPBC registrants involved in supervision

All Speech-Language Pathology and Audiology students seeking supervision by a qualified professional

Applicants in training for advanced competency certification

#### **DEFINITIONS**

##### **Supervisor:**

The supervisor (or mentor) is the person who has agreed to oversee the supervision of a graduate student, advanced competency certification applicant, communication health assistant or a conditional active registrant. This may or may not be a registrant's work-related supervisor.

##### **Supervision:**

Supervision refers to many registrant responsibilities that may include but are not limited to: observing, directing, overseeing, evaluating, reviewing and monitoring someone else's work and performance. There may be requirements for supervisors to: provide training, observe practical competencies, provide constructive formal and informal feedback and complete performance plans and evaluations.

#### **POLICY**

Supervisors must be active registrants and may only supervise within their registered profession(s). Under no circumstances may a registrant provide supervision if they have any limits or conditions placed on their practice. In the instance that a limit or condition is placed on a supervisor's practice, they must cease supervising immediately. The supervisor's continuing competency credit requirements must be up to date and not in arrears, including those pertaining to advanced competency certification, if applicable.

*NOTE: No fee for supervision will be charged by a registrant directly to any student, AC applicant, or Communication Health Assistant.*



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##### **Graduate Students:**

A registrant in Speech-Language Pathology and Audiology, who is supervising students, must adhere to the student's university's guidelines/requirements for supervision of graduate students. For UBC, supervisors must adhere to the guidelines for clinical instructors/educators. Where there is no requirement stated for a University program, then 5 years experience should be used.

##### **Advanced Certification Applicants:**

A registrant in British Columbia, who is supervising an applicant for advanced certification, must be an active registrant in the applicable profession(s) and hold the applicable advanced certificate. For supervisors outside of British Columbia, the supervisor must be approved by the Quality Assurance Committee prior to submission of a completed application for an advanced competency certificate. For out of province, substantial equivalency applications, each case including the supervisor qualifications will be reviewed and assessed on its own merit.

##### **Communication Health Assistants (CHA):**

A registrant who is supervising communication health assistants must be an active registrant in the applicable profession(s) and understand that the supervisor is accountable and responsible for the oversight of the communication health assistants while "in training" and when competent to perform as a CHA.

##### **Conditional Active Registrants:**

A registrant, who is supervising a conditional active registrant, must have a minimum of 2 years of clinical experience as an active registrant. Conditional active registrants must not supervise other registrants, students or communication health assistants.

##### **Student-HIPs:**

To qualify, a Student-HIP supervisor must be an Active registrant and have been in practice in British Columbia for a minimum of 2 years.

Student-HIP supervisors must provide the necessary clinical setting to students if they are to sign-off on Student Declarations and Work Plan objectives, and may supervise a maximum of 2 students concurrently. Student HIP supervisors and students must be located at the same place of business, with the exception noted under general supervision.



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#### Related CSHHPBC Documents

- Code of Ethics (CORE 01; Schedule E CSHHPBC Bylaws)
- Continuing Competency Credit Reporting Requirements (POL-QA-02)
- Definition and Application of Supervision by Registrants (POL-QA-06)
- Qualification for Supervisors of Hearing Instrument Practitioner Students (POL-R-02)
- Use of Communication Health Assistants (SOP-PRAC-04)