

Specialist International Medical Graduates (SIMGs) assessed to be Substantially Comparable are required to satisfactorily complete a range of Workplace based Assessments (WBAs) at regular intervals over a period of at least 12 months before being eligible to apply for Fellowship.

One means of assessment during the Substantial Comparability placement is by Supervisor Reports.

To be eligible for the Substantial Comparability Pathway, SIMGs are required to nominate a Supervisor who will meet with them at regular intervals during the workplace based assessment period to discuss their progress. Supervisors then complete and submit the prescribed Supervisor Reports. During the placement, any unsatisfactory aspects are to be managed appropriately with the guidance of the Supervisor.

### **SUPERVISOR OBLIGATIONS**

- The nominated Supervisor is required to complete the Substantial Comparability Supervisor training provided by RANZCP via the Committee for Specialist International Medical Graduate Education (CSIMGE).
- In addition to employment and board related roles, the nominated Supervisor also has the role of Supervisor for the entire Substantial Comparability placement and, as such, is required to provide sufficient face-to-face/teleconference supervision and review to enable adequate completion of the WBAs. The supervision frequency and format must be of sufficient breadth and depth to enable the report forms to be adequately completed and to perform the required tasks.
- Nominated Supervisors may work in a different place of employment to that of the candidate.
- Nominated Supervisors must be experienced enough to provide adequate supervision of the candidate.
- A Supervisor Report Form is to be completed and submitted by the Supervisor at specified times during the candidate's Substantial Comparability work placement. For a twelve (12) month placement, the reports are to be submitted at two (2), six (6) and ten (10) months.
- Whilst the report form is submitted at specific times in the placement, the assessment and feedback may be spread over several supervision sessions in accord with educational objectives. Assessment by the Supervisor may include any information received from other legitimate sources available to the Supervisor in accord with the educational needs of the candidate.
- The Supervisor will be given access to all other assessment material pertaining to the candidate. It is expected that the Supervisor will fully discuss each assessment with the candidate and, if necessary, remedial plans are to be developed and actioned with the candidate.

### **APPOINTMENT OF SUPERVISORS**

The candidate will approach their nominated Supervisor to take on the role of Supervisor for the Substantial Comparability work placement. The Supervisor should be sufficiently experienced to supervise someone at this level.

The candidate's employer must have agreed that all resources and personnel are available to meet the requirements of the placement and ensure that the Supervisor is appropriately trained.

For new applicants, the relevant State Assessment Panel will have the responsibility of deciding whether the nominated Supervisor is suitable and, as such, will be provided with suitability guidelines for their reference. For Existing Exemptions Candidates, the CSIMGE will decide on the suitability of the nominated Supervisor.

Accreditation as a supervisor requires:

- Fellowship of the RANZCP;
- Completion of an approved RANZCP Substantial Comparability Supervisor training program prior to the start of the candidate's placement.

Supervisors should be comfortable with providing appropriate feedback to candidates and with assisting them in the development of remedial plans.

A Supervisor may also choose to nominate for the relevant State Assessment Panel, for the Substantial Comparable Assessment Review Panel (SCARP) or as a Case Based Discussion Assessor. *However, a Supervisor cannot assess their candidates for the Case Based Discussions.*

## **DUTIES OF THE SUPERVISOR**

- Complete required Substantial Comparability Supervisor training offered by the RANZCP;
- Complete and submit a Supervisor Report Form to the College at two (2), six (6) and ten (10) months;
- Meet with the candidate to discuss each workplace based assessment and develop remedial plans with the candidate, if necessary;
- Submit to RANZCP, together with the candidate's employer, confirmation/declaration of satisfactory completion of the work placement at twelve (12) months or alternatively at the end of the placement.
- Responsibility to advise the SCARP of any confirmed events which would affect professional standing.