

Introduction

This *Supervision Standard of Practice* outlines the expectations for registrants when supervising audiology or speech-language pathology students, support personnel, or provisional registrants.

Standard

College of Audiologists and Speech-Language Pathologists of Manitoba (CASLPM) registrants ensure that supervision is conducted ethically, competently, and in accordance with regulatory expectations to support the development of supervisees and safeguard client care. Registrants recognize their accountability for all services provided under their supervision and maintain professional standards in supervisory relationships. Registrants are responsible for meeting the expectations outlined in this Standard and the accompanying general and profession-specific guidelines.

Demonstrating the standard

Registrants will:

- Refrain from assigning activities to support personnel that involve clinical interpretation, with the exceptions provided for in the *Guidelines for Support Personnel*.
- Provide necessary information to the client regarding the supervisee's role and responsibilities and obtain client's informed consent to receive services from the supervisee.
- Establish clear supervisory agreements outlining roles, responsibilities, expectations, and boundaries.
- Avoid dual relationships or supervisory arrangements that may impair objectivity or create a conflict of interest.
- Ensure supervisees are appropriately qualified and authorized to perform assigned tasks.
- Provide adequate on-the-job training and orientation to supervisees as it relates to clinical and employment context.
- Apply clinical judgment to determine the appropriate level of supervision based on the supervisee's education, experience, and task complexity.
- Maintain responsibility and accountability for supervisees and monitor the service provided by supervisees on a regular, consistent basis, including client outcomes, modifying and/or reassigning service delivery as determined by client needs.
- Be available for consultation with the supervisee and/or develop a plan for supervision coverage when they are not available (e.g. speaking to another regulated member to obtain direction, ceasing or changing the activity, etc.). This includes informing employers and clients within a reasonable timeframe of the need to discontinue services provided by the supervisee when the SLP/audiologist is not available to provide supervision.

- Intervene promptly when supervisee actions or omissions may compromise client safety or care quality and/or inform the appropriate employer or manager if there are performance or safety concerns.
- Ensure both client safety and outcomes by considering the CASLPM Guidelines for Working with Support Personnel when assigning clinical activities to supervisees.
- Follow provincial guidelines regarding delegation, reserved acts, and supervision of support personnel, students, and provisional registrants.
- Ensure that documentation and billing practices accurately reflect the involvement of both the registrant and the supervisee, and document supervisory activities including training, feedback, concerns, and corrective actions.