



**MEDICAL SCIENCES COUNCIL
OF NEW ZEALAND**

TE KAUNIHERA PŪTAIAO HAUORA O AOTEAROA

CONSULTATION DOCUMENT: SUPERVISION AND DIRECTION FOR MEDICAL LABORATORY SCIENCE PRACTITIONERS

The Medical Sciences Council recently reviewed its policy on *Supervision and Direction for Medical Laboratory Science Practitioners*.

This document sets out the proposed revised policy and the Council is now seeking feedback from the medical laboratory science profession and other interested stakeholders.

April 2019

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Consultation on a Revision of the Supervision and Direction Standards for Medical Laboratory Science Practitioners

The Medical Sciences Council (the Council) is pleased to present a revised policy that sets out the proposed standards for the supervision and direction of medical laboratory science practitioners.

Feedback on the proposed policy is now being sought from all interested stakeholders including, but not limited to, medical laboratory science practitioners, other health professionals, employers, professional bodies, employee representative organisations, other regulatory authorities, and the New Zealand public.

Submitting Your Consultation Feedback

You have an opportunity to provide your feedback on the proposed policy by completing an online questionnaire that is available on the Council's website at www.msccouncil.org.nz (News and Media).

The consultation will be open for



5
weeks

The questionnaire will close on **Friday 31st May 2019**

Policy Overview

Sections 22 (3), (a) and (b) of the Health Practitioners Competence Assurance Act 2003 allow the Council to place a condition on a practitioner's scope of practice that will ensure they are competent to practise.

This document sets out the Council's policy and guidelines for registered medical laboratory science practitioners working under supervision or direction to ensure the continued protection of the health and safety of patients.

Definitions

Supervision

Supervision is a formal process of professional support and teaching to enable the practitioner to build on their knowledge, skills and professional attributes, and to progressively assume responsibility for their own practice. Practitioners providing supervision take full accountability for the practice of the practitioner they supervise.

Direction

Medical Laboratory Technicians and Medical Laboratory Pre-Analytical Technicians with full registration practise under the direction of a fully registered medical laboratory science practitioner or other appropriately qualified and registered health practitioner who has expertise and knowledge in the relevant medical laboratory science discipline.

Within the parameters of practising under direction the practitioner takes full responsibility for their practice with general oversight by the practitioner providing direction who must be available for consultation if assistance is required.

Practitioners providing direction are accountable for the direction they provide to ensure practitioners working under direction practise within the parameters of the relevant gazetted scope of practice. The practitioner providing direction must regularly meet with, and conduct periodic reviews of the Medical Laboratory Technician's or Medical Laboratory Pre-Analytical Technician's practice.

Supervision and Direction: An Overview

The practitioner providing supervision or direction is accountable for the safe practice of those they supervise or direct.

	Definition	Specifications	Responsibilities
Supervision	The practitioner providing supervision must be available to give immediate practical assistance and/or advice at any time.	<p>The practitioner works under the supervision of a registered health practitioner who is suitably qualified, and has the expertise and relevant knowledge of the medical laboratory science discipline(s) within which the practitioner is practising.</p> <p>Phlebotomists cannot work off-site until they have been signed off by the nominated supervisor as meeting minimum clinical competencies.</p>	<p>When a condition of supervision is placed on a practitioner's registration, they must provide the Council with the name of the practitioner who will act as a <i>nominated</i> supervisor.</p> <p>Practitioners providing supervision take full accountability for the practice of the practitioner they supervise.</p> <p>The nominated supervisor may delegate their daily oversight of a practitioner to another registered health practitioner with the appropriate expertise and relevant knowledge.</p>

	Definition	Specifications	Responsibilities
Level of Supervision	The degree of supervision provided to the individual practitioner can be reduced over time and as the practitioner under supervision demonstrates competence in particular procedures/tasks	<p>Phlebotomists cannot work off-site until they have been signed off by the nominated supervisor as meeting minimum clinical competencies.</p> <p>Level 1 Supervision: Level 1 supervision applies when the practitioner being supervised is performing procedures/tasks for which competence sign-off has not been achieved.</p> <p>Level 2 Supervision: The practitioner under supervision has been signed-off as competent in the procedures/tasks they are performing.</p> <p>Level 3 Supervision: The practitioner under supervision has been signed-off as competent in a range of procedures/tasks they would be expected to perform as part of their usual routine but still require sign-off across the whole range of competencies as required for their scope of practice.</p>	<p>Level 1 Supervision: The practitioner providing supervision must be in the same room as the practitioner under supervision.</p> <p>Level 2 Supervision: The practitioner providing supervision must be on-site and within a reasonable distance so as to be immediately available should the practitioner under supervision need assistance and/or advice.</p> <p>Level 3 Supervision: The practitioner providing supervision may be off-site but is immediately available to the practitioner under supervision by phone.</p>
Direction	The practitioner providing direction is available, but does not need to be present at all times.	The practitioner working under direction will take full responsibility for their practice with general oversight by a registered medical laboratory science practitioner or other appropriately qualified and registered health practitioner, who must be available for consultation if assistance is required.	Practitioners providing direction are accountable for the type and extent of direction provided.

The following table outlines when a practitioner should be practising under supervision or direction:

Scope of Practice		Practising Under Supervision	Practising Under Direction
MLS	Provisional registration	✓	
	Full registration		Not generally applicable
MLT	Provisional registration	✓	
	Full registration		✓
MLPAT	Provisional registration	✓	
	Full registration		✓
Return to work practitioners		To be determined on a case-by-case basis	

Supervision Pre-Requisites and Responsibilities

Pre-Requisites for Nominated Supervisors	Responsibilities: Nominated Supervisors and Supervisors Providing Daily Oversight	Responsibilities: Nominated Supervisors	Responsibilities: Practitioner Working Under Supervision
Hold a current practising certificate that does not contain any restrictive conditions on their practice	Take responsibility for their own and the supervised practitioner's practice	Maintain supervision and assessment integrity	Maintain a professional relationship with supervisor
Be actively engaged in a Council-approved CPD programme	Avoid and/or declare any conflicts of interest	Establish regular meetings with the supervised practitioner and conduct regular performance reviews with timely remediation of any identified issues	Be prepared for meetings with supervisor
Have at least 2-year's post qualification clinical experience and hold full registration	Ensure the health and safety of patients is protected through the practice of the supervised practitioner and the range of tasks for which supervision is provided	Notify the Council: <ul style="list-style-type: none"> - if the relationship with the supervised practitioner breaks down - of any concerns regarding the conduct, or health of the supervised practitioner - if the supervised practitioner is not complying with the conditions or undertakings as set by the Council 	Adapt their practice to address the remediation of identified areas of practice needing improvement
Have a sound understanding of the competencies required for registration in the relevant scope of practice	Maintain a professional relationship with the supervised practitioner	Complete all required supervision reports as set by the Council	Recognise professional limits and work within those limits
Declare any conflict of interest prior to undertaking supervisor responsibilities	Be contactable and readily available to the supervised practitioner		Immediately advise supervisor of any issues and all clinical incidents
	Take appropriate steps to ensure the practitioner is practising safely		
	Observe the practitioner, conduct case reviews and provide constructive feedback		

Working under Direction Pre-Requisites and Responsibilities

Pre-Requisites for Practitioners Providing Direction	Responsibilities: Practitioner Providing Direction	Responsibilities: Practitioner Working under Direction
Have full registration without any conditions for supervised practice	Ensure the health and safety of patients is protected through the practice of the practitioner under direction and the range of procedures/tasks they perform	Take responsibility for their own practice
Be actively engaged in a Council-approved CPD programme	Ensure suitable support is available to the practitioner	Recognise their professional limits and practise within those limits
	Meet regularly with the practitioner to review their work practices	Maintain a professional relationship with the practitioner providing direction
	Notify the Council if there are concerns regarding the competence, conduct, or health of the practitioner	Advise the practitioner providing direction of any issues and all clinical incidents

Competency Sign-Off

Practitioners Practising under Supervision

At the end of the supervision period, the supervisor is required to provide the Council with written confirmation the practitioner meets all of the competencies of the scope of practice they are registered in. This is inclusive of ethical practice, awareness of limitations on their practice, professional and cultural competence, and a commitment to lifelong learning. That confirmation must be received by the Council as supporting evidence when the supervised practitioner apply to have their provisional registration changed to full registration.

Once this has been received and approved the supervised practitioner's registration can be converted to full registration, and their APC is re-issued at no extra cost.

Practitioners Practising under Direction

Medical Laboratory Technicians (MLT) and Medical Laboratory Pre-Analytical Technicians (MLPAT) have no formal reporting requirements to the Council, however each year they renew their APC, the practitioner providing direction will need to declare to the Council the MLT/MLPAT is competent to practise.

The person signing off the competency of a practitioner must:

- Have knowledge of the practitioner's competence; and
- Be in the position where competency issues would be reported to them; and
- Review the results of an annual competency review conducted by another party; and
- Have sufficient background knowledge of the work to form a sound opinion on the practitioner's competency