

Consultation Document

21 November 2011

Proposed registration standards

1. Supervised Practice Standard

Summary

Currently, registration requirements of the medical radiation profession are set by governments in Western Australia, the Northern Territory, Victoria, Tasmania, the Australian Capital Territory and Queensland. However, from 1 July 2012, national registration for the profession will commence and approved national registration standards will apply for practitioners in all states and territories.

Registration Standards

Section 38 of the *Health Practitioner Regulation National Law Act* (the National Law) as in force in each state and territory, enables the National Boards to develop and recommend to the Ministerial Council other registration standards, including the scope of practice of health practitioners registered in the profession, and any other issue relevant to the eligibility of individuals for registration in the profession or the suitability of individuals to competently and safely practise the profession.

This consultation paper seeks feedback on a proposed registration standard for Supervised Practice.

The Board's statement of assessment against AHPRA's *Procedures for Development of Registration Standards* is at **Attachment 2**

Background

In July 2011, the Ministerial Council appointed the following Boards to begin work twelve months in advance of national registration commencing, and to support the four 2012 professions to move from state and territory based registration to national registration:

- Aboriginal and Torres Strait Islander Health Practice Board of Australia
- Chinese Medicine Board of Australia
- Medical Radiation Practice Board of Australia
- Occupational Therapy Board of Australia

From 1 July 2012, each of the National Boards will have responsibility for the registration and regulation of their profession under the National Law.

A priority task for each of the four new Boards since they were established has been to develop and consult on the mandatory registration standards, which are currently before Ministers for approval.

Current consultation paper

The Medical Radiation Practice Board of Australia (Board) has issued this consultation paper seeking feedback on the Board's proposed registration standard on Supervised Practice.

Supervised Practice

The Board has determined that it should develop a registration standard for the purpose of specifying its requirements for registration where supervised practice is at issue (section 62 of the National Law). Supervised Practice currently forms a significant part of professional education and development of practitioners. It also forms a mechanism for remediation of otherwise qualified practitioners.

Submissions

The Medical Radiation Practice Board of Australia is seeking feedback on the draft registration standard - see Attachments.

Please provide written submissions by email, marked "November 2011 Registration Standards" to **medicalradiationconsultation@ahpra.gov.au** by close of business (COB) on **9 January 2012**.

The Board will publish all submissions on its website at www.medicalradiationpracticeboard.gov.au to encourage discussion and inform the community and stakeholders, unless requested otherwise.

We will not place on our website, or make available to the public, submissions that contain offensive or defamatory comments or which are outside the scope of reference. Before publication, we may remove personally identifying information from submissions.

Attachments

Contents

Proposed Registration Standards

Supervised Practice Registration Standard..... **4**

Statement of assessment against AHPRA's *Procedures for Development of
Registration Standards* **7**

1. Proposed registration standard

21 November 2011

Supervised Practice

Introduction

What the National Law requires

For the purposes of being eligible for general registration under Section 52 of the National Law, amongst other requirements, an applicant must be

1. qualified for general registration, and
2. have completed any period of supervised practice required by an approved registration standard

An applicant is eligible for provisional registration for the purpose of enabling an individual to complete a period of supervised practice that the individual requires to be eligible for general registration (section 62 National Law)

Background

When an individual has met the qualification requirements for general registration, the National Law allows the Board to specify, where the Board considers necessary, a period of supervised clinical practice. Prior to commencement of the National Scheme for Partially Regulated professions on 1 July 2012 the requirement for general registration mandated graduates of an Australian three-year courses of study to undertake a period of 48 weeks of supervised practice. At the time of consultation, graduates of four-year courses of study undertake sufficient clinical practice hours that meet the requirements for general registration with existing State and Territory Boards.

Specifically, the Board seeks feedback on:

- a. The number of clinical practice hours required to be completed by a recent graduate for the purposes of general registration for
 - i. A three-year course of study, and
 - ii. A four-year course of study
- b. How "fitness to practice" (clinical competence, professional conduct and compliance with regulatory standards) should be assessed during supervised practice.
- c. How to achieve consistency in implementation of supervised practice and consistency in clinical evaluation.
- d. The level or extent of supervision for provisional registrants – i.e. direct supervision and indirect supervision.
- e. What ratio, if any, should exist between Supervising practitioners and those practitioners being supervised?
- f. At what point, and under what conditions, is it appropriate for a practitioner being supervised to undertake On Call duties.
- g. The level of training or experience required of a Supervising Practitioner.
- h. The impact of supervised practice requirements on the transition of graduates into the workforce.
- i. The advantages and disadvantages of implementing and maintaining a supervised practice program
- j. Alternative structures of supervised practice that address
 - i. Reducing costs on healthcare and workforce
 - ii. Increase workforce access and flexibility
 - iii. Provide consistent, measurable clinical outcomes.

Medical Radiation Practice Board of Australia

Supervised Practice Registration Standard

Authority

This standard has been approved by the Australian Health Workforce Ministerial Council on <<date>> pursuant to the *Health Practitioner Regulation National Law Act*, as in force in each state and territory (the National Law), with approval taking effect from <<date>>.

Summary

Supervised Practice addresses the practical experience requirements where a person who has completed an approved course of study, or is otherwise approved by the Board, undertakes of a period of professional development under supervision. Supervisors must hold current practising registration with the Medical Radiation Practice Board of Australia

The purpose of supervised practice is to ensure that a Provisional practitioner has completed a period of supervised practice that contributes to the development of their clinical skills and knowledge to a level that meets the Board's competency standards.

The period of supervised practice must be satisfactorily completed prior to eligibility for General Registration.

Scope of application

This Standard applies to those practitioners who must complete a period of supervised practice in order to meet the requirements for General Registration under s.52 of the National law.

Practitioners under this Standard will only be granted Provisional Registration outlined in Division 3 Provisional Registration of the National Law.

The standard may apply to the following practitioner categories:

- Any graduate of an Australian course approved by the Board
- any applicant for registration who is assessed as being required to undertake a period of Supervised Practice
- to the practitioners required to comply with the Board's Recency of Practice Standard

- to those individuals applying for registration after not holding general registration for a period of three years or more
- to those who are seeking to change their area of practice who are required to complete a period of supervised practice
- individuals who have held General Registration, and for whom the Board deems it necessary, or as a result of a notification, and for the purposes of remediation, are required to undertake a period of Supervised Practice

Requirements

The requirements for supervised practice are as follows:

1. For the purpose of clause 52(1)(b)(i) of the National Law, in the case of graduates of Australian Medical Radiation practice courses approved by the Board,
 - i. graduates may only undertake supervised practice if they have completed a course approved by the Board, and
 - ii. the period of supervised practice to be undertaken to meet requirements for general registration will be in accordance with Guidelines developed by the Board.
2. In the case of graduates of Medical Radiation Practice courses conducted by an overseas course provider, upon the Board's acceptance of that qualification, the period of supervised practice is to be determined in accordance with guidelines developed by the Board.
3. Consistent with the requirements of the Board's Recency of Practice Registration Standard, any requirement to undertake a period of supervised practice will be determined by the Board.
4. Supervised practice must be undertaken under the following conditions:
 - a. Supervised practice hours are undertaken regularly and consistently.
 - b. Practitioners undertaking supervised practice are not permitted to complete the practical experience requirements in a time period less than what has been determined by the Board.

- c. For Australian and New Zealand graduates of an approved course the period of Supervised Practice must be completed within a period of three years.
 - d. For other practitioners required to undertake a period of supervised practice the supervised practice must be undertaken at a minimum of half full time equivalent, or as determined by the Board.
 - e. It must be under the supervision of a medical radiation practitioner who holds current general registration within the relevant division of practice
 - f. The degree of supervision will be determined by Guidelines developed by the Board
 - g. Any other such requirement as the Board or its delegate determines
5. A person identified as a Supervising Practitioner must have a minimum of 3 years current clinical experience.
- a. Practitioners holding general registration for less than 3 years must apply to the Board for approval as a Supervising Practitioner.

on safe, effective delivery of services in the profession and/or use their professional skills.

Review

This standard will commence on <<date>>. The Board will review this standard at least every 3 years.

Exemptions

1. Upon application, the Board may grant a partial or complete exemption from the requirements. The Board will issue a written notice to the applicant under section 81 of the National Law.
2. The Board reserves the right at any time to revoke an exemption and/or require an applicant to undertake a Board nominated examination or assessment.

Definitions

Provisional Registration means that which is determined by Division 3 of the National Law

Practice means any role, whether remunerated or not, in which the individual uses their skills and knowledge as a health practitioner in their profession. For the purposes of this registration standard, practice is not restricted to the provision of direct clinical care. It also includes working in a direct nonclinical relationship with clients; working in management, administration, education, research, advisory, regulatory or policy development roles; and any other roles that impact

2. Board's statement of assessment against AHPRA's *Procedures for Development of Registration Standards*

The Australian Health Practitioner Regulation Agency (AHPRA) has *Procedures for the Development of Registration Standards* (the AHPRA Procedures) which are available at: www.ahpra.gov.au

Below is the Medical Radiation Practice Board of Australia's assessment of its proposed registration standard against the three elements outlined in the AHPRA Procedures.

The proposed registration standards take into account the objectives and guiding principles of the National Law (section 3)

Board assessment

The Board considers that its proposed registration standard meets the objectives and guiding principles of the National Law. In particular, the Board notes that the development of the registration standard provides protection to the public by facilitating a high standard of training for supervised practitioners, while addressing matters pertaining to workforce flexibility and access to services.

The proposed registration standards meet the consultation requirements of the National Law

Board assessment

The National Law requires wide-ranging consultation on proposed registration standards. The National Law also requires the Board to consult other boards on matters of shared interest.

The Board will undertake an 8-week consultation, commencing 22 November 2011, up to 9 January 2012.

The proposed standards will be made available through the Board's website. The Board has also drawn this paper to the attention of the 13 other National Boards, existing State and Territory Medical Radiation Practice Boards, professional associations and governments. Further the Board undertakes to contact registered practitioners through the various State and Territory Boards. The Board also engaged with as many potential registrants in those States and Territories where no registration scheme exists by postal mail and email notification.

The proposed registration standards take into account the COAG principles for best practice regulation

Board assessment

In developing the draft standard for consultation, the Board has taken into account the Council of Australian Governments (COAG) *Principles for Best Practice Regulation*.

As an overall statement, the Board has taken care not to propose unnecessary regulatory burdens that would create unjustified costs for the profession or the community. The Board makes the following assessment specific to the registration standard.

- The proposed ***Supervised Practice registration standard*** imposes a reasonable requirement on registrants to undertake a period of supervised practice for the purposes of enabling the individual to become eligible for general registration under s.52 of the National Law. The Board is specifically seeking feedback from stakeholders on the nature and extent of supervision required as it applies to graduates of Australian courses of study. The Board will also develop Guidelines for this standard based on the final version approved by the Ministerial Council.

Further, the Board specifically addresses the **four COAG principles** as follows:

- (a) The Board considered whether the draft standard might produce an **unnecessary restriction of competition** among health practitioners. The draft registration standard does not restrict competition among health practitioners. Rather, the draft standard promotes the public interest in ensuring that the public receive safe, high-quality health care and that practitioners are suitable to practise, and competent to practice within an area of practice.
- (b) The Board considered whether the draft standard produce an **unnecessary restriction of consumer choice**. Rather than restricting consumer choice, the draft standard supports consumer choice by ensuring that practitioners are eligible to apply for national registration if they are suitably trained and qualified, and have the necessary skills and qualities to practice in a competent and ethical way. A nationally registered practitioner will be able to practise the profession in any Australian state or territory.
- (c) The Board considered that the **overall costs** of the draft standard to members of the public and/or registrants and/or governments **are reasonable in relation to the benefits to be achieved**. While there are a number of requirements that a practitioner must satisfy to qualify for registration, this is consistent with the objectives and guiding principles for the National Registration and Accreditation Scheme and is appropriate to ensure that practitioners have the necessary qualities, knowledge and skill to practice the profession, for the protection of the public. The existing mechanisms for Supervised Practice are undertaken by a voluntary workforce. The Board does not expect this to continue under the National Scheme in whatever form Supervised Practice takes. Through the process of public consultation, the Board will consider the cost implications of any options put forward, and will endeavour to provide a final standard that balances cost against its primary consideration which is protection of the public. The draft registration standard may impose an increased cost burden.
- (d) The Board has **procedures in place to ensure that the standard remains relevant** and in the public interest over time. The standard will be reviewed within three years of its commencement, including assessment against the objectives and guiding principles in the National Law, and the COAG principles for best practice regulation. However, the Board may choose to review an approved registration standard at an earlier point in time, if it is necessary to ensure the standard's continued relevance and workability.