

Initial Approval: March 19, 2026

Effective Date: March 19, 2026

Reviewed with Changes:

### Purpose:

This policy outlines the relevant considerations which must be applied by CPSM when considering fitness and suitability to act as a practice supervisor in the Registration Department context.

### 1. Regulatory framework:

Practice supervisors must be approved in accordance with the following, as applicable:

- the *CPSM General Regulation*,
- the Council Policy for the Supervision of Provisional Registrants, and
- the Practice Direction for Practice and Supervision Requirements for Clinical and Physician Assistants and Physician Assistant Students.

These authorities contain requirements for qualifications, experience, suitability, and fitness. This policy established guidance for interpreting suitability and fitness to practice requirements in the above authorities.

### 2. Fitness and suitability:

Supervision approvals or denials relating to provisional registrants and regulated associate registrants are inherently context sensitive.

CPSM will deny or restrict a registrant from supervising other registrants when relevant concerns are sufficiently significant and substantiated such that allowing supervisory authority would:

- pose a risk to patient safety,
- undermine professional standards, or
- impede the oversight, training or assessment of the supervised registrant.

In some cases, circumstances may be such that the registrant would not have the capacity to supervise given workload or volume or practice considerations.

Professional conduct history or certain matters in the Quality Department may be relevant:

- The threshold for matters before the Investigation Committee would usually be high level concerns or an investigation history that suggests an inability to consistently practice safely and competently or otherwise self-regulate.

- In Quality, a health undertaking with an active, serious, or impairing issue would pose a limitation. The Registrar would also consider a proposed supervisor's past experience as a practice supervisor, including whether they have meet reporting obligations.

### **3. The threshold to deny typically requires:**

- 3.1. Demonstrable deficiencies in core clinical competence.
  - 3.1.1. Repeated or serious deficiencies in care, particularly assessment, management, or planning.
  - 3.1.2. Failures must go beyond isolated errors and suggest systemic or ongoing deficits or risk of harm that could be transmitted to or inadequately corrected in a supervisee.
- 3.2. Impairments in supervision-specific competencies.
  - 3.2.1. As applicable, inability to appropriately assess the supervised registrant, provide constructive feedback, or intervene in unsafe practice. This can include the ability to evaluate documentation.
  - 3.2.2. Lack of insight into one's own limitations, or inability to recognize risk in others.
- 3.3. Relevance to patient safety or practice setting.
  - 3.3.1. Where a physician's own practice poses risks, they may not safely oversee others whose errors they would be expected to identify and correct.
  - 3.3.2. A supervisor with unresolved competence issues could legitimize substandard care or create a false sense of assurance about supervisee competence.
- 3.4. Demonstrate professionalism concerns.
  - 3.4.1. Concerns about professional misconduct or conducting unbecoming that make the registrant unsuitable for the supervisor role or responsibilities.

### **4. Screening for potential and actual conflicts of interest:**

- 4.1. Potential supervisors must disclose any pre-existing relationships that might affect their ability to be fair, objective and impartial.
- 4.2. Prior to approval, CPSM must be satisfied there are no conflicts or sources of bias that may undermine the integrity of practice supervision, including any that arise from:
  - 4.2.1. personal or financial relationships,
  - 4.2.2. employment or professional relationships,
  - 4.2.3. other affiliations or memberships, or
  - 4.2.4. personal biases.
- 4.3. The test is whether there are any sources of bias or conflicts that could reasonably be expected to unduly influence or jeopardize the supervisor's ability to be fair, objective and impartial.