



POLICY AND GUIDELINES FOR THE SUPERVISION OF OVERSEAS TRAINED OCCUPATIONAL THERAPISTS ON TEMPORARY (12 MONTH) VISAS

Background

Applications for registration as an occupational therapist are occasionally received by the Board from overseas trained people who hold qualifications recognised by the Board and who possess a 12-month working visa. These applicants have completed a desktop audit conducted by the Council of Occupational Therapists Registration Boards (COTRB) but are not required to do a practice audit.

If the applicant is appropriately qualified, but has not worked in Australia previously, a programme of supervised practice may be recommended at the discretion of the Board.

The aims of a programme of supervised practice are to enable the applicant to:

1. develop knowledge and skills relevant to occupational therapy practice within the Australian context;
2. receive peer review of skills and knowledge that can contribute to professional development;
3. obtain supervisor reports of practice skills and knowledge, which will assist the applicant to demonstrate competence in the practice of occupational therapy; and
4. demonstrate the capacity to perform safely and competently as an occupational therapist at new graduate entry level.

Duration of supervised practice

The Board may request that applicants undertake periods of supervised practice for up to the equivalent of **three months' full time practice**. This need not be undertaken full time, but would usually involve attendance at the worksite for a minimum of 20 hours per week.

General registration with conditions

Registration as an occupational therapist enables a person to undertake any aspect of occupational therapy practice for which they are appropriately skilled, and is not limited to a particular area of practice. The applicant will be granted general registration with conditions.

Responsibilities of the applicant

It is the responsibility of the applicant to apply for job vacancies with relevant agencies and obtain the employer's agreement to provide a programme of supervised practice upon securing employment. When negotiating with employment agencies about undertaking a programme of supervised practice, the applicant should ensure that the agency's insurance would cover them against any claim that may be made against the applicant as a result of his or her practice. Applicants should also consider obtaining professional indemnity insurance.

Supervision plan

The role of the supervisor is important in assisting the applicant to develop skills and knowledge and to ensure appropriate professional standards. Supervision activities would normally include assisting the applicant to identify learning objectives, instructing the applicant in relevant areas of occupational therapy practice, directing the applicant to relevant resources, demonstrating skills to the applicant, observing the applicant provide services to clients, and providing the applicant with regular feedback about performance.

It is an expectation that the supervisor is an occupational therapist.

The applicant should establish a brief supervision plan in conjunction with the supervisor. The supervision plan should include (but not be limited to) the following information:

1. name of the applicant, and supervisor, as well as the employment agency, outlining the type of clients and services provided;
2. number of weeks of employment offered and the hours worked per week;
3. learning goals identified by the applicant;
4. professional experiences that will be gained; and
5. description of the range of skills and interventions to be practised.

Level of supervision required

The degree of supervision expected is at the discretion of the Board and as outlined in the *Requirements for Supervised Practice of Impaired Registrants*. Requirements for Supervised Practice of Impaired Registrants information sheet contained in the Health Assessment and Monitoring section of this resource pack.



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Assessment of performance

At the conclusion of each period of supervised practice (that is, at the conclusion of every term of employment), the supervisor will sign a declaration stating that the applicant has completed a period of supervised work (stating the number of hours) and demonstrated a satisfactory level of competence. The applicant will also prepare a brief Statement of Experience, summarising the skills, knowledge and experience gained during the period of supervised practice. This must be signed by both the applicant and the supervisor. The applicant must provide the supervisor's declaration, initial supervision plan, and the applicant's Statement of Experience to the Board.

The Board reserves the right to extend the period of supervision, or alternatively, remove registration, should the applicant's practice be deemed unsatisfactory.

