



FORM

HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA

**THE PROFESSIONAL BOARD FOR SPEECH LANGUAGE
AND HEARING PROFESSIONS**

**GUIDELINES FOR MENTORS
SUPERVISING PRACTITIONERS REGISTERED UNDER
SUPERVISED PRACTICE**

PURPOSE:

The purpose of this document is to provide guidelines to SLH professionals who require supervision of their clinical practice in order to meet the expected competencies for registration with the HPCSA and their mentors.

BACKGROUND:

Practitioners who have not practiced the profession for a significant period of time may no longer possess the required competencies. The Professional Board for Speech, Language and Hearing Professions recognises that these practitioners may wish to resume practicing their profession. Supervised practice may therefore be required to guide the practitioner and to protect the public. In order for the Board / Council to ensure that these practitioners meet the requirements for registration in the Independent Practice category (or any other category in which he/she was registered prior to the erasure/ voluntary deregistration registration, the following guidelines are proposed.

GUIDELINES:

Roles and responsibilities of the supervised practitioner

1. Ensure appropriate (supervised practice) registration with the HPCSA prior to beginning the period of supervised practice.
2. Identify a supervisor who meets the requirements stated in this document
3. Reflect on
 - a. The area/s they intend working in when they begin practising again
 - b. Their prior knowledge and skills
 - c. Any relevant skills and knowledge gained during the period of non-practice
 - d. Any relevant personal or career developments achieved during the period
4. Participate in the assessment of own professional skills prior to and at end of the period of supervised practice
5. Frankly / honestly indicate areas of professional practice for which developmental support is required (which the mentor will concentrate on) and areas of strengths (which must be maintained /improved).
6. Participate in drawing up a plan to
 - a. Develop professional competence and performance to meet the criteria for registration as an independent practitioner in the desired category
 - b. Facilitate supervision of clinical practice
7. Activities supervised must include:
 - a. Clinical practice
 - b. CPD activities
 - c. Administration / management responsibilities
8. Be aware of and adhere to all operational policies, protocols and guidelines of the clinical practice site where supervised practice will occur
9. Reflect on possession of appropriate training and skills to practice safely to before assuming the responsibility of Independent practice.
10. Actively participate in continuing professional development.

11. Sustain and continuously improve knowledge and skills following the period of supervised practice.

Expected Outcomes

1. Demonstrate competence and performance in all areas of scope of practice commensurate with registration requirements
2. Observe health and safety regulations during the provision of clinical services.
3. Evidence based knowledge, skills and attitudes to professionally and ethically assess and manage clients requiring:-
 - a) speech, language and swallowing services . for Speech therapists
 - b) audiology and vestibular services . for Audiologists

The supervisor should be:

- 1 currently registered on the appropriate HPCSA register
2. in independent practice for a minimum of 3 years
3. free from any pending professional conduct enquiry against his/her name.

Roles and responsibilities of the supervisor:

1. Ensure that the practitioner is temporarily registered with the HPCSA as a speech therapist/audiologist under supervised practice+ before resumption of duties.
2. Identify and assess areas of professional practice in which the practitioner
 - a. has strengths
 - b. requires developmental support and growth.
 - c. should focus on during the period of supervised practice.
3. Consult with the practitioner in devising a plan to
 - a. acquire and demonstrate competence and performance commensurate with the expectations for registration in the desired category
 - b. facilitate and execute supervision of clinical practice
4. Provide guidance to the practitioner being mentored / supervised. Determine whether the practitioner being supervised may be registered with Council as an Independent practitioner without supervision or whether further supervision is required.
5. Submit a progress report to the Board at the end of the supervision period practice period

Guidelines for the report

At the end of the stipulated supervised period, the supervising practitioner must generate a report on letterhead of the practice, containing the following information:

1. Address and telephone number of the practice
2. Name and HPCSA registration number of supervising practitioner
3. Name and HPCSA registration number of supervised practitioner
4. Dates of commencement and termination of supervised practice
5. Details of
 - a. the plan that was devised and implemented to develop/foster clinical practice in all areas
 - b. The frequency and nature of the supervision process
6. Comments on the performance of the practitioner in relation to clinical areas and the general practice management skills
7. Recommendation: the supervisor must indicate
 - a. whether the practitioner meets the competence and performance requirements for independent practice and registration in the desired category or
 - b. whether a further period of supervised practice is recommended. Should a recommendation be for extended supervised period then it must be accompanied by a detailed motivation for the decision highlighting areas of concern.

Following the period of supervised practice and registration leading to Independent Practice in the relevant professional category,

1. the practitioner has to accrue the necessary CEUs as per the CPD Guidelines;
2. the practitioner will be included in a CPD audit to ensure adherence with this requirement.

COMMUNICATION WITH THE PROFESSIONAL BOARD FOR SPEECH LANGUAGE AND HEARING PROFESSIONS

All communication should be addressed to:

The Registrar
Professional Board for Speech Language and Hearing Professions
P O Box 205
PRETORIA
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