Trends in Supervision

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Objectives

- Define supervision
- Levels of Supervision
- Characteristics
- Importance
Supervision

- The action or process of watching and directing what someone does or how something is done
- To oversee (a process, work, workers, etc) during execution or performance; superintend; have oversight

merriam-webster.com; dictionary.reference.com
Video

- http://www.youtube.com/watch?v=t-aiKIlc6uk
See One
Do One
Teach One
Sim one, Do one, Teach one
ACGME

- CLER

- Each patient must have “identifiable, appropriately-credentialed and privileged attending physician…who is …responsible”

- Info available to residents, faculty, patients

- Residents and faculty should inform patients
Levels of Supervision

- **Direct**
  - Physically present with the resident and patient

- **Indirect**
  - Within the hospital and immediately available
  - Not in the hospital, but immediately available via electronics

- **Oversight**
  - Review procedures/encounters with feedback provided after the care is delivered
Video

- [http://www.youtube.com/watch?v=mEsikH6PdDA](http://www.youtube.com/watch?v=mEsikH6PdDA)
Progressive Responsibility

- Progressive responsibility, conditional independence, supervisory role assigned by PD
- Evaluations of abilities and performance
- Senior residents supervise junior residents
- Guidelines for patient care handoffs, transfers to ICU, and end of life decisions
- Specific rules for PGY-1
Centers for Medicare and Medicaid Services

- Supervision affects reimbursement
- Attendings must be identified on claims
- “Documentation by the resident of the presence and participation of the teaching physician is not sufficient…”
- Medical student must have direct supervision
- Only ROS and PFSH may be used from students, and Attending must re-document

Guidelines for Teaching Physicians, Interns, and Residents, 2011
Supervision is not...

- Dictatorship
- Free reign
- Micromanagement
Supervision is...

- A 2 way street
- A balance
- Roles/expectations are clearly defined
Other key components

- Respect and trust is vital
- Supervisors must be comfortable with conflict resolution
  - Chain of command
- Communication and observation are key
- Everyone has a supervisory role
“Remember the hierarchy of competence – see one, do one, teach one, become a regulator.”