

Policy on induction, orientation and supervision of general scope physicians¹

Induction and Orientation

Differences in medical cultures exist around the world. Good induction and orientation will ensure that newly registered physicians do not experience difficulty understanding and learning their adopted medical culture in the State of Qatar.

It is not appropriate for an employer to expect any physician to start work immediately they arrive in the country. Employers have a responsibility to ensure that time is taken to provide all the background information newly registered physicians need to do their job well, and ensure their patients are safe. Ideally the induction will be spread out over a reasonable period of time to enable the physician to assimilate the information, rather than cramming it all into the first couple of days.

An induction and orientation plan must provide the physician with an introduction to the structure of the health service the physician is working in, and an overview of health services in Qatar. It must also cover legislation affecting every day practice, cultural awareness, lines of referral, available support and a focus on best practice and patient safety.

Supervision

Supervision is the provision of guidance and feedback on matters of personal, professional and educational development in the context of a physician's experience of providing safe and appropriate patient care.

Supervision is a condition of registration for all physicians registered within a general scope of practice in the State of Qatar. Supervision enables the physician's performance to be assessed over time. This is designed to ensure the health and safety of the Qatari public while the physician becomes familiar with the Qatari health system, and required standards of practice.

Supervision must be flexible depending on the physician's competence. Close supervision is required in the beginning and decreases over time once the supervisor becomes comfortable about delegation and increasing the physician's independence.

Supervision can be both formal and informal: Formal supervision is regular protected time, specifically scheduled and kept free from interruptions, to enable facilitated in-depth reflection on clinical practice. Informal supervision is the day to day communication and conversation providing advice, guidance or support as and when necessary.

Good supervision benefits physicians by enabling them to review and develop their own practice in a focused and supportive environment, and develop professional expertise and deliver quality care.

Supervision must be provided by a specialist physician registered in the same or a related specialist scope of practice as the physician being supervised.

In most cases, direct or active supervision will be required, where the supervisor works in the same place as the doctor, and is readily available. In extraordinary circumstances and subject

¹ PLC meeting 9 December 2009

to the Manager, Registration's approval, offsite supervision may be arranged where the supervisor works somewhere else but is readily available and can be contacted for help when necessary. Applications for offsite supervision will be considered on a case by case basis.