

Types of interviews

Accreditation

Supervisors interested in remote supervision need to be accredited as a remote supervisor.

The accreditation process includes an informal interview with the national lead medical educator (ME) – remote supervision to determine whether the supervisor has the capacity, willingness and skill to provide quality supervision, understands the remote supervision guidelines and requirements, and is willing to work with the Royal Australian College of General Practitioner's (RACGP) local team and onsite supervision team.

CRSPP

The supervisor contextualised remote supervision placement process (CRSPP) interview is a discussion designed to ensure suitability for the training site and the model of remote supervision. It will identify any areas of skill development that might be required before or during the training term.

The remote supervisor will be required to participate in a CRSPP interview for each new location to ensure they are appropriate for the context at that time and are a good fit for the particular registrar. It is important that the remote supervisor understands the local context that the registrar will be working in and has the ability to respond appropriately to the needs of the registrar.

The interview for supervisors will be conducted by a RACGP ME and a representative from the training site.

For experienced remote supervisors, the interview will be used as a basis for reflective discussion and review of previous supervision and a means to determine whether further preparation or training is helpful.

If the supervisor is new to remote supervision, the accreditation interview and CRSPP interview may be combined.

Interview preparation

The following documents will be completed by the applicant and reviewed by the national lead ME – remote supervision:

- accreditation application form
- remote supervisor requirements table
- curriculum vitae
- cover letter or remote supervisor expression of interest information.

Interview questions

Accreditation interview

Questions will include:

- What has motivated you to apply to be a remote supervisor?
- What are your strengths?
- What do you think the challenges will be supervising remotely?
- Are there areas in which you think you will need to upskill?
- How will being a remote supervisor fit into the rest of your personal and professional life?
- How will you role-model balancing your personal and professional life in this remotely supervised situation?
- Do you think you will need additional IT skills to supervise remotely?
- A selection of registrar 'what if' scenarios as listed below

CRSPP interview

Questions will include:

- What is your experience working in this context?
- What do you think the challenges will be in this environment for both you and the registrar?
- How have you prepared for these challenges?
- Are there areas in which you think you will need to upskill?
- Do you think you will need additional IT skills to supervise remotely?
- A selection of registrar 'what if' scenarios as listed below, related to the context of the training site.

Registrar 'what if' scenarios

What would you do if you thought a registrar was:

- highly anxious
- clinically unsafe
- identified as having an issue with substance abuse
- unprofessional
- not accepting feedback
- having personal problems
- kept you 'out of the loop' about what's really going on in the clinic
- culturally inappropriate
- caught up in internal politics of the training site.

Outcomes and recommendations

Accreditation

Potential accreditation recommendations include, but are not limited to:

- accredited as a remote supervisor for a particular training site
- accredited as a remote supervisor for the remote supervision pool
- accredited as a secondary supervisor to work with an experienced remote supervisor, with review after a specified time period to assess suitability for accreditation in a primary role
- complete a short locum position at a particular site
- upskilling in a certain area
- complete training modules like those developed by Remote Area Health Corps (RAHC) to enable supervision in a remote area
- not appropriate for remote supervision at this time.

CRSPP

Potential CRSPP recommendations include, but are not limited to:

- the supervisor is appropriate for the training site and to supervise the registrar assigned to this site
- the supervisor is recommended to upskill in a certain area prior to this particular placement; eg IT, cultural training relevant to the local area
- the supervisor is encouraged to participate in a site visit to get to know the community or to do locum work at this site prior to the placement
- the supervisor is suitable for a different training site
- the supervisor is not appropriate for this training site at this time.