

Policy

Title	HGSA Funding for Supervisor Training for FHGSA Genetic Counsellors
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Background

The Human Genetics Society of Australasia (HGSA) is committed to ensuring that the genetic counsellor workforce can fulfil the requirements of a self-regulated profession as stipulated by the National Alliance of Self-Regulated Professions (NASRHP). The [Supervision for Genetic Counsellors](#) policy states that “all Genetic Counselling Supervisors are expected to have undertaken formal training in supervision. A minimum of 10 hours of supervision training is required in order to offer supervision as an FHGSA Registered Genetic Counsellor.” The policy also states that “training opportunities and ongoing CPD activities for supervisors will be offered through the HGSA.” In turn the HGSA has committed to providing equitable access to training opportunities for all genetic counsellors on the HGSA register.

The HGSA Executive approved funding for the provision of face-to-face supervisor training for 30 individuals in Perth in November 2022, and a virtual course in early 2023. This funding was granted after an in-kind virtual course was run in mid-2022, which demonstrated remarkably positive feedback from attendees.

Options for Supervisor Training with HGSA Support

1) HGSA Executive Funded Internal Supervisor Training Course.

- HGSA Executive has approved funding of \$2250 per course. \$150 x 15 hours.
- HGSA Executive has approved funding a second course in 2023.
- From 2024 HGSA Executive has approved one course per year, with a minimum of 20 attendees. This may be held virtually or face-to-face. Face-to-face training will be aligned with ASM or ASGC SIG day.
- Funding is from the HGSA cost-centre.
- The HGSA course equates to an HGSA investment of \$112.50 per attendee when 20 individuals attend.
- Members can register their interest in attending this course [here](#).
- HGSA Executive recognises the ongoing need and interest for Supervisor training beyond the capacity provided internally and thus option 2 is provided below.

2) HGSA Executive Funding for External Supervisor Training

The HGSA Executive wants to ensure all genetic counsellors are supported to fulfil their supervision training requirements. Given the limited availability of the training provided internally by HGSA, the

Executive wants to support genetic counsellors to undertake training via external courses which may better suit their professional and/or personal preferences. HGSA Executive has approved a subsidy of up to \$115 to genetic counsellors who attend an external supervision training course and have out-of-pocket costs. The intention of the subsidy is to demonstrate transparency and support for all genetic counsellors and eliminate any expectation that genetic counsellors must complete the supervision training provided internally by HGSA.

Genetic counsellors applying for the subsidy need to fulfill all the following criteria:

- a. Be FHGSA certified and on the HGSA Register for genetic counsellors.
- b. The course being applied for must have a focus on the reflective practice model. A list of suggested courses can be [found here](#) but other courses will be considered.
- c. Has not completed the internal HGSA Supervisor Training course.
- d. Has not previously received the subsidy.
- e. Complete the [Application form](#) and submit via the [secretariat](#) with the required attachments.
- f. Provide evidence of any other funding source which has been explored and/or approved.
- g. If approved for funding by HGSA, when the receipt of payment is provided to the HGSA the funds will be paid via bank transfer.
- h. If the course cost is less than \$115, the course cost only will be paid. The HGSA recognises that the \$115 subsidy may not cover the entire cost, but it is a contribution to support other supervision training opportunities. The HGSA encourages the applicant to consider alternate funding sources also.
- i. Courses must have been completed since 1 April 2022.
- j. At the completion of the course their status on the Register of Genetic Counsellor details page must be 'available' to provide supervision. If it is 'unavailable', the recipient must provide details of whom they currently supervise to the HGSA Executive via the [secretariat](#). Recipients can apply for special consideration to maintain 'unavailable' status with the HGSA Executive via the [secretariat](#).

Reflective Practice Supervisor Training Courses

There is a list suggested external supervisor training courses available on the [HGSA website](#).

Additional Funding Considerations

If Branches or SIGs wanted to provide additional financial support to members, the participants also need to fulfill the points below. The financial amount and how the Branch or SIGs determine the amount and recipients, is at the discretion of the Branch / SIG Executives but it must be transparent and documented.

- Be FHGSA certified and on the HGSA Register for genetic counsellors.
- Complete an Application form and submit to the Branch or SIG with the required attachments.
- Provide evidence of any other funding source which has been explored and/or approved. If approved for funding by Branch / SIG, when the receipt of payment is provided to the HGSA the funds will be paid via bank transfer.
- The course being applied for must have a focus on the reflective practice model. A list of suggested courses can be [found here](#) but other courses can be considered.
- Has not completed the internal HGSA Supervisor training course.
- At the completion of the course their status on the Register of Genetic Counsellor details page must be 'available' to provide supervision. If it is 'unavailable', the recipient must provide



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