

GP-SRMS

# General Practice Supervisory Relationship Measure (Supervisors)

The GP-SRMS measures the supervisory relationship from the supervisor's perspective and is completed by the supervisor in regard to an individual registrar. The GP-SRMS was developed for use in the Australian general practice sector.

The GP-SRMS provides a measure of:

- Safe base – the extent to which the supervisory relationship is enthusiastic, open, and collaborative.
- Supervisor investment – the efforts of the supervisor to support the registrar through resources, preparation, and being interested and invested in the registrar's development.
- Registrar professionalism - perceptions of how competent, responsible, organised, and committed a registrar is.

Using the results effectively:

- Remember that scores reflect the supervisor's perception of the relationship.
- Invite the registrar to share their perception of the relationship.
- Supervisors who are prepared to listen, validate the perceptions of a registrar, and accept criticism will build more effective alliances.
- Treat a problem as something which can be resolved together, rather than being the sole responsibility of the supervisor or registrar.
- Scale scores are more reliable than individual items.



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## GENERAL PRACTICE SUPERVISORY RELATIONSHIP MEASURE (Supervisors)

Think about the last two weeks when answering these questions. When finished, transfer the scores to the white boxes and subtotal each page. Use the table on the final page to convert the scores to percentages.

Registrar Code: \_\_\_\_\_

Supervisor Code: \_\_\_\_\_

		STRONGLY DISAGREE	MODERATELY DISAGREE	SLIGHTLY DISAGREE	NEITHER AGREE NOR DISAGREE	SLIGHTLY AGREE	MODERATELY AGREE	STRONGLY AGREE			
1	My registrar is enthusiastic about being in the practice with me	1	2	3	4	5	6	7			
2	I attempt to facilitate reflection in my supervision with my registrar	1	2	3	4	5	6	7			
3	I am disappointed by my registrar's level of skill	7	6	5	4	3	2	1			
4	There is a good emotional atmosphere in supervision with my registrar	1	2	3	4	5	6	7			
5	I keep my registrar's needs in mind	1	2	3	4	5	6	7			
6	My registrar copes with multiple demands	1	2	3	4	5	6	7			
7	My registrar is open and honest in supervision	1	2	3	4	5	6	7			
8	I give clear and honest feedback to my registrar	1	2	3	4	5	6	7			
9	My registrar shows good organisational skills	1	2	3	4	5	6	7			
10	My registrar is open about any difficulties they are experiencing	1	2	3	4	5	6	7			
11	I try to ensure my registrar has adequate space and resources	1	2	3	4	5	6	7			
12	My registrar is able to hold an appropriate case load	1	2	3	4	5	6	7			
13	My registrar seems to like me	1	2	3	4	5	6	7			
14	I am prepared for my registrar prior to their practice term	1	2	3	4	5	6	7			
15	My registrar works hard in the practice	1	2	3	4	5	6	7			
16	My registrar is willing to learn and experience new things	1	2	3	4	5	6	7			
17	I look out for clinical work and other opportunities for my registrar	1	2	3	4	5	6	7			
18	My registrar appears to be doing only the minimum expected	7	6	5	4	3	2	1			
19	My registrar appears able to give me honest and open feedback	1	2	3	4	5	6	7			
20	I am available and accessible to my registrar	1	2	3	4	5	6	7			
21	My registrar is not clinically competent	7	6	5	4	3	2	1			
22	My registrar and I have a good professional relationship	1	2	3	4	5	6	7			
PAGE 1 SUB TOTAL											
									Safe base	Supervisor investment	Registrar professionalism

		STRONGLY DISAGREE	MODERATELY DISAGREE	SLIGHTLY DISAGREE	NEITHER AGREE NOR DISAGREE	SLIGHTLY AGREE	MODERATELY AGREE	STRONGLY AGREE			
23	I am open in supervision with my registrar	1	2	3	4	5	6	7			
24	My registrar has a poor professional approach	7	6	5	4	3	2	1			
25	My registrar is reflective in supervision	1	2	3	4	5	6	7			
26	I try to pitch things at the right level for my registrar	1	2	3	4	5	6	7			
27	My registrar takes appropriate responsibility for their work	1	2	3	4	5	6	7			
28	I am enthusiastic about my registrar's practice term with me	1	2	3	4	5	6	7			
29	I provide the environment and opportunities for my registrar to give me open & honest feedback	1	2	3	4	5	6	7			
30	My registrar is appropriate in their interprofessional communication	1	2	3	4	5	6	7			
31	My registrar values my experience and skills	1	2	3	4	5	6	7			
32	I try to get to know my registrar	1	2	3	4	5	6	7			
33	My registrar integrates well with others in the team	1	2	3	4	5	6	7			
34	I like my registrar	1	2	3	4	5	6	7			
35	I am able to share my strengths and weaknesses with my registrar	1	2	3	4	5	6	7			
36	My registrar's practise is safe	1	2	3	4	5	6	7			
37	My registrar is open minded and curious	1	2	3	4	5	6	7			
38	I am aware of what interests my registrar	1	2	3	4	5	6	7			
39	I value having my registrar in the practice	1	2	3	4	5	6	7			
40	My registrar's style and my own style interact well	1	2	3	4	5	6	7			
41	My registrar is considerate towards others in the practice (eg all practice staff)	1	2	3	4	5	6	7			
42	Supervision provides a safe space for my registrar to learn	1	2	3	4	5	6	7			
43	Evaluation of my registrar's performance has a negative impact on our relationship	7	6	5	4	3	2	1			
44	I feel safe giving my registrar negative feedback	1	2	3	4	5	6	7			
45	I have a good idea about what my registrar wants to gain from this practice term	1	2	3	4	5	6	7			
PAGE 2 SUB TOTAL											
+ PAGE 1 SUB TOTAL											
<b>TOTAL</b>											
									Safe base	Supervisor investment	Registrar professionalism
Percentage of maximum possible											

## Scoring tables for GP-SRMS

SAFE BASE				SUPERVISOR INVESTMENT				REGISTRAR PROFESSIONALISM			
Score	Percentage	Score	Percentage	Score	Percentage	Score	Percentage	Score	Percentage	Score	Percentage
17	0%	69	51%	13	0%	65	67%	15	0%	67	58%
18	1%	70	52%	14	1%	66	68%	16	1%	68	59%
19	2%	71	53%	15	3%	67	69%	17	2%	69	60%
20	3%	72	54%	16	4%	68	71%	18	3%	70	61%
21	4%	73	55%	17	5%	69	72%	19	4%	71	62%
22	5%	74	56%	18	6%	70	73%	20	6%	72	63%
23	6%	75	57%	19	8%	71	74%	21	7%	73	64%
24	7%	76	58%	20	9%	72	76%	22	8%	74	66%
25	8%	77	59%	21	10%	73	77%	23	9%	75	67%
26	9%	78	60%	22	12%	74	78%	24	10%	76	68%
27	10%	79	61%	23	13%	75	79%	25	11%	77	69%
28	11%	80	62%	24	14%	76	81%	26	12%	78	70%
29	12%	81	63%	25	15%	77	82%	27	13%	79	71%
30	13%	82	64%	26	17%	78	83%	28	14%	80	72%
31	14%	83	65%	27	18%	79	85%	29	16%	81	73%
32	15%	84	66%	28	19%	80	86%	30	17%	82	74%
33	16%	85	67%	29	21%	81	87%	31	18%	83	76%
34	17%	86	68%	30	22%	82	88%	32	19%	84	77%
35	18%	87	69%	31	23%	83	90%	33	20%	85	78%
36	19%	88	70%	32	24%	84	91%	34	21%	86	79%
37	20%	89	71%	33	26%	85	92%	35	22%	87	80%
38	21%	90	72%	34	27%	86	94%	36	23%	88	81%
39	22%	91	73%	35	28%	87	95%	37	24%	89	82%
40	23%	92	74%	36	29%	88	96%	38	26%	90	83%
41	24%	93	75%	37	31%	89	97%	39	27%	91	84%
42	25%	94	75%	38	32%	90	99%	40	28%	92	86%
43	25%	95	76%	39	33%	91	100%	41	29%	93	87%
44	26%	96	77%	40	35%	-	-	42	30%	94	88%
45	27%	97	78%	41	36%	-	-	43	31%	95	89%
46	28%	98	79%	42	37%	-	-	44	32%	96	90%
47	29%	99	80%	43	38%	-	-	45	33%	97	91%
48	30%	100	81%	44	40%	-	-	46	34%	98	92%
49	31%	101	82%	45	41%	-	-	47	36%	99	93%
50	32%	102	83%	46	42%	-	-	48	37%	100	94%
51	33%	103	84%	47	44%	-	-	49	38%	101	96%
52	34%	104	85%	48	45%	-	-	50	39%	102	97%
53	35%	105	86%	49	46%	-	-	51	40%	103	98%
54	36%	106	87%	50	47%	-	-	52	41%	104	99%
55	37%	107	88%	51	49%	-	-	53	42%	105	100%
56	38%	108	89%	52	50%	-	-	54	43%	-	-
57	39%	109	90%	53	51%	-	-	55	44%	-	-
58	40%	110	91%	54	53%	-	-	56	46%	-	-
59	41%	111	92%	55	54%	-	-	57	47%	-	-
60	42%	112	93%	56	55%	-	-	58	48%	-	-
61	43%	113	94%	57	56%	-	-	59	49%	-	-
62	44%	114	95%	58	58%	-	-	60	50%	-	-
63	45%	115	96%	59	59%	-	-	61	51%	-	-
64	46%	116	97%	60	60%	-	-	62	52%	-	-
65	47%	117	98%	61	62%	-	-	63	53%	-	-
66	48%	118	99%	62	63%	-	-	64	54%	-	-
67	49%	119	100%	63	64%	-	-	65	56%	-	-
68	50%	-	-	64	65%	-	-	66	57%	-	-

Note. Percentage of maximum possible scores.