

WHAT IS TEAM SUPERVISION?

Team supervision is a collaborative approach to supervision where GP supervisors share the responsibility of guiding registrar learning. This model distributes key supervision tasks—such as teaching, clinical supervision, and administration—among two or more supervisors, making the workload more manageable and enhancing support for registrars and supervisors alike. Among the many benefits of team supervision, it is a flexible approach that can be adapted to different practice settings, allowing part-time and full-time supervisors to contribute.

This model recognises that GP supervision is multifaceted, encompassing various roles and responsibilities such as pastoral care, dedicated teaching, ad hoc advice, and administrative tasks. While the concept of a "team" may vary—ranging from two supervisors to a larger group—the key is collaboration and shared responsibility.

Benefits of team supervision

- Enabling part-time GPs to participate in GP supervision
- Shared workload among GP supervisors
- Flexibility and improved work-life balance
- Fostering opportunities for supervisors to share ideas, learnings, and support
- Learner exposure to diverse teaching and practice styles
- Opportunities for mentoring and supporting novice supervisors.

Enablers of team supervision

- Clear role definitions and responsibilities (e.g., teaching, admin, clinical supervision)
- Early and open discussions about remuneration and scheduling
- Regular meetings and effective communication between supervision team
- Involving the practice team (e.g., practice manager).

HOW DOES IT WORK?

Women GPs have described various models or elements of team supervision that increase women's participation in GP supervision. While team supervision is identified as a supervision enabler for women GPs, at the present time opportunities to undertake College training and become GP supervisors are triaged as a function of supervision coverage within GP training practices; where the need for supervisors is already met within a practice, opportunities to become a GP supervisor and join a team may be limited. These factors need to be considered when exploring models of team supervision and whether it is feasible within your current training practice.

"I think team supervision is a brilliant idea, particularly because a lot of us do work part time we can't be there for the registrar in their first term 80% of the time, or whatever it needs to be now. And so how do you do that? It's for me only two work weekdays in the clinic. So who's gonna look after this registrar in those three days I'm not there? So, if you were able to do it amongst a couple of supervisors, even two or three supervisors in the clinic, I think it's much more achievable for a practice to take on registrars, but also the registrars get a different perspective. So, I do things one way, but another GP probably does things a little bit different, and neither are right or wrong. It's just a different perspective" (part time woman GP).