

Supervision intentions: identifying and activating enablers

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Background

- Maintaining high quality supervision and training in general practice is essential to safeguard the future of primary care in Australia.
- Attracting and retaining GPs to supervision roles is a critical component of GP and rural generalist (RG) training to ensure its ongoing sustainability.
- With over 20% of GP/RG supervisors approaching retirement over the next 5 years, it is essential to advance understanding about the factors that predict GPs intentions to supervise in the future to inform GPSA's advocacy and policy reform agenda.

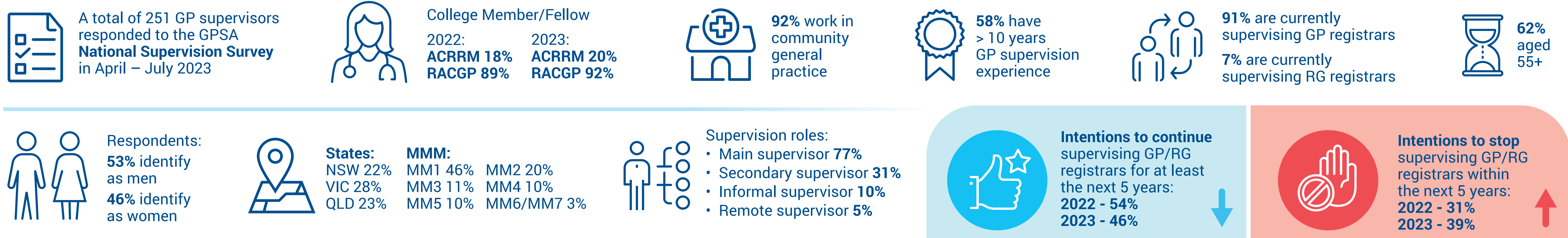
Aim

- To identify key factors that predict intentions to supervise GP/RG registrars in the future.

Method

- Ethics approval to conduct this project was granted from Monash University (#19442)
- Invitations to participate in GPSA's online National Supervision Survey titled "Reflecting on the past...looking to the future" were advertised in social media, eNews, industry conferences, and on GPSA's online community platform.
- Consent was voluntary and responses were anonymous.

Results



Attitudes towards GP/RG supervision

In general, supervising GP/RG registrars is...	Strongly disagree	2	3	4	Strongly agree
Enjoyable	.8	0	7.1	50.2	41.9
Worthwhile	.8	1.7	7.1	38.8	51.7
Burdensome	7.1	26.8	31	29.3	5.9
Satisfying	.8	1.3	7.1	52.1	38.8
Appealing	.4	5.9	21.8	49.8	22.2
Under-paid	.8	1.3	17.5	32.9	47.5

Perceived norms about towards GP/RG supervision

In general, colleagues of mine in general practice, whose opinions I value...	Strongly disagree	2	3	4	Strongly agree
Supervise GP/RG registrars themselves	4.2	6.7	45.8	32.1	11.3
Approve of my supervising GP/RG registrars	.8	0	11.2	41.9	46.1
Expect me to supervise GP/RG registrars	1.7	8.3	34	32	24.1

Psychosocial factors and intentions to supervise

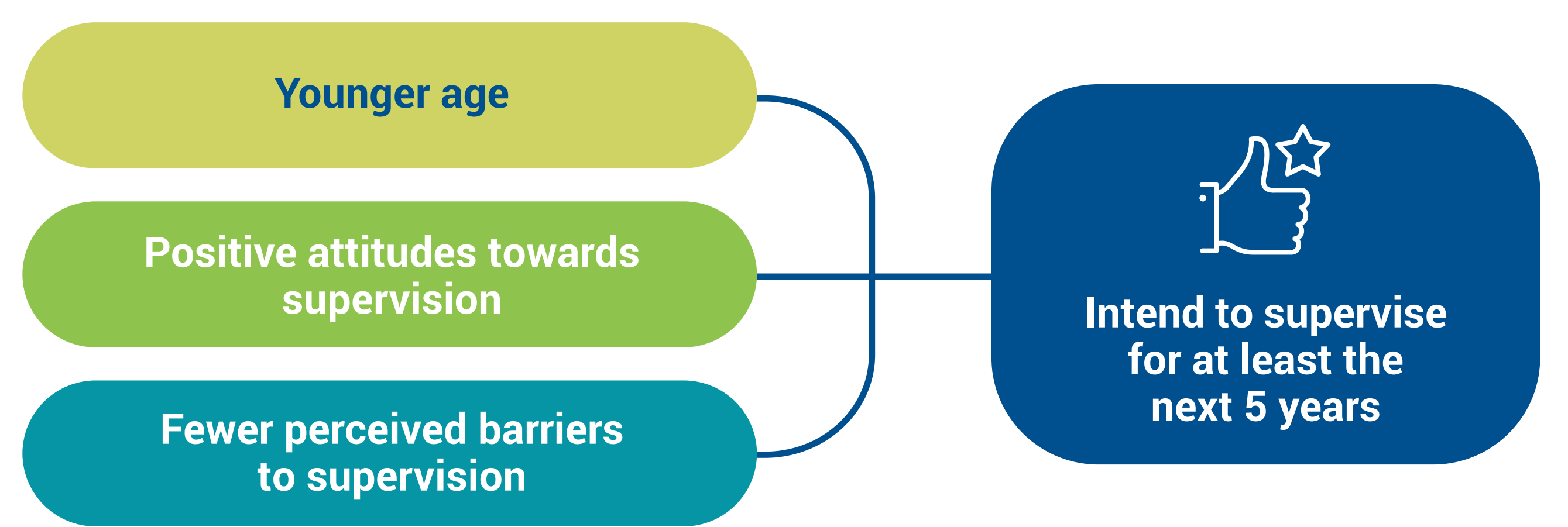
Psychosocial factors	Intentions to supervise for at least the next 5 years		p
	YES M(SD)	NO M(SD)	
Burnout	2.36 (0.38)	2.40 (0.47)	p > .05
Selfcare	3.94 (1.38)	3.91 (1.45)	p > .05
Altruism	5.36 (0.97)	5.24 (1.04)	p > .05
Beneficence	5.85 (0.83)	5.75 (0.84)	p > .05

Perceived barriers to GP / RG supervision

In general, my capacity to supervise GP/RG registrars is reduced by...	Strongly disagree	2	3	4	Strongly agree
Financial constraints	5	19.7	26.8	31.8	16.7
Personal commitments	2.1	19.2	20.5	41.8	16.3
Lack of time	.8	10	16.7	47.9	24.6
Lack of access to supervision support within my training practice	17.9	33.8	32.5	11.7	4.2
Lack of access to supervision support outside my training practice	11.7	35.4	35.8	12.9	4.2
Limited access to supervision resources	15.5	41	33.5	7.9	2.1
Lack of confidence	38.1	38.5	16.3	5.9	1.3
Lack of opportunity	28.9	37.2	20.5	8.8	4.6

Predicting intentions to supervise GP / RG registrars for at least the next 5 years

Younger supervisors [OR = 0.83, 95% CI [.79, .87], who held positive attitudes towards supervision [OR = 2.95, 95% CI [1.34, 6.48], and perceived fewer barriers to supervision [OR = .52, 95% CI [.27, .97] had significantly higher odds of intending to supervise for at least the next five years, $\chi^2(6, N = 251) = 91.88, p < .001$.



Discussion

The results of GPSA's National Supervision Survey suggest that:

- attitudes towards supervision were generally positive, however, 80% believe supervision is under-paid
- almost 40% of current GP/RG supervisors intend to stop supervising within the next 5 years
- less than 50% of GP/RG supervisors intend to continue supervising for at least the next 5 years
- burnout, selfcare, altruism and beneficence were unrelated to intentions to supervise for at least the next 5 years
- younger GP/RG supervisors who hold positive attitudes towards supervision and perceive fewer barriers to supervise are significantly more likely to intend to supervise for at least the next 5 years

These findings identify the need for greater recognition and remuneration for supervision as key targets for policy reform to increase the supervision workforce and safeguard the future sustainability of general practice in Australia.