



# WOMEN IN SUPERVISION

## STRENGTHENING THE RECRUITMENT, SUPPORT AND RETENTION OF WOMEN GP SUPERVISORS: A FRAMEWORK AND IMPLEMENTATION MODEL

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### Background

Attracting and retaining women to GP supervision is important for a high-quality and diverse supervision workforce.

A 2021 national study led by GPSA, identified orientation to supervision, supervision mentorship and team supervision as the three key enablers to attracting and retaining women GPs to supervision roles.

### Aim

Co-design and validate a framework of programs/initiatives and an implementation model to enhance the recruitment, retention, and support of women in GP supervision.

#### 1 DEFINE AND DESIGN

Identify and define the key features of programs/initiatives to support women's orientation to supervision, supervision mentorship, and team supervision through co-design.

##### RESULTS

- Scoping and literature review showed no evidence about solutions.
- Focus groups and interviews with 54 women GPs of diverse representation.
- Deductive thematic analysis identified draft program structure, content and delivery.

##### OUTPUTS

Evidence was applied to develop and refine two programs:

1. Orientation to Supervision.
2. Community of Practice for Women GP Supervisors.

Team Supervision was identified as a policy/advocacy focus rather than a deliverable program.

#### 2 REVIEW AND REFINE

Review, test, and refine practical programs addressing the enablers through adaptive learning.

##### RESULTS

- Focus groups and interviews with purposive selection of phase 1 participants to review and refine program drafts.
- Deductive thematic analysis identified refinements to program structure, content and delivery.

##### OUTPUTS

- Suite of open-access online orientation resources - information sheets, videos, and a webinar.
- 'CIRCLE' (Collaboration, Inspiration, Reflection, Community, Leadership, and Empowerment) Community of Practice for Women GP Supervisors Program - workbook and small self-facilitated groups of varied supervision experience meeting online over 5 sessions with a reflective, strengths based yarning-style approach.

#### 3 PILOT AND EVALUATE

Implement the programs and use surveys and interviews to test usability, relevance and impact for women GPs considering and currently engaged in supervisory roles.

##### RESULTS

- Orientation to Supervision and CIRCLE programs piloted among women GPs at different career stages and contexts.
- Pre-/post- surveys and feedback analysed thematically to assess content clarity, delivery format, perceived benefit (to participant and profession), engagement, and sustainability of the programs.

##### OUTPUTS

- Validation of content as practical, relatable, and confidence-building.
- Identification of refinements to program's structure and content to improve participant experiences and enhance outcomes.
- Demonstration of ongoing appetite and need for the programs' approach, structure and resources.
- Finalised versions prepared for scalable implementation, national release and integration into GPSA resource suite.

### Future direction and implications

- Explore scalability and integration of the programs across training organisations and colleges.
- Ongoing refinement and maintenance of the Orientation to Supervision and CIRCLE materials based on pilot results and application of programs to ensure continued relevance and alignment with evolving supervision practices.
- Expansion of the programs to other groups, including male supervisors and mixed cohorts.
- Need for policy and advocacy to support Team Supervision as a model of best practice supervision.
- Potential value is increased supervision engagement, attraction, retention, sense of identity, competence, confidence and connection of women in GP supervision.

### Key Takeaways

#### Designed by women, for women GPs.

Co-design across multiple rounds produced programs grounded in lived experience, no assumptions.

#### From barriers to strengths.

Reframed part-time work, family roles, and diverse pathways as assets enriching supervision.

#### From insight to action.

Delivered two ready-to-pilot, culturally grounded programs: Orientation to Supervision and CIRCLE.