

# Using the Placement Supervision Group feedback tool for foundation doctors in England

**NHS**

*Health Education England*

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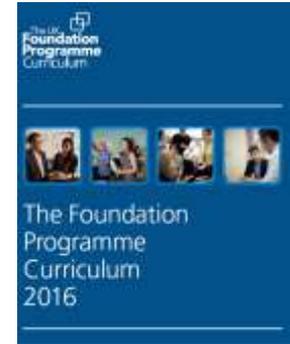


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# Background

- Doctors in the UK in their first 2 years of training after university
  - known as “foundation doctors” (FDs)
  - UK Foundation Programme Curriculum
    - Mandatory assessments
- MSF Team Assessment of Behaviour (TAB) shown to be useful in identifying FDs needing additional support<sup>1</sup>
- Second MSF tool introduced in 2012 – placement supervision group (PSG) feedback tool



1. Team assessment of behaviour: a high stakes assessment with potential for poor implementation and impaired validity  
Andrew Whitehouse, Laura Higginbotham, Kamal Nathavitharana, Baldev Singh, and Andrew Hassell

# PSG feedback tool

- Clinical supervisors expected to support own assessment of FDs with feedback from senior members of the multi-disciplinary team → the PSG
- Members could include:
  - Doctors more senior than F2
  - Senior nurses
  - Pharmacists
  - Allied health professionals
- Tool in foundation e-portfolio – feedback can be gathered formally



# PSG individual feedback form



Health Education England

## Placement Supervision Group Individual Feedback Form

Foundation doctor details

### Record of Supervised Learning Events

Have you observed any of the following during this placement?

Mini-CEX: \*  Yes  
 No

DOPS: \*  Yes  
 No

Case-based Discussion: \*  Yes  
 No

Developing the Clinical Teacher: \*  Yes  
 No

### Observed performance in the workplace

SECTION 1: Professional behaviour and trust: \*

<input type="checkbox"/>	No Concern
<input type="checkbox"/>	Some Concern
<input type="checkbox"/>	Major Concern

Comments

SECTION 2: Communication, team-working and leadership: \*

<input type="checkbox"/>	No Concern
<input type="checkbox"/>	Some Concern
<input type="checkbox"/>	Major Concern

Comments

SECTION 3: Clinical care: \*

<input type="checkbox"/>	No Concern
<input type="checkbox"/>	Some Concern
<input type="checkbox"/>	Major Concern

Comments

SECTION 4: Safety & quality: \*

<input type="checkbox"/>	No Concern
<input type="checkbox"/>	Some Concern
<input type="checkbox"/>	Major Concern

Comments

Signature

# Use of PSG feedback tool

- Not mandated
- Uptake low (slight increase since 2016)
- Previous research<sup>2</sup> explored use and value of the tool during 2016-17
  - Conclusion: PSG independently identified some FDs needing additional support
- 2019 HEE-led Foundation Programme Review<sup>3</sup> recommends PSG tool used in all placements

2. Placement Supervision Group Tool: A useful aid in identifying those trainees requiring additional support? Angela Burton, Clare Van Hamel, Ross Meikle, (all representatives from UKFPO Curriculum Delivery Group), 2018

3. Supported from the start; ready for the future; The Postgraduate Medical Foundation Programme Review Health Education England, 2019

# What we investigated

- Is the placement supervision group feedback tool useful to identify trainees needing additional support?
- Is it used to increase assessment robustness?

Data from the 2017-18 and 2018-19 training years was explored

# Summary of results

- Most FDs (98%) never receive a significant concern - those who do are usually flagged by a number of colleagues
- 10-11% FDs receive PSG feedback
- A small number receive major concerns in their PSG feedback but no other concerns in their e-portfolio



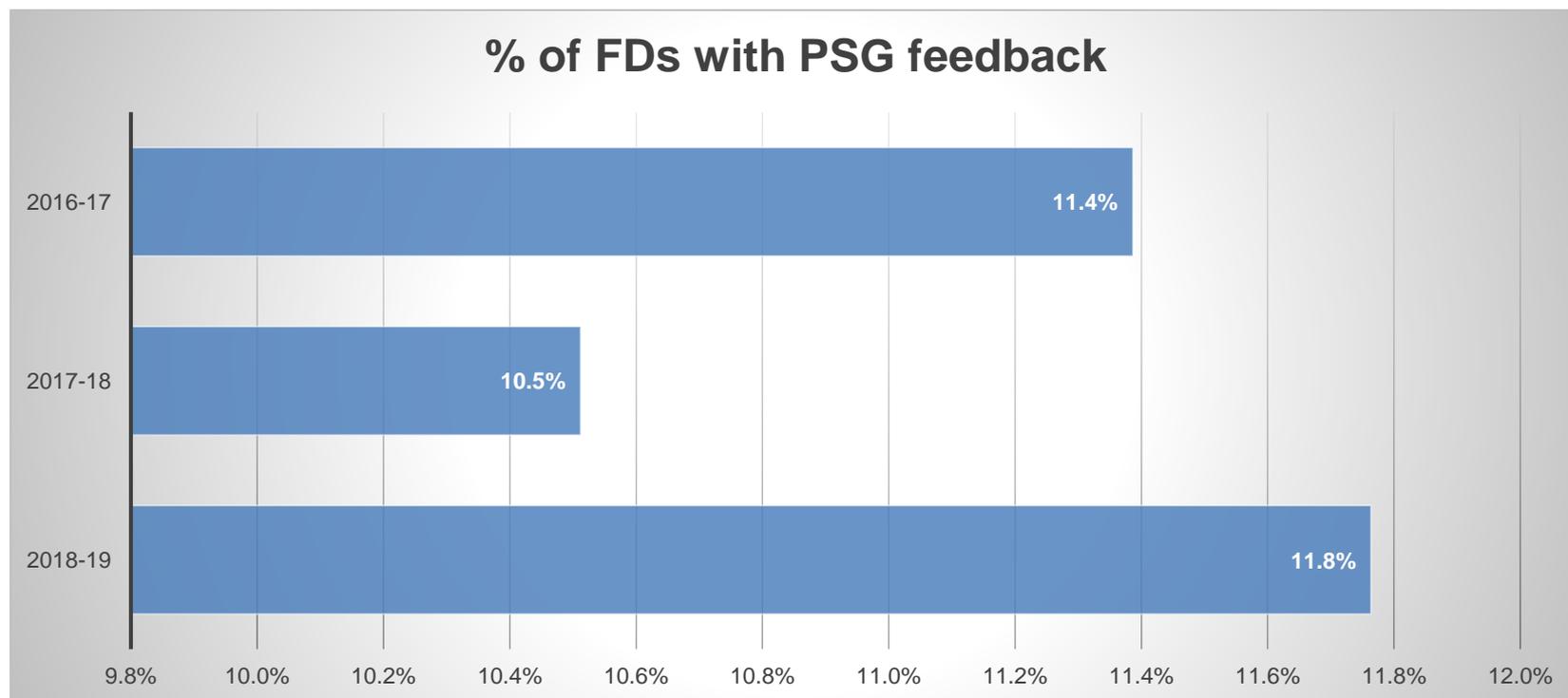
# Uptake of PSG tool

## 2017/18

- Of the **12,224** FDs in total **1,285** FDs had PSG feedback  
**= 10.5%**

## 2018/19

- Of the **12,513** FDs in total **1,472** FDs had PSG feedback  
**= 11.8%**



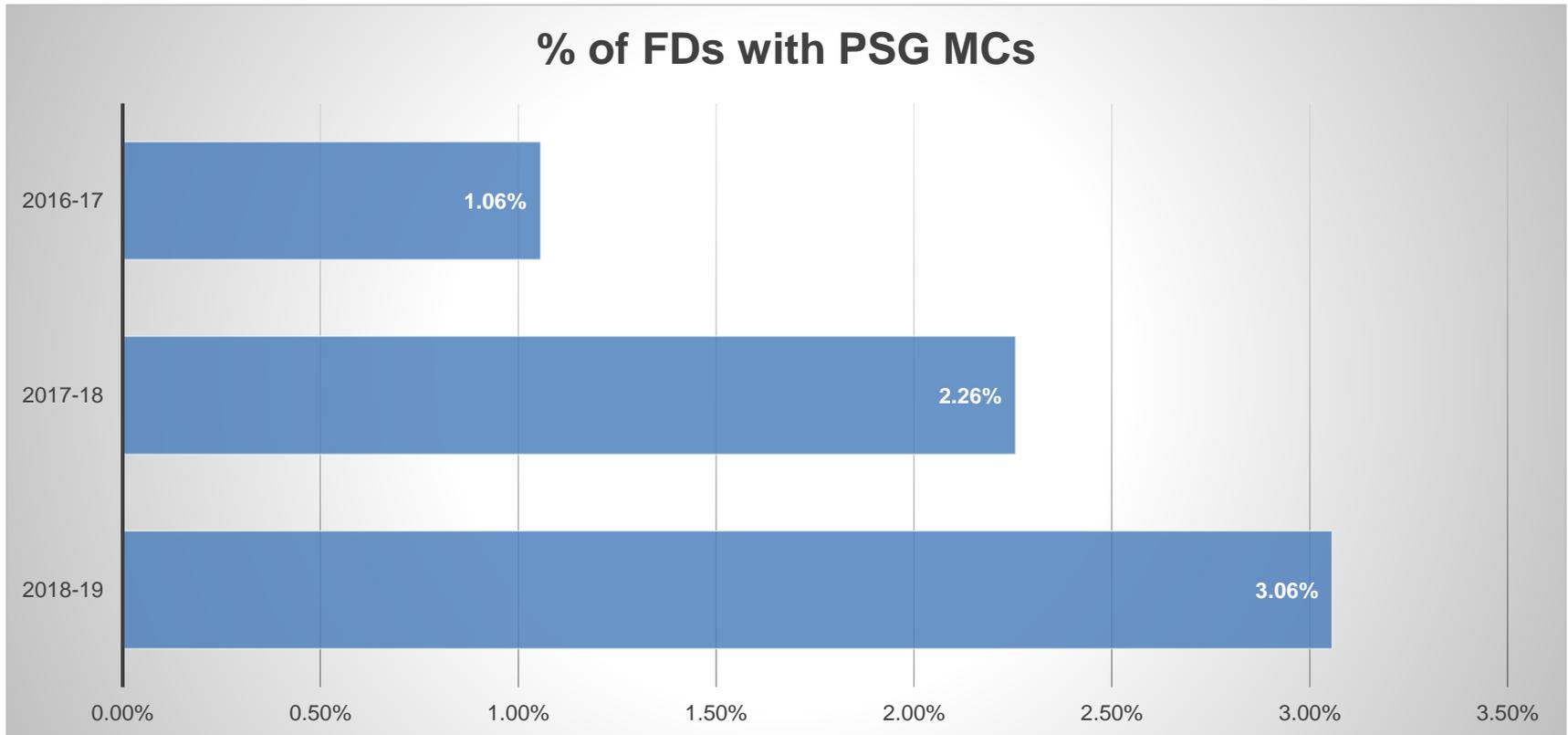
# Major concerns in PSG

## 2017/18

- **29/1,285 FDs (2.26%)** = one or more 'major concern'

## 2018/19

- **45/1,472 FDs (3.06%)** = one or more 'major concern'



# Major concerns in PSG vs elsewhere

## 2017/18

- **7/29** also had at least one major concern raised within one or more of the following forms
  - CSEoP report
  - ESEoP report
  - ESEoY report
  - TAB (feedback form)
  - TAB (summary form)
- **2/29** = no major concerns raised elsewhere
  - Both successfully completed the programme

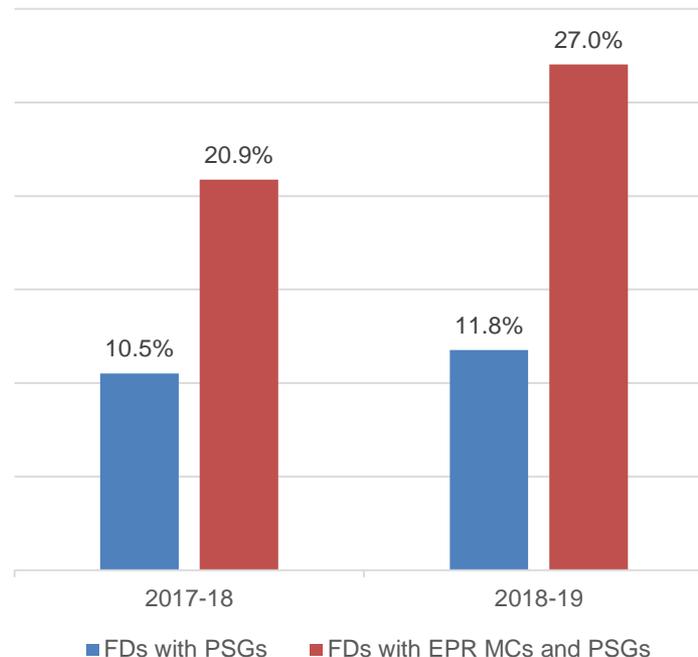
## 2018/19

- **18/45** also had at least one major concern raised within one or more of the following forms
  - CSEoP report
  - ESEoP report
  - ESEoY report
  - TAB (feedback form)
  - TAB (summary form)
- **2/45** = no major concerns raised elsewhere
  - Both successfully completed the programme

# Use of PSG to add robustness to supervisor assessments

## 2017/18

- **91 FDs (0.89%)** = 'major concern' in supervisor report(s)
  - **19 (20.9%)** had PSG feedback
- **5 (5%)** also had MCs in PSG feedback



## 2018/19

- **111 FDs (0.74%)** = 'major concern' in supervisor report(s)
  - **30 (27.0%)** had PSG feedback
- **14 (13%)** also had MCs in PSG feedback

→ Supervisors who have concerns about an FD are **more likely to request PSG feedback** for them

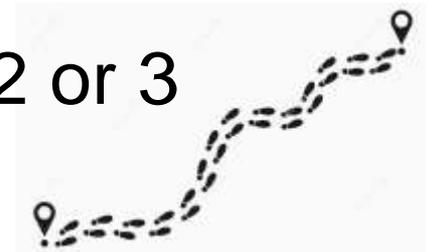
# Limitations

- Small sample size restricts conclusions
- FDs for whom feedback is gathered appear to be
  - in regions where the PSG is actively encouraged and/or
  - already identified as requiring additional support
- Mistakes easy to make in online forms – extensive data cleansing required



# Conclusions

- Some supervisors find the tool helpful
  - recent improvements in the e-portfolio functionality may help to increase engagement
- PSG is one tool of many that helps to identify FDs needing additional support
- Tool mainly used to add robustness to assessments and corroborate known concerns
- PSG feedback removes potential single observer bias
- We will repeat our analysis for the next 2 or 3 years to track uptake and value



# Take-home messages

- Contact between FDs and supervisors limited
  - formal feedback from PSG may increase robustness of supervisor assessments
- PSG feedback tool shows
  - early signs of independently identifying FDs needing additional support
  - supervisors value tool when assessing FDs who need additional support
- PSG important for accurate assessment
  - Use should be encouraged and studied further

# Thanks for your attention

Any questions, thoughts or feedback?

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