

# Quality Assurance of placement supervision and placement learning environments

Development of a new supervision measure for use as part of a trainee survey

|                  |                                 |
|------------------|---------------------------------|
| Neil Millar      | NES and University of Edinburgh |
| Claire Ann Banga | University of Edinburgh         |
| Nicola Cogan     | NES and Strathclyde University  |

## Different systems for QA of Supervision

- Trainee report – bespoke measure
- Trainee report – validated measure (eg SRQ, LASS, SRM, SAGE)
- Fed back to supervisors
- Fed back to supervisor's line manager
- Overview reported more widely

## Surveys in other professions

- Medicine – National training survey (NTS) run by GMC
- Medicine – Scottish training survey (STS) run by NES
- Nursing – Quality Management of Placement Learning environment (QMPLE) – run by NES



## Scottish postgrad psychology training?

- 4 courses – 2 Doctorates and 2 Applied Masters
- NES commissions training and funds Clinical Tutors and Local Tutors
- All have QA systems but none cover all Boards/all supervisors
- No benchmarking possible
- All paper-based

## Develop an online survey?

- That is psychometrically sound
- That is free
- That is short (ish)
- That can include supervisor's name
- That includes SV relationship as this is key
- But also skills development
- No existing measures fit this
- Develop a new measure

# Development 1

- Consultation
- Quality indicators developed by expert reference group
- Items generated for each indicator
- Anchored Likert scale 1 – 5 strongly disagree – strongly agree
- Tested for clarity and relevance

## Development 2

- Sent to trainees on all four courses
- Anonymous – no Board/supervisor details
- Exploratory factor analysis – 5 factors
- Drop items
- Confirmatory factor analysis – 5<sup>th</sup> factor (weakest) was Skills development
- Consensus - to develop more items to try to strengthen this



## Development 3

- Further confirmatory factor analysis of 5 factors using new items
- Factor 5 stronger
- 25 items dropped – 30 item questionnaire
- The NES Psychology Supervision Questionnaire (NES PSQ)

| <b>Higher order factors</b>                           | <b>Sub-factors to Factor 1</b>      |
|---|-------------------------------------|
| <b>1: Supervisory Working Alliance</b>                | 1A: Understanding and Collaboration |
|   | 1B: Rapport and Support             |
|   | 1C: Modelling                       |
| <b>2: Establishing and Protecting Time</b>            |                                     |
| <b>3: Reflective Practice and Emotional Awareness</b> |                                     |
| <b>4: Safety and Trust</b>                            |                                     |
| <b>5: Skill Development</b>                           |                                     |

## Convergent validity

- SRQ (full version) completed as well
- Total NES PSQ and Total SRQ  $r = .894$ ,  $p < .001$
- But not all factors/subscales intercorrelate significantly

# Criterion Validity – Items included

Total NES PSQ predicts ratings of items such as:

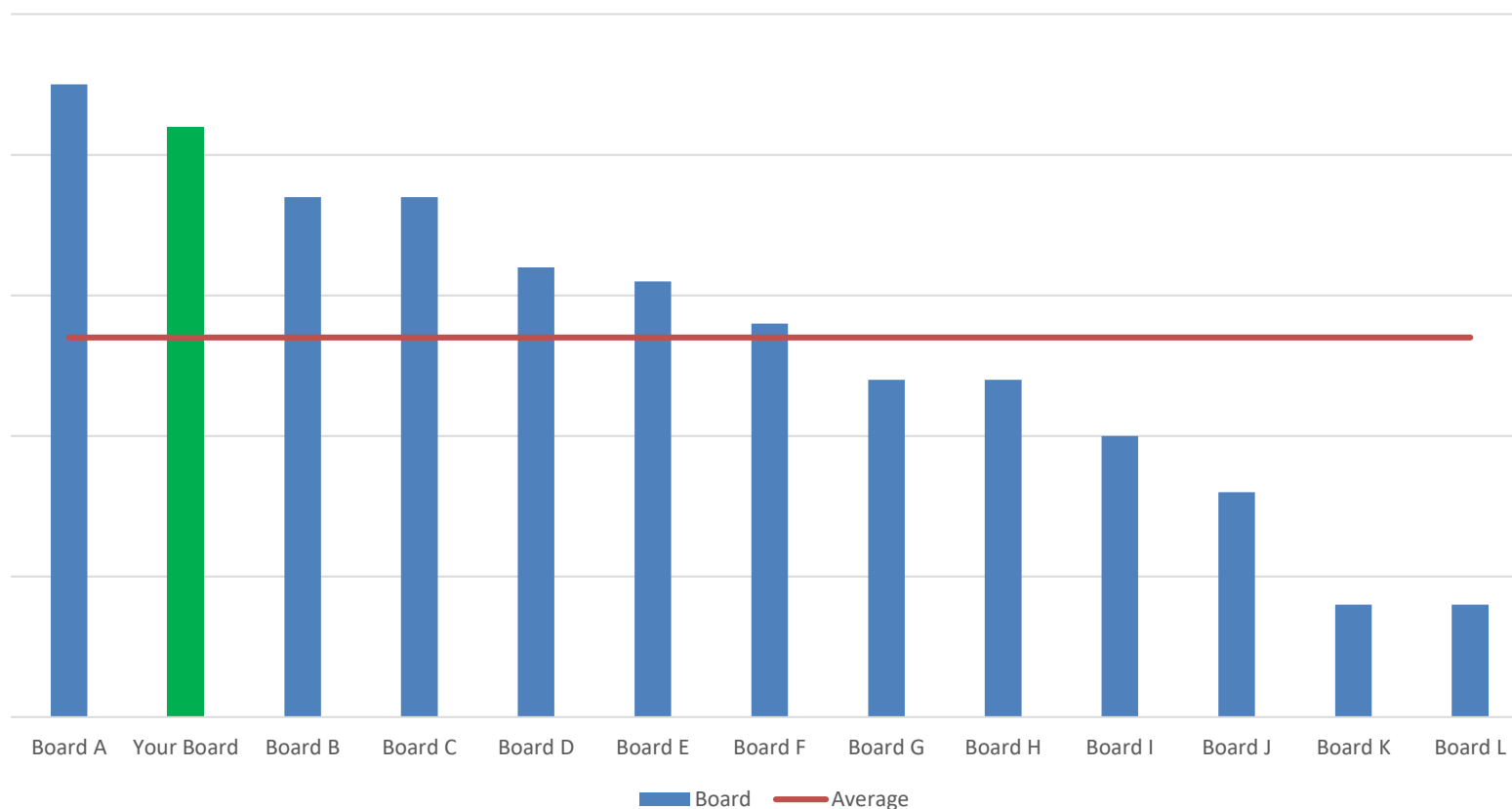
- I would recommend to a friend coming into my course to seek a clinical supervision placement with this supervisor.
- Given the choice, I would choose a placement with this clinical supervisor again.
- This placement has significantly contributed towards the development of my skills as an applied psychologist.
- The overall quality of my clinical supervision experience
- The quality of my supervisory relationship
- The quality of the learning experience

## Also used in survey

- Placement experience items (5)
- Overall satisfaction items (3)
- Satisfaction with Clinical Tutor support
- Satisfaction with Local Tutor support

# Reporting – Board/Specialty/Supervisor level

Mean scores on Factor 1A - Board level



## Access to the measure

- [Neil.Millar@nes.scot.nhs.uk](mailto:Neil.Millar@nes.scot.nhs.uk)
- Could be used by:
  - individual supervisors
  - a programme
  - a team
  - across a region
  - As the PSQ alone or the wider survey

This resource may be made available, in full or summary form, in alternative formats and community languages.  
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how  
we can best meet your requirements.



NHS Education for Scotland  
Westport 102  
West Port  
Edinburgh  
EH3 9DN  
[www.nes.scot.nhs.uk](http://www.nes.scot.nhs.uk)

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