Stakeholders’ perceptions of the facilitators of vertically integrated training in general practice

presented by:

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Methods

- Grounded theory methodology\(^5\)
  - Semi-structured interviews
  - Theoretical sampling
  - Constant comparative method
  - Attempt to start from ground zero
- Voluntary participation
- Participants or practice reimbursed for time
- Stakeholder advisory group
35 participants from 9 practices in NCGPT region
- 11 GPs
- 8 registrars
- 2 prevocational trainees
- 8 medical students
- 4 practice managers
- 2 RNs
Theory

- Ecological approach\(^6\) that addresses predisposing, enabling and reinforcing factors most effective

  - Predisposing factors: values, beliefs, attitudes
  - Enabling factors: resources, skills, structures
  - Reinforcing factors: rewards, deterrents
Predisposing factors

- **Supervisors’ attributes**
  - Leadership
  - Culture of encouragement
  - Love of teaching

- **Learners’ attributes**
  - Seniors accepting of juniors
  - Confidence to interact in a group
  - Similarity of learning needs

- **Engaged administrative staff**
Enabling factors

- **Administrative/organisational factors**
  - Scheduling, planning, prioritising

- **Structural factors**
  - Space, number of supervisors

- **Resources**
  - Help with IT skills and teaching plans
Enabling factors

- **Good facilitation & teaching skills**
  - Relationship building
  - Creating a relaxed atmosphere
  - Keeping all levels engaged and managing interactions
  - Establishing VI etiquette
  - Knowing the styles and capabilities of the group
  - Allocating tasks/roles, planning the session
Reinforcing factors

- Policy factors
  - Targeted funding
  - Mandatory VI sessions
- Ownership of the process\textsuperscript{7}
- Cost and time efficiencies\textsuperscript{4}
- Protected 1-1 time with supervisor\textsuperscript{1,7,8}
Summary

1. Targeting multiple factors may facilitate successful implementation of shared learning

2. Essential ingredients
   - Good facilitation/teaching skills
   - Retaining some 1:1 with supervisor
Limitations

- Comparatively small sample from regional NSW
- Potential selection bias
- Potential for researcher bias in study design or analysis
- Were right questions asked?
References


Acknowledgements

- We are grateful to GPET for a grant that fully funded this project.
- We wish to thank the Research Advisory Group: Prof. Lesley Barclay (Director, UCRH), Dr Hilton Koppe (Senior Medical Educator), Dr Marc Heyning (GP supervisor), Dr Jo Adendorff (GP registrar), Sue Shaw (Educational Consultant).