

Placement supervision group (PSG)

Constructive multiple-rater feedback has been accepted as an effective method of driving improvements in performance and learning. The purpose of the PSG is to provide constructive senior feedback on the FD's clinical performance. It is expected that all healthcare professionals will be in a position to support and guide the FD, providing feedback on performance to the FD and CS. However, the named clinical supervisor (CS) identifies a nominated group of senior healthcare professionals who work alongside the FD to make up the **placement supervision group**. Where possible, the clinical supervisor should identify these individuals to the FD.

The makeup of the PSG will vary depending on the placement but is likely to include:

- doctors more senior than F2, including at least one consultant or GP principal;
- senior nurses, including practice nurses or nurse practitioners (band 5 or above);
- ward pharmacists;
- allied health professionals.

In a general practice placement, the PSG may be limited to one or two GPs. The roles of the PSG are:

- observing the foundation doctor's practice in the workplace;
- undertaking and facilitating supervised learning events (SLEs);
- providing contemporaneous feedback on practice to the foundation doctor;
- providing structured feedback to the clinical supervisor;
- raising concerns immediately if unsatisfactory performance by the foundation doctor has been identified.

In compiling his or her report, the named clinical supervisor should use feedback from the PSG. This process is important because, within any placement, an individual healthcare professional is unlikely to build up a coherent picture of the overall performance of an individual foundation doctor.

The PSG feedback is given via a structured form to help guide other professionals who may not be as familiar with the FP as educators directly involved in the training of FDs. Those reviewing the outcome of the PSG must ensure the feedback is appropriate, fair, non-judgemental, and is free from bias.

Where possible, a PSG should be involved in each of the FD's CSRs but, at a minimum, formal PSG feedback must be involved in one report for each level of foundation training.

Where there are significant concerns raised by the PSG about an FD's performance in one placement, at least one more CSR supported by evidence from a PSG must be completed before the next critical progression point.