

## **Summary Report - SPPP Implementation Pilot Study**

### **About the SPPP Guide**

The Royal Australasian College of Physicians (the College), commissioned the development of the Supporting Physicians' Professionalism and Performance (SPPP) Guide in 2010. Designed to meet the needs of all Fellows and trainees, the SPPP Guide aims to provide practical and pragmatic guidance on expected standards of professional behaviour.

The SPPP Guide is based on the Surgical Competence and Performance Guide recently developed by the Royal Australasian College of Surgeons (RACS). It presents a framework adapted from the College Professional Qualities Curriculum (PQC) domains, to describe a range of behaviours Fellows and trainees can utilise to compare and measure their own performance.

The SPPP framework outlines ten core domains that together aim to describe what it means to be a "good doctor". The central component of this framework is medical expertise, which reflects the specific knowledge and skills of the chosen specialty area.

The SPPP Guide is primarily a self-reflection tool for use by individuals to help them understand their own performance. Although there may be many ways to use this framework, it is anticipated most Fellows will use it to actively plan their Continuing Professional Development (CPD) activities.

### **Why undertake an implementation pilot study?**

The implementation pilot study was a preliminary release of the hardcopy SPPP Guide, aimed to ascertain the usefulness of the resource as a self-reflection tool prior to wider dissemination.

In addition to assessing the usefulness of the SPPP Guide, it was anticipated the study will also provide information on the following:

- Innovative approaches regarding utilisation of the SPPP Guide
- Feedback regarding improvement to the SPPP Guide
- Additional resources required for Fellows to effectively use the SPPP Guide
- Exposing unforeseen issues/problems prior to the wider dissemination of the hard copy SPPP Guide

### **Participants**

Five pilot sites across Australia and New Zealand volunteered to implement and evaluate the SPPP Guide in their local organisations. Participants were from a range of professional backgrounds, including Occupational and Environmental Medicine Specialists, Paediatricians and Adult Medicine Physicians. A total of 23 participants provided feedback to the SPPP implementation pilot study.

### **Collecting feedback**

Participants were provided a webpage link to an online feedback survey to be completed by the 23 March 2012. Participants were also encouraged to contact the SPPP Project Manager to provide any other feedback verbally or via email.

### **Feedback summary**

Generally, participants indicated the SPPP Guide met their expectations, with feedback highlighting the following data:

#### **Quantitative feedback**

- Over 75% of participants indicated they would be willing to use the SPPP Guide on a regular (annual) basis
- Over 95% of participants indicated the SPPP framework was easy to follow
- 80% of participants indicated that they strongly agreed or agreed the SPPP behavioural markers are relevant to their area of work
- 80% of participants indicated they would recommend their colleagues to utilise the SPPP Guide
- Over 90% of participants indicated the SPPP Guide was also relevant to

trainees

### **Qualitative feedback**

- The resource was well-written and succinct
- The SPPP Guide was useful as a tool to assist self-awareness of one's own professionalism and performance
- Many participants felt the ranges of professional competencies were well covered and it provided a necessary foundation for Continuing Professional Development (CPD)

### **Suggested improvements and future developments**

- It was noted that currently there is no way to benchmark effectively across behavioural markers
- Some respondents thought the document was "too passive"
- The provision of examples of how the SPPP Guide could be utilised in practical applications
- Some participants found the behaviours too generic and suggested further adaption across the specialties

Participant feedback also suggested that future development of the SPPP Guide included modification to an e-learning platform with options for recording self-reflection and appraisals. Some respondents suggested using the SPPP Guide in peer-review meetings, performance appraisals and 360 degree reviews.

### **Closing comments**

The SPPP Executive Group would like to thank all participants for their feedback to the SPPP implementation pilot study conducted throughout February and March 2012.

Participant feedback was both insightful and robust, providing the College with valuable information that will contribute to the next phase of SPPP. It highlighted the need to develop practical tools to partner the SPPP Guide and the development of specialty-specific examples to include all working environments.

The College looks forward to further developing professionalism resources to support its members.