SECTION 13: CONTENT OF THE MID-PLACEMENT REVIEW (MPR) INTERVIEW

This section describes the sort of questions and issues which will be raised by the college visitor. Because the visitor follows a set structure and is guided by a semi-structured interview it will be helpful for supervisors and trainees to have a sense of the format and content of the visit.

Overall focus of the MPR
The MPR has a summative function (it should establish whether the trainee is likely to pass the placement or to be referred to the Examination Board), but usually the main focus is to encourage formative feedback to both trainee and supervisor. Broadly it includes discussion of:

- the clinical experiences available to the trainee
- the trainee’s progress in the placement
- the quality of supervision

There is more information about the MPR itself in the Supervisor’s handbook and in the Trainee Handbook (both available on the Course website; www.ucl.ac.uk).

Supervisor and Trainee - preparation for the meeting
For UCL trainees there is no paperwork to complete prior to the meeting, but before the visit it is helpful for the supervisor and trainee to review progress to date, guided by the placement contract, the clinical log and the reflective practice log. It is also a good idea for supervisors to look at the end of placement supervisor feedback form, using it as a prompt to consider how the trainee is progressing.

Format
The MPR starts with a 3-way meeting with the college visitor, the trainee and the supervisor. This is a factual discussion based on the placement contract and on the trainee’s log, and is used to establish the range of clinical, professional and research experiences available to, and undertaken by, the trainee.

This meeting is followed by separate meetings between the trainee and the college visitor, and the supervisor and the college visitor. These meetings aim to identify the quality of the clinical work being undertaken, the clinical experience being gained, the learning taking place and the quality of supervision.
Initial three-way meeting

As well as gaining an overall sense of the work being undertaken and basic placement arrangements, the visitor will check that the casework is appropriate (right amount, a good range, and preferably some diversity in relation to a range of demographics). They will also ask about arrangements for modelling, joint working and for direct observation/recording of the trainee’s work by the supervisor and any other relevant professionals.

Meeting with the trainee

The visitor will ask how the placement is progressing in general before asking some specific questions, including:

Is the placement contract being fulfilled?

Is the workload/caseload range and amount felt to be appropriate?

Is supervision appropriately targeted to the placement aims and objectives, and is it of good quality? For example:

- is it regular and what is the supervisor’s availability
- does it include case-review?
- does it include specific theory-practice links and formulation?
- does it include reflection on casework and discussion of general issues arising from the work?
- how are session recordings or live observation integrated into supervision?
- does it include discussion of overall progress personal/professional issues
- does it offer general support?

Is the professional context conducive to training? Are there any aspects of the placement that the trainee is finding stressful? Are there any specific concerns that the trainee has about the supervisor or the placement? What feedback has the trainee had from the supervisor? Is there anything the trainee would like to change, or to have done differently? What targets would the trainee identify for the remainder of the placement?

Meeting with the supervisor

The visitor will ask how the placement is progressing in general (including a check on whether there has been appropriate support from the course and any comment on the relationship between the course and the placement) before asking some specific questions, including:

Basic clinical competencies: what progress is the trainee making in the following areas:

- assessment, which includes engagement and interviewing skills
- formulation and a capacity to make theory-practice links on the basis of assessment/ongoing work
- capacity to make an intervention which is informed/guided by a formulation
• capacity to evaluate their work, both informally (e.g. estimating progress in relation to session material) as well as formally (using formal measures)
• ability to report on their work, both verbally and in writing

Areas of clinical competence specific to the placement
Questions will reflect the nature of the placement and the aims and objectives set out by the placement contract

Clinical/Professional competencies:
Can the trainee:
• think about and understand client’s needs?
• comprehend complex clinical contexts without becoming overwhelmed?
• manage their anxiety about clinical and professional work in an appropriate manner?

Professional skills:
Can the trainee:
• behave in a manner congruent with usual expected professional standards?
• manage and negotiate boundaries?
• act at an appropriate level of autonomy, given their stage of training?
• take and follow through decisions
• demonstrate an appropriate level of resilience in professional contexts?

Professional and ethical standards
Does the trainee act in a manner which is congruent with expected professional and ethical standards?

Working with colleagues
Does the trainee:
• demonstrate an appropriate repertoire of professional skills?
• have the capacity to work well and effectively with colleagues and other professionals?

Use of supervision, evidence of learning from supervision and of independent learning
Does the trainee:
• prepare for supervision, and make an active contribution to it?
• listen and respond to feedback?
• have a capacity for reflection and for reflective practice
• have a capacity to think reflexively, take on board feedback and show evidence of change on the basis of this feedback?
• show evidence of applying learning from supervision in subsequent clinical sessions?
• think critically and creatively?
**Overall**
Is there evidence that the trainee is making progress and showing evidence of learning?

What targets need to be set for the remainder of the placement – what is going well, what needs to be focused on, and if targets are identified are there any areas which are being flagged as areas of clear underperformance?
Are there any specific concerns that would not lead to overall placement failure, but should be noted?
Does the supervisor anticipate the trainee passing – are there any areas of concern that could give rise to possible failure?

**Final joint meeting with the trainee and the supervisor**
The idea of this meeting is to give feedback from both separate meetings, so the visitor will summarise the trainee’s appraisal of the placement and supervision, and the supervisor’s assessment of the trainee’s performance to this point.

Identified targets for the remainder of the placement will be detailed and discussed in order to ensure that all parties are clear about these and have had the opportunity to agree on how they will be taken forward.

If a risk of placement failure has been signalled this will be explicitly discussed in this meeting.

**Written report**
The visitor will write a report of the visit. This will usually be emailed within 2 weeks of the visit. If there are factual errors in the report trainee and supervisor should identify these as quickly as possible.