

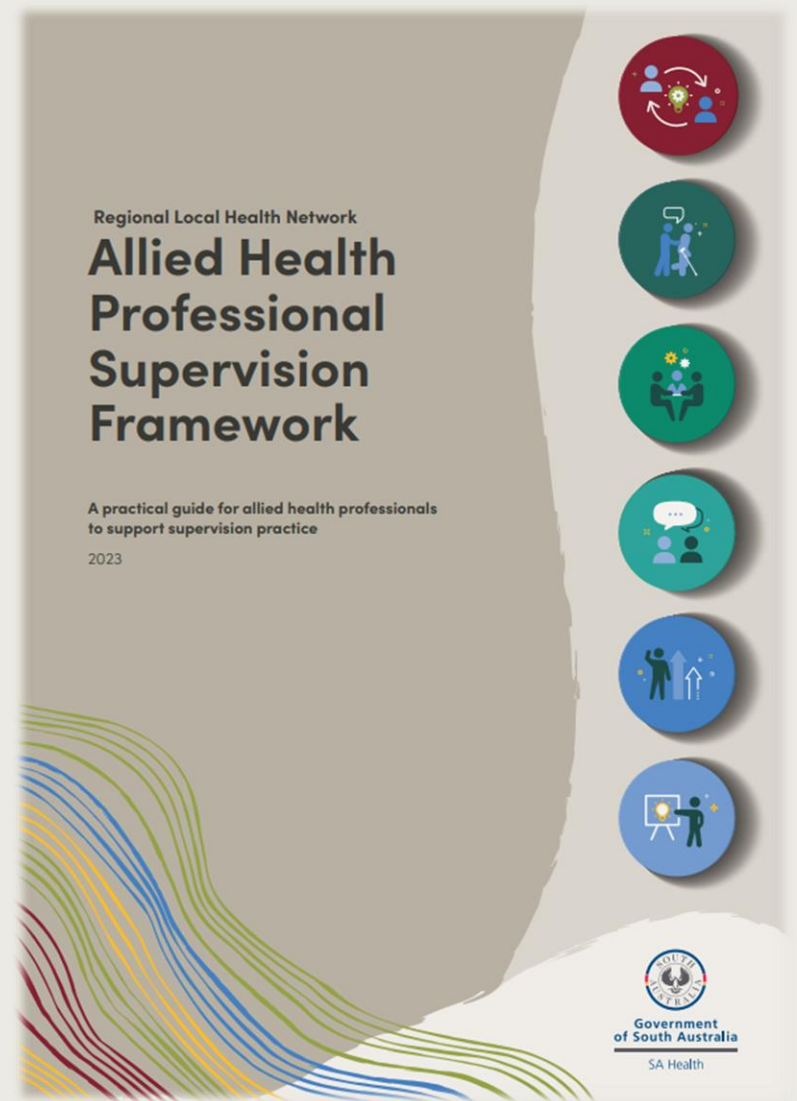
Implementation of a contemporary Allied Health Professional Supervision Framework in SA Health Regional Local Health Networks

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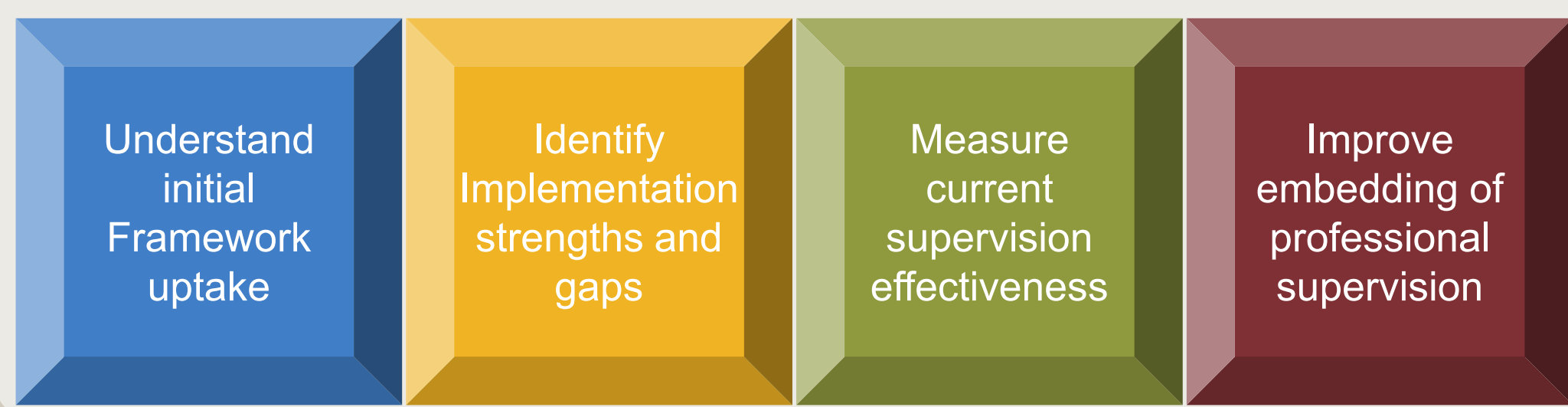
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1 Introduction

The Regional Local Health Network (LHN) Allied Health Professional Supervision Framework and supporting resources were released in early 2024 to support high-quality professional supervision for SA Health regional allied health professionals (AHPs).



A **process evaluation** was undertaken in late 2024 to:



2 Survey Design and Measures

Implementation Outcomes Framework

We designed a survey aligned with the 8 domains of the **Implementation Outcomes Framework (IOF)**¹ to measure the implementation process:

- Acceptability
- Adoption
- Appropriateness
- Feasibility
- Fidelity
- Implementation cost
- Penetration
- Sustainability

MCSS-26[®]

The survey was administered in tandem with the 26-item **Manchester Clinical Supervision Scale (MCSS-26)**² to measure supervision effectiveness.

- Widely recognised in clinical supervision research, demonstrating excellent psychometric properties.
- Previously used in a 2021 evaluation of regional LHN AHP supervision, enabling benchmarking and comparison.

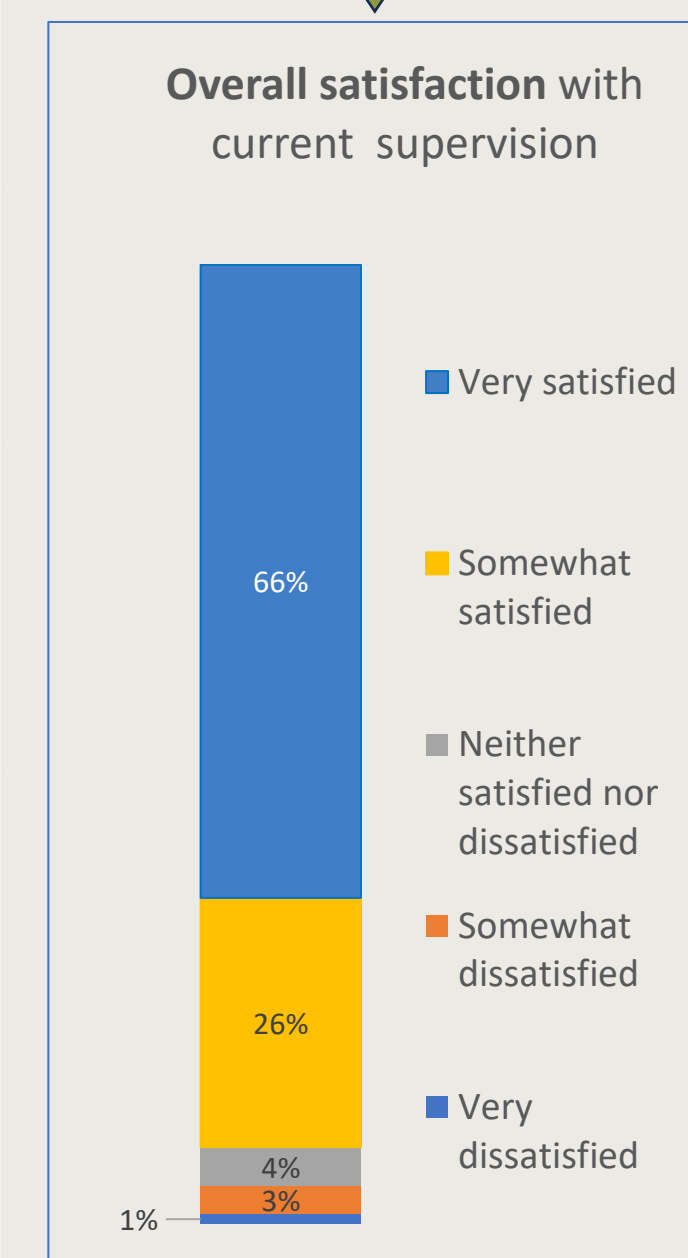
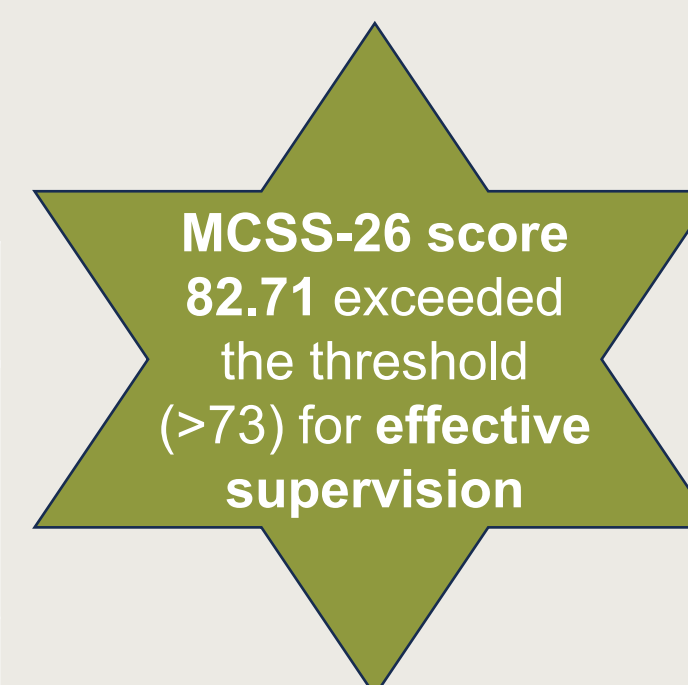
PROCESS

- The **process evaluation** was designed and undertaken in collaboration with SA Health Professor of Allied Health Saravana Kumar.
- The survey was distributed to **regional LHN AHPs** (October 8 - November 4, 2024) yielding **101 responses**.
- **Quantitative and qualitative data** were independently analysed by a University of South Australia research scholarship student, with academic support from Prof. Kumar.

3 Results

Results were mapped to IOF domains, providing an indication of implementation success and outcomes to date.

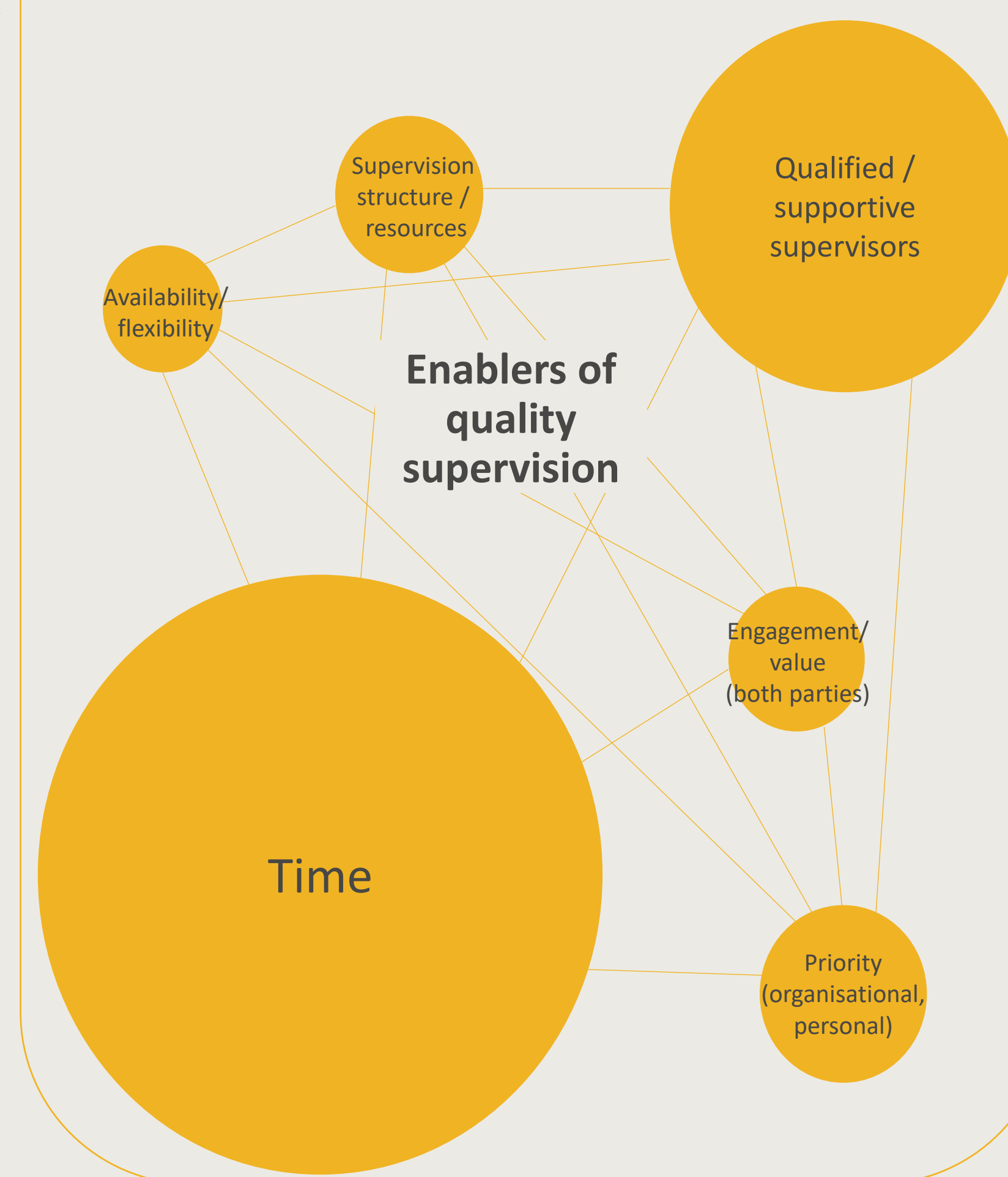
IOF Domain	Key Finding
Acceptability <i>Satisfaction with Framework, training, resources, and current supervision.</i>	High – Well received by AHPs
Adoption <i>Action/intention to take up professional supervision, supervision elements, training, resources.</i>	Moderate – Variable uptake across professions
Appropriateness <i>Extent that current supervision, Framework, training, resources were relevant and compatible.</i>	High – Seen as relevant and useful
Feasibility <i>Extent that current supervision, Framework, resources, training were deemed suitable and practical across regional settings.</i>	Moderate – Time/resource limitations noted
Fidelity <i>Degree the Framework, training and resources were being utilised as intended (adherence, integrity, quality).</i>	High – Framework followed as intended
Implementation Cost <i>Time spent understanding the Framework, training, using resources and adapting supervision practice.</i>	Variable time invested based on role and experience
Penetration <i>Extent the Framework, training, resources were being used.</i>	High elective supervision uptake observed
Sustainability <i>Extent the Framework, training, resources were integrated into business as usual.</i>	Moderate – Requires long-term embedding



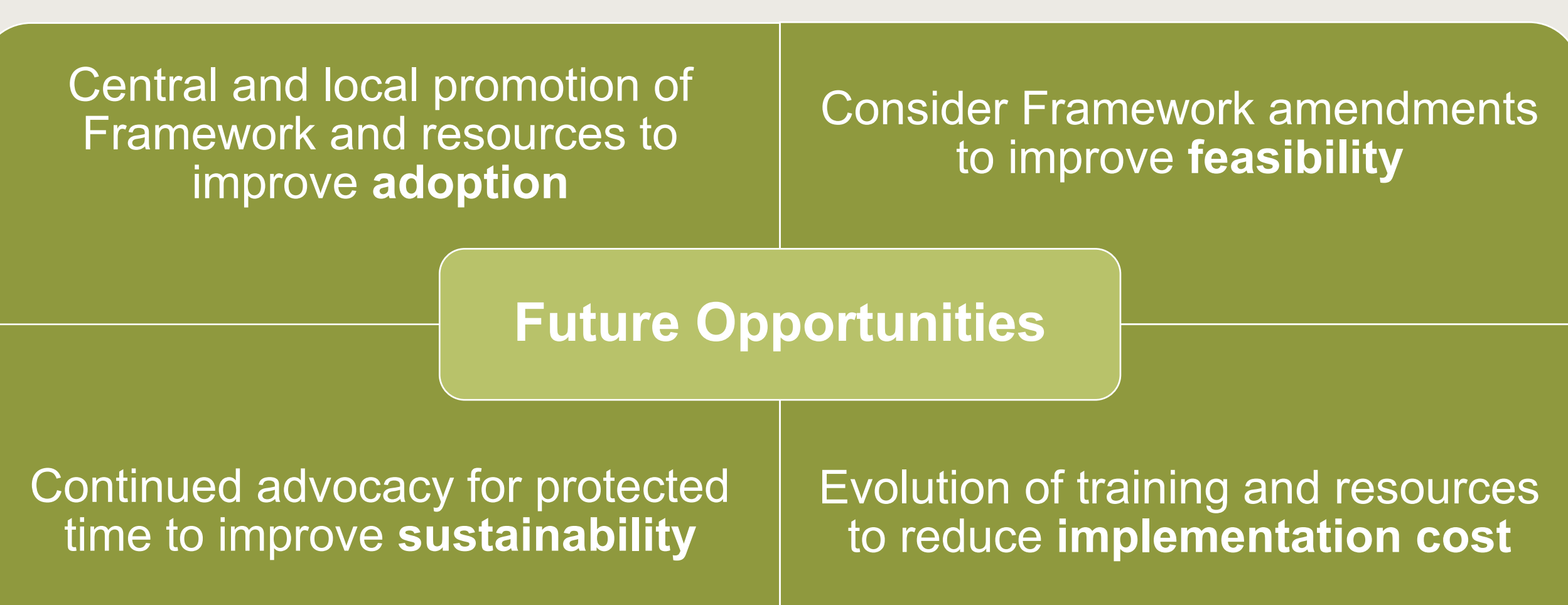
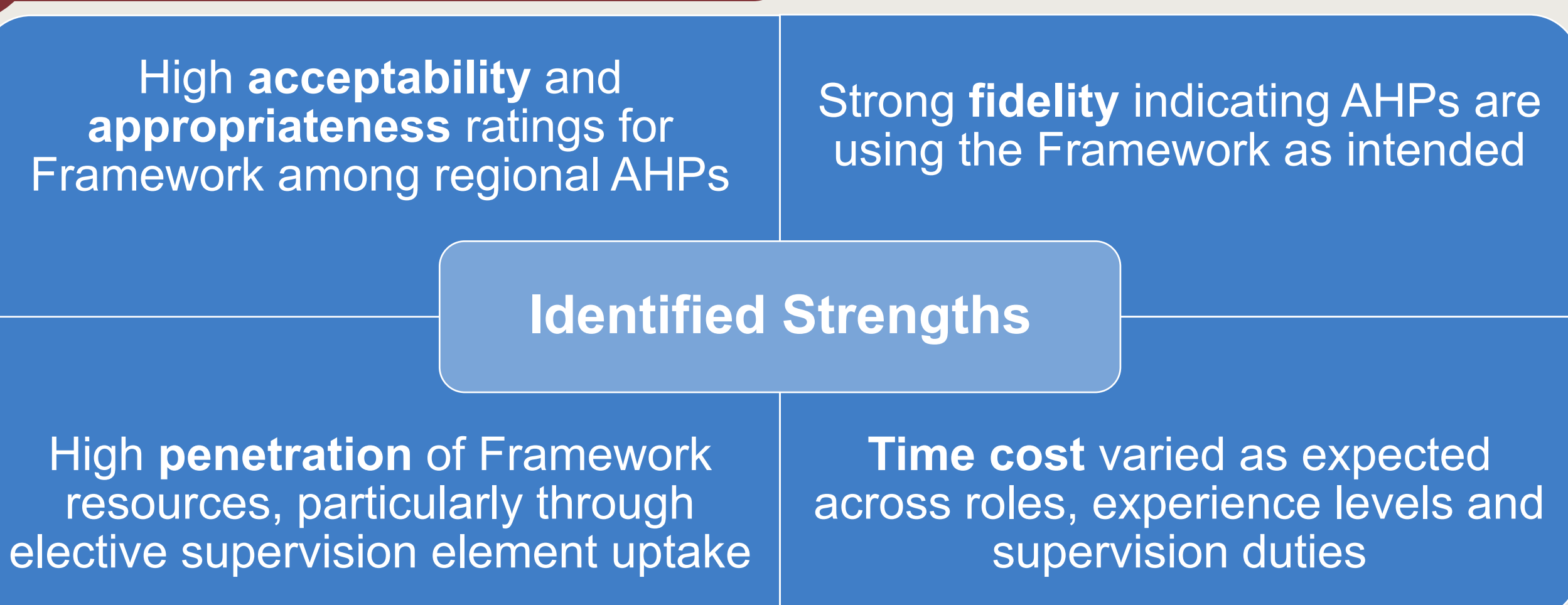
Supervision was rated slightly **more effective** in 2024 (MCSS-26 score 82.71) than in 2021 (MCSS-26 score 81.90)

“What is the most important enabler that supports you to engage in quality professional supervision?”

Qualitative responses were themed, with top 6 themes shown in scaled bubbles:



5 Discussion



6 Conclusion

This evaluation delivered valuable insight into the early uptake of the Regional LHN Allied Health Professional Supervision Framework, with the framing of outcomes around the eight domains of the IOF providing a structured overview of implementation strengths and areas for improvement.

Use of the validated MCSS-26 tool provided a quantitative measure of current supervision effectiveness, supporting and extending on the quantitative and qualitative data obtained through survey results.

The successful implementation of the Framework in regional LHNs is now being further strengthened through actioning identified strategies targeting adoption, feasibility, and sustainability to further embed high-quality professional supervision.

References

1. Proctor, E., Silmere, H., Raghavan, R. et al. Outcomes for Implementation Research: Conceptual Distinctions, Measurement Challenges, and Research Agenda. *Adm Policy Ment Health* 38, 65–76 (2011). <https://doi.org/10.1007/s10488-010-0319-7>
2. White, E., & Winstanley, J. (2024). MCSS-26©: The Manchester Clinical Supervision Scale. White Winstanley Ltd.