

# Peer Mentoring Network for Psychiatry Trainees in Northern Ireland

Meta McGee ST6, Dual GA/POA  
N.I Psychiatry mentor scheme Co-lead 2021-23

# Contents

Background

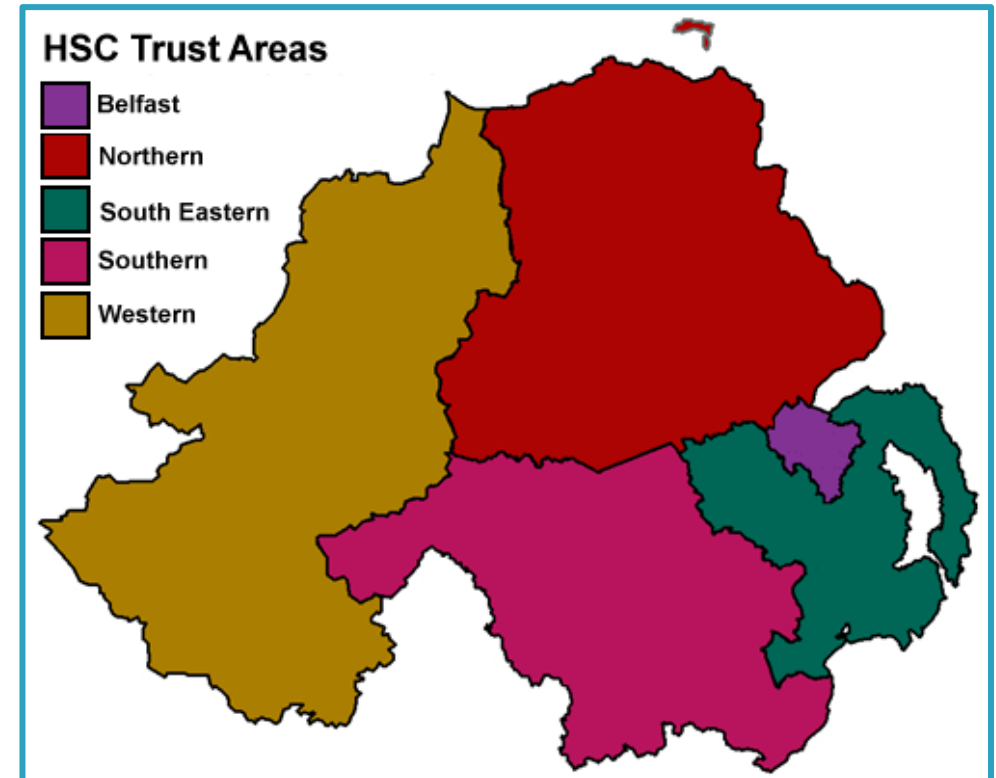
Mentoring scheme

Mentornet

Learning & Challenges

# Northern Ireland Psychiatry

- ▶ Population of 1.9m people
- ▶ 5 health trusts
- ▶ RCPsych in N.I over 420 Members, Fellows, Associates and pre membership trainees
- ▶ NIMDTA leads on training
- ▶ 11–17 CT1's and 8–13 ST4's appointed annually



# Mentoring in NIMDTA

*“Development of trained supported mentors to enable the availability of optional safe mentoring relationships to doctors and dentists in training within NI”*

*“A relationship between mentor and mentee to support and facilitate personal development of the mentee”*

# Mentoring team

Two lead mentor  
trainees

NIMDTA  
Professional  
Support manager

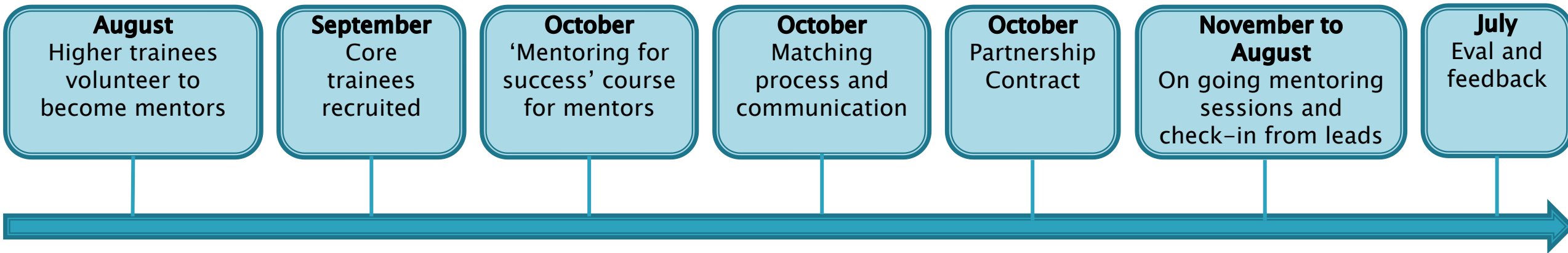
Two supervising  
consultants

Mentors – higher  
trainees who have  
completed mentor  
training

Mentees

# Our scheme timeline

- ▶ Scheme has been in place for 4 years – via email and manual matching
- ▶ Originally was offered to CT1's, now available to all CT's



# The mentoring relationship



## Mentor

- Listen
- Question
- Give information, knowledge about organisation/occupation and informal networks and signposting
- Offer different perspectives
- Support and encouragement
- Draw on own experience
- Discuss current issues and offer appropriate challenge
- Lead and make decisions in the early stages of the relationship

## Mentee

- Communicate their circumstances clearly and honestly
- Question
- Provide information, knowledge about organisation/occupation and career to aid their Mentor with the provision of advice and support
- Act upon agreed goals and actions
- Accept differing perspectives
- Accept support and encouragement
- Provide own experience to aid discussions
- Take the lead, guide and make decisions – when the relationship is established.

# Benefits

## Mentees

- Goal setting
- Problem solving
- Work–Life balance
- Career decision

## Mentors

- Share knowledge and experience
- Supervisory skills
- Leadership
- Communication



# MentorNet introduced August 2021

- ▶ Software is owned by a company SfG
- ▶ Online platform
- ▶ Website is [sfgmentor.net](http://sfgmentor.net)
- ▶ Funded by NIMDTA



Allows mentors and mentees to make a profile



Mentees can rank mentor partnership preferences



Facilitates direct messaging and access to resources



Discussion forum available

# MentorNet

The screenshot shows the user profile page for Meta McGee. The top navigation bar includes Home, Help, Messages (1), News (3), and MetaMcGee. The main navigation tabs are SEARCH, PROFILE (selected), MATCHES, ACTIVITY LOG, DOCUMENTS, EVALUATION, and CALENDAR. The profile header shows a placeholder for a profile picture and the name 'Meta McGee' with a 'PSY' badge. Below this is a 'User Profile' section with the following details:

DOB	[Redacted]	Gender	Female
Age Range	[Redacted]	Home Location (Town/City)	United Kingdom
Ethnic Origin	United Kingdom	Programme	Psychiatry of Old Age / General Adult Psychiatry
Grade	ST6	Current Posting Start Date	04/08/21
Current Posting End Date	02/08/22		

The left sidebar contains navigation options: SEARCH, PEOPLE, Add User, RESOURCES, ADMIN, FORUMS, and REPORTING.

The screenshot shows the Resource Pack page. The top navigation bar is identical to the profile page. The main navigation tabs are SEARCH, PEOPLE, RESOURCES (selected), ADMIN, FORUMS, REPORTING, CONVERSATIONS, and NEWS. The page title is 'Resource Pack'. The content area displays a grid of resource cards, each with a document icon and a title:

- Burnout Flyer
- Coaching Information Leaflet
- Effective Listening Skills
- Equipping for Mentoring
- Fatigue Resources - Night Working
- Sleep Deprivation Guidance
- Halt - Take a Break Flyer
- Mentoring Action Plan
- Mentoring Agreement
- Mentoring Information Sheet
- Personal Values
- PSU - Who are we?
- Resilience Questionnaire
- Take 5 Steps to Wellbeing Leaflet
- Wheel of Life

The left sidebar is identical to the profile page.

# Learning

- ▶ First year challenges with MentorNet
- ▶ Slow uptake to complete profiles
- ▶ The matching process works well
- ▶ Able to share resources quickly
- ▶ Building on success of previous scheme
  
- ▶ Clear instructions for use
- ▶ Encouraging entries of any activity
- ▶ New practical skills session for mentors



# What next?



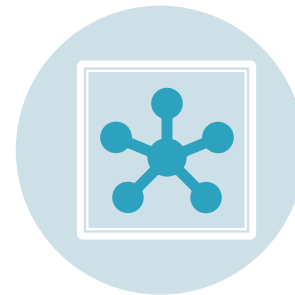
To support new trainees



To facilitate networks



To obtain feedback from  
mentors and mentees  
pre and post scheme



To evaluate the  
experience of using  
MentorNet system

# Contact details

## NI Mentor Leads 2021–23

- ▶ [meta.mcgee@southerntrust.hscni.net](mailto:meta.mcgee@southerntrust.hscni.net)
- ▶ [sarah.davidson@northerntrust.hscni.net](mailto:sarah.davidson@northerntrust.hscni.net)

## Consultant leads

- ▶ Dr Julie Anderson
- ▶ Dr Stephen Moore