

## MENTORING SCHEME FOR NEWLY APPOINTED CONSULTANT PSYCHIATRISTS WITHIN THE WEST MIDLANDS

### Introduction

This scheme was initiated by the Executive Committee of the West Midlands Division of the Royal College of Psychiatrists and the Psychiatric Training Committee. Ongoing support for this scheme will remain the responsibility of the Executive Committee.

### Who can apply to be mentored?

The scheme is entirely voluntary and aimed at doctors taking up their first consultant post. All newly appointed consultants will be made aware of the scheme at Appointments Advisory Committee and encouraged to seek a mentor.

### Who are the mentors?

The mentors are consultant psychiatrists working within the West Midlands; they will usually have been a consultant for at least 3 years. All mentors will have an interest in professional development and will be part of a network of mentors which will meet annually to discuss the scheme, general mentoring issues and themes arising.

### How will the scheme work?

A list of mentors will be maintained on the College database by the Division Manager. Would-be mentees can contact the Divisional Office (0121 410 2655) to discuss their mentoring requirements. Having been contacted by the mentee, it is the responsibility of the mentor to arrange the first meeting. A mentoring registration form should be completed by the mentor after the first meeting and returned to the Division Office to enable a record to be kept of how many mentees each mentor currently has.

### The Mentoring Process

It is advisable for mentor and mentee to clarify ground rules in the first session, e.g. the focus of the mentoring process, confidentiality, the frequency and length of sessions and how long they should continue. It might also be useful to discuss what expectations each party has about the process and how this might be reviewed. Arrangements between mentor and mentee are private to them; however, the Executive Committee lead is available to be contacted about any problems with the scheme. The Division encourages feedback about the scheme and will contact mentees and mentors 18 months/ 2 years into the scheme.

If there are any suggestions about how we can improve mentoring or if there are any problems with the scheme please contact the mentoring scheme lead, Dr Jan Birtle - [Jan.Birtle@bsmhft.nhs.uk](mailto:Jan.Birtle@bsmhft.nhs.uk)