

## **MENTORING SCHEME FOR PSYCHIATRISTS WITHIN THE WEST MIDLANDS DIVISION**



### 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 was originally 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. Since November 2018 the scheme has been widened to include SAS grade doctors and senior trainees.

### Who are the mentors?

The mentors are predominantly 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. From November 2018, training and inclusion on the register has been extended to include SAS grade doctors and senior trainees.

### What support is available?

Annual training days and a regular development support group (which meets 4 times a year) are available to support this network, offering opportunity for: - learning and PDP activity; discussing mentoring concerns in a safe and confidential space; discussing how to develop the scheme; addressing general mentoring issues and themes arising. The GMC has guidance on the expectations and requirements for doctors providing mentoring.

### How will the scheme work?

A list of mentors will be maintained on the College database by the divisional office. Would-be mentees can contact the divisional office (0121 452 5120) 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 divisional office to enable a record to be kept of the number of mentees each mentor currently has.

### The mentoring process

We would strongly advise that mentor and mentee clarify explicit 'ground rules' for their mentoring relationship in the first session. This would include the focus of the mentoring process, confidentiality, the frequency and length

of sessions and how long they should continue, expectations of each party, feedback and review processes. The College is producing a draft contract that will highlight all key areas to be negotiated and agreed.

Arrangements between mentor and mentee are private to them, however the Divisional Lead for Mentoring, Dr Geoff Marston is available to be contacted via [westmidlands@rcpsych.ac.uk](mailto:westmidlands@rcpsych.ac.uk) about any problems with the scheme and encourages feedback/suggestions about how we can improve mentoring.

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