

# PEER MENTORING FOR DOCTORS IN TRAINING – A Multi-site Cross-Specialty Mapping Exercise

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## Background

Mentoring is recognised to support good medical practice and development of leadership by the General Medical Council, and improved access is identified as a key factor in improving the working lives of doctor. Recently, there has been interest in, and evidence to support Peer Mentoring (PM) as a distinct form of mentoring for doctors in training. It differs to classical mentoring in that the PM pair is closer in age, experience and rank and so it has the potential benefits of allowing empathy to develop more readily, enabling mutual support and collaboration. It may also create a sense of community through social interaction.

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## Aims

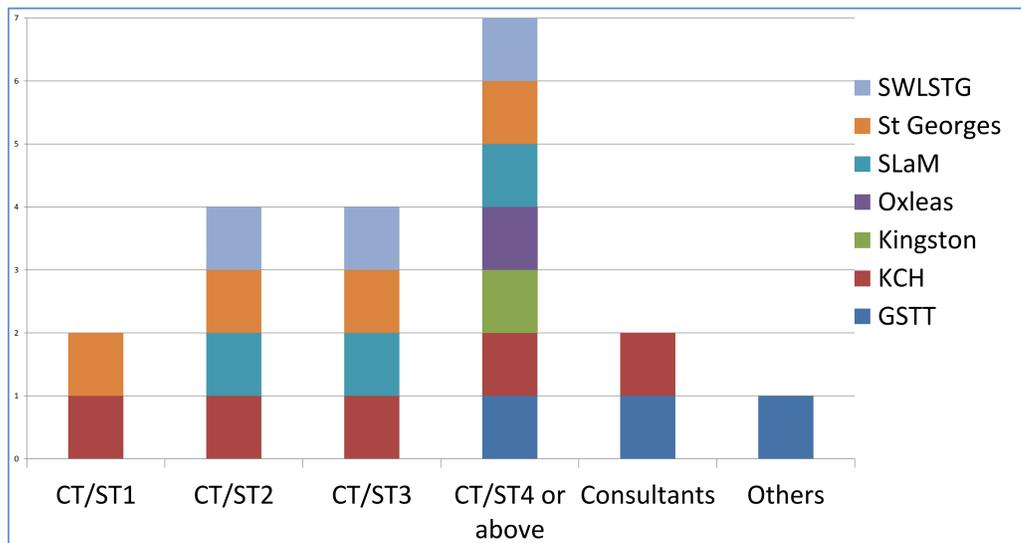
To map provision of PM for doctors in training across South London and the range of models and processes developed.

## Methods

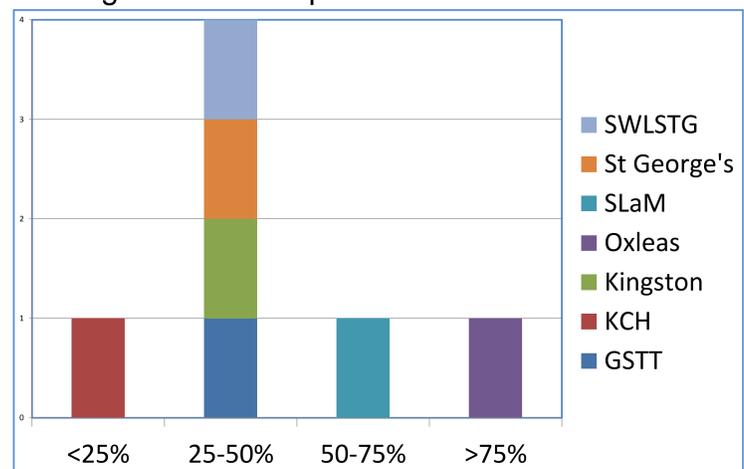
An electronic survey was sent to the Directors of Medical Education and the Medical Education Managers of all 10 Local Education Providers (LEPs)<sup>1</sup> in South London in November 2014; questions included:

## Results

- 7/10 LEPs currently have a peer mentoring scheme
- Who are the mentors?

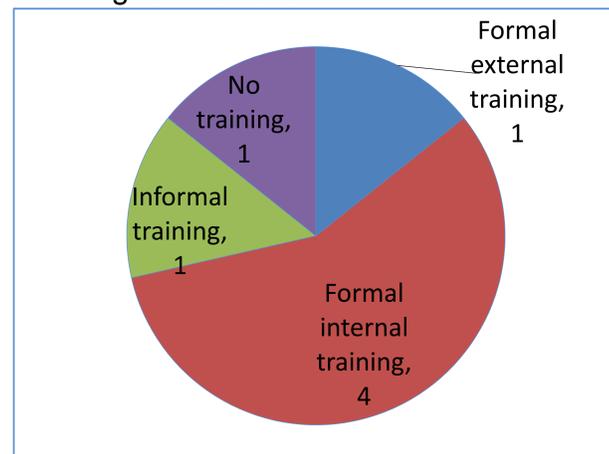


- 5 of the schemes are available for all trainees across all specialties within the LEP. Kingston has only 1 scheme which is for CT1 in paediatrics
- Average estimated uptake of the scheme



- Frequency of PM meeting varies amongst each PM pair within a scheme.
- 2 of the schemes are trainees-led, 1 scheme is run by both consultants and trainees, 2 administrated by postgraduate centres, and 2 by Development Service within the LEP.
- 1:1 or Group supervision are provided for mentors in all the schemes except the Kingston scheme.
- No objective outcomes were provided by any of the schemes.
- The main reported difficulties in running the PM scheme are trainee sign-up, lack of time for trainees in participating, and mentors not attending supervision provided.

- Training for mentors



## Discussion & Conclusions

There is a general interest in the provision of PM for doctors in training across South London but there is large variation in the structure of the schemes. Training and support, and programme evaluation are highlighted as important components to successful mentorship in literature. Strategies proposed to take forward in South London could include:

- Promoting a culture of mentoring;
- Provision of training for mentors;
- Robust evaluation of process and outcome.

The South London Peer Mentoring Working Group has since been set up to stand as the central point in promoting the culture of PM in South London through sharing of experience, fostering collaboration between schemes, and providing direction and guidance for interested parties to set up and maintaining PM schemes.

### LEPs participated:

Croydon, Epsom & St Helier, Kingston, King's (KCH), Guy's & St Thomas' (GSTT), St George's, Lewisham & Greenwich, South London & Maudsley (SLaM), South West London & St George's (SWLSTG), Oxleas.