Mentoring for Yorkshire Obstetrics and Gynaecology trainees: benefits for trainees and patients

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OBJECTIVE

Why is mentoring important?

Mentoring is advised by RCOG for all doctors in training.

It helps to building relationships to create a cohesive workforce and thus improve patient care.

Benefits for both mentee & mentor.

For the mentee, mentoring can enhance ability and improve confidence and job performance, whilst allowing mentors to further develop personal skills including empathy, insight, leadership, and enhanced communication.

DESIGN & METHOD

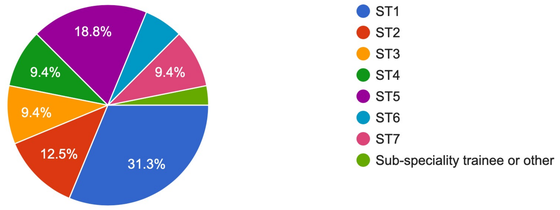
Yorkshire mentoring scheme (across South, West and North East regions)

- **Voluntary**
  - All trainees contacted via email for expressions of interest
  - Motivated mentors (ST3+) and mentees (ST1/2) applied via email
- Initial questionnaire compiled details of participants i.e. training grade, geographical location, clinical area(s) of interest
- **Matching**
  - Done, where possible, via clinical interests and geographical location
  - 72 trainees in total signed up (36 mentors, 36 mentees)
- Training for mentors encouraged via HEE e-learning module
- Online **feedback** forms collected experiences in January and May

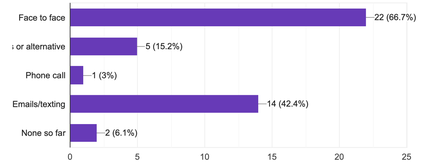
RESULTS

Feedback forms had a 46% response rate overall – 32 and 33 responses respectively in January and May.

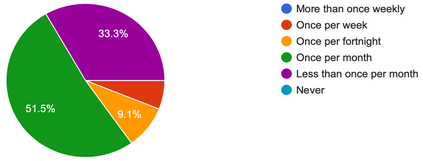
Current training grade



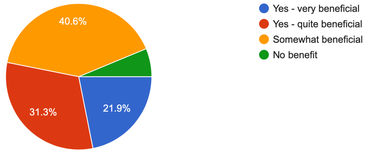
Most chose to meet face to face (66%).



Most chose to meet once per month.



Overall, have you found the scheme beneficial?



Qualitative data collected regarding positive feedback & suggestions for improvement

This mentor mentee program could not have started at a better time. 'Having a mentor in the same unit was so so helpful! I don't think I have nagged anyone in my life as much as I nagged him! But asking him about cases, methods, portfolio, examinations, study material just built my confidence over all as a trainee.'

'I enjoyed offering support and social chat to a more junior colleague, hopefully helping support their well-being and offering careers advice around things I wish I'd known at st2!'

For improvement:
'Formal mentor training would be interesting, maybe quarterly meeting-ups with other mentors or even mentor/mentee arranged socials by region.'

'It's difficult but placing people who are close together would be good. My mente was based in a different hospital and also lived in a different city which made it very challenging to meet face to face!'

Mentoring is defined as:

"the process whereby an experienced, highly regarded, empathetic individual guides another individual in the development and re-examination of their own ideas, learning, and personal and professional development." (Oxley, 1998)

CONCLUSIONS

This mentoring scheme has benefitted junior and senior trainees alike, both personally and professionally.
The GMC recommends mentoring to doctors throughout their careers, particularly during transition points i.e., changing from FY2 to ST1 and the transition into junior registrar roles at ST3.

For next year, we are aiming to provide opportunity for group mentee/mentor socials as well as looking into providing formal mentoring training for mentors, in addition to the e-learning module.

Ideally, it would be helpful for mentors/mentees to raise concerns with pairings earlier if they were struggling with interaction, and I think having more local representatives in each area will encourage this.

We aim to build upon this scheme in order to improve job satisfaction, reduce stress and burnout and ultimately improve patient care. We hope this will help to decrease the high attrition rate within O&G.

References:
Mentoring for doctors in the UK: what it can do for you, your colleagues, and your patients
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