** General Practice**

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**Global Health Fellowships/Time Out of Programme Mentoring Scheme**

**Introduction**

London General Practice provides a mentoring scheme for GP Trainees participating in Global Health Fellowships (GHF) as part of Time Out of Programme (OOP)

A mentor is a professional relationship in which an experienced person (the mentor) assists another (the mentee) in developing specific skills and knowledge that will enhance the mentee’s career and personal growth. This relationship is designed to help trainees on their GHF feel supported and have an arena to discuss challenges that may be encountered and possible ways forward.

We recognise the importance of GHF participants as having access to an assigned mentor to discuss issues that arise in preparation, the difficulties they may face whilst they are overseas and also support on their return.

The mentors have been recruited from Doctors who have already participated in GHF and undertake the role in a voluntary capacity. Their experience and insight will enable them to offer valuable support.

Additional support is provided through induction meetings, facilitated by Programme Director (Dr.Patrick Kiernan). A range of topics are discussed from description of placements; preparatory courses; work visas and medical council registration; travel logistics; accommodation etc. are discussed. There is also an in-country induction as well as Educational Supervisor reviews.

**Themes to be shared during the mentoring relationship include:**

* Planning placements – location, going alone or with a partner (medical/non-medical)
* Impact on personal and professional development
* Discussion of fears/anxieties that may arise
* Exploring learning objectives and aims and how best to achieve
* To discuss difficult situations arising during the GHF and how to manage them – e.g.working outside of competencies, difficult interactions with colleagues and patients.
* Reintegrating back to work and life in the UK and future involvement in Global Health

**Outline of the mentoring scheme:**

* Informal face to face meeting of mentors and mentees to be arranged outside of the current meetings facilitated by the Programme Director.
* Scheduled mentoring sessions during the GHF – either via phone or skype.
* Additional meetings to be arranged as needed.
* Final mentoring sessions approximately two months post return.
* To aid in exploring the challenges that are faced as well achieving the Trainee’s learning objectives. The NHS Thames Valley and Wessex Leadership Academy Mentoring Handbook and RCGP curriculum are used as frameworks to guide interactions.

**Expectations of a mentor:**

* Listening actively with interest, holding the focus on the mentee’s agenda
* Managing the framework of the mentoring sessions, while encouraging the mentee to take responsibility for the content
* Taking appropriate approaches such as robustly challenging a mentee who is not sufficiently focussed or sympathising in the event of bad experiences while encouraging the mentee to take ownership and respond appropriately
* Helping the mentee to see the bigger and longer-term picture if he or she is concerned only about the present and the short-term future
* Helping a mentee to reframe how he or she views something, or to consider a different perspective.
* Taking an interest in the mentee's progress
* Being available to attend planned sessions as well as scheduling in extra sessions as needed

**Expectations of a mentee:**

* In control of the agenda, taking responsibility for his or her development, rather than expecting ‘quick fixes’ from a mentor
* Committed, for example to attending planned sessions, taking the actions planned with the mentor
* Prepared to be challenged when the mentor feels that this, rather than perhaps sympathy, will be of benefit
* Professional in the relationship with the mentor, for example being punctual, respecting agreed ground rules, and talking openly and honestly with the mentor

Dr Deepa Shah, Lead on GHF Mentoring Programme

Dr Patrick Kiernan Programme Director Global Health Fellowships

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