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## LOCAL MENTORING PROGRAMS

## CASE STUDIES

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### **Mentor Program Case Study 1 - Metropolitan Health Service - Intern mentoring one to one Program.**

Our mentor program involves our outgoing interns mentoring the incoming interns. The outgoing interns apply to be a mentor in term 4/5, they require an application to be filled out and signed off by a consultant which is co-signed by the JMO to say they are committed to following through with the program. The Medical Education Officer (MEO) and the Supervisor of Intern Training (SIT) read over the applications to ensure all applicants are suitable and once they have been received (applications in late November), applicants are matched with incoming interns. For the most part, we try to match the mentor to an incoming intern who will be shadowing them e.g. outgoing term 5 ED will mentor incoming term 1 ED.

Training sessions are provided for the mentors to ensure they are prepared and offer sessions such as dealing with different personality types and emotional intelligence. In the past these sessions had been opened up to the mentees as well however feedback found that the mentors felt they couldn't speak as freely. We expect them to meet up at least 5 times throughout the year and have found that some do continue the relationship beyond intern year. Currently the uptake is mixed with some interns feeling they don't need a mentor to assist them throughout the year. We assign all incoming interns a mentor and this can cause some of the mentors frustration especially when they aren't as engaged. Another issue we have encountered is a poor interest from the outgoing interns. Having a small pool of mentors makes it quite difficult to adequately match mentors using shadowing and also makes creating a bond difficult between mentee and mentor. Over the last two years most of our mentors have had two mentees to look after.

## **Mentor Program Case Study 2 - Metropolitan Health Service - Near to Peer mentoring**

### General principles:

- We use near-to-peer mentors, i.e. PGY2s and PGY3s, as they are very engaged and have all the right experiences;
- We match up via career interests and general interests (e.g., both used to work as physiotherapists, or both are recent parents) while being careful not to assume or stereotype;
- It's a long game. If the PGY2s and PGY3s had a poor experience when they were interns, they won't be interested in being good mentors, so enthusiasm builds over years;
- It needs to be driven by someone, currently Supervisor of Intern Training (SIT) and an enthusiastic PGY2 each year;
- The incoming interns need a forum to meet their mentor as early as possible, and we arrange two opportunities during intern orientation (one at each of the two sites) plus there's a social event organised by the RMO society on Friday night that week which we encourage more mentor meet ups to occur;
- They need a framework, a really solid one, because otherwise they really don't know what to talk about;
- We have focused on the idea that the mentoring sessions should be frequent (every two weeks) but short in overall duration: 12 - 16 weeks then only as required, because most interns feel settled by that point.

## **Mentor Program Case Study 3 - Metropolitan Health Service - Opt in Program**

Our JRMO Mentor Program aims to facilitate mentor relationships to enable experienced medical practitioners to share their knowledge, experiences and advice with mentees. Mentees can explore opportunities and challenges in a safe and supported environment.

### How the JRMO Mentor Program Works

The 2018 program is opt-in for both mentees and mentors, and structured in a dyad model with JRMO self-selecting their mentors. Mentor profiles, e-Learn and resources are available on our learning management system (LMS).

The program is available for JRMO, Fellows and Registrars at all sites. We encourage engagement via Skype and FaceTime for mentor groups unable to meet face to face.

### Expectations of Mentees

- Choose a mentor [[link to Mentoring Profiles](#)];
- Complete the eLearning tool;
- Attend sessions with your mentor (every 6-8 weeks);
- Check in with Medical Education Officer (MEO) to discuss the mentoring program;
- Review the program after 10 months

### Expectations of Mentors

- Mentor relationship brokered;
- Complete the eLearning tool;
- Attend a Mentor Workshop (optional);
- Attend sessions with your mentee (every 6-8 weeks);
- Check in with Medical Education Officer (MEO) to discuss the mentor program;
- Review the program after 10 months