

18th Annual Conference of the
British HIV Association (BHIVA)



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Mentoring

Dr Carol Emerson

Discussion

- What is the purpose of mentoring?
- How do you identify a mentor?
- What are the logistics?
- When does mentoring finish?

Mentoring definitions

- Helping people
 - To become better at helping themselves
 - To develop their opportunities and manage their problems
 - To become more effective, more functional, more empowered members of the workforce
- The process whereby an experienced, highly regarded, empathic person (the mentor) guides another individual (the mentee) in the development and re-examination of their own ideas

Mentorship Options

- Ongoing relationship that can last for a long time
- More informal - meetings take place as and when the mentee needs some advice, guidance or support
- More long-term and takes a broader view of the person
- Mentor is usually more experienced and qualified than mentee
- Focus on career and personal development
- Agenda set by the mentee, with the mentor providing support and guidance
- Mentoring revolves more around developing the mentee professionally

How does BASHH scheme work?

- Collaboration with Royal College of Physicians
- Mentors volunteer
- Regional allocation
- Undergo training at RCP
- Experienced consultant (for at least 3yrs)
- Lots of GUM consultants. If expanded to BHIVA, this would increase ID/HIV/immunology consultant involvement
- Committee oversees process

Mentees

- Mentees volunteer to be involved
- Choose from the list of regional mentors (can choose from different region if wish)
- At least 2 meetings/yr
- Advise at least 1 face-to-face meeting
- Contact can be by email or telephone
- Mentorship for 18mths

Logistics

- Confidential
- Meetings are private
- Setting up first meeting
- Assess midway
- Exit questionnaires

BASHH review methods

- Interim questionnaires distributed via Survey Monkey
- Mentor/mentee pairs
- In scheme for ≥ 3 months (January 2011)

BASHH review - results

- 18 mentees & 17 mentors responded
- mean time from mentor allocation 9.1 mths (range 3-17)
- 80% mentees found it easy to arrange their first meeting with their mentor
- 72% met their mentor between 1-4 times in person
- 71% felt they had received ample contact with their mentor
- those who had not cited time constraints and multiple competing service demands as barriers.

BASHH review - results

- 69% of mentees felt the programme had helped them
- 25% responded “not yet” as it was “too early in their mentorship”.
- 93% mentors felt confident to support their mentee
- 79% perceived that the relationship with their mentee was going well
- Mentee feedback particularly favoured greater structure, including alerts to encourage meeting prioritisation and further guidance on what could be covered within mentorship.

BASHH review - conclusion

- The mentoring scheme now hosts 67 BASHH mentors and 41 mentees
- Provides significant support to new GUM consultants
- A mentoring module for final yr SpRs is under development
- Possibility of expansion to SAS medics

BHIVA mentoring

- Rep on BASHH group
- Feedback to BHIVA executive committee
- For the future....
 - ?annual forum
 - ?discussion forum (Twitter, Facebook...)
- Thank you for your input