

## **Position Statement**

### Re: Mentorship at Compass 6 Consortium for Basic Physician Trainees (BPTs)

Compass 6 Consortium recognises the benefits for BPTs in having a mentor. A mentor may play many roles for the BPT and these roles need to be flexible to reflect the BPT's needs. A well-chosen mentor can provide advice, coaching, encouragement, feedback and support throughout basic physician training. It is strongly suggested that trainees choose a mentor to provide guidance through their career development.

There are significant benefits for both the mentor and trainee if this relationship is based on a genuine professional interest in education and adult learning. There needs to be trust between both parties and a clear understanding of their respective roles and responsibilities.

### Role of the Mentor

- The mentor takes on the responsibility to be available – either at structured times or on an ‘as needed’ basis for meetings / discussions with the BPT.
- The mentor can and should allow these interactions to be “BPT-focussed” to reflect the trainee's needs. If issues arise from these interactions that need to be dealt with, the mentor should refer them onwards as necessary to the relevant person, eg Director of Physicians Training (DPT), term supervisor, Consortium DPT. The DPT and CDPT are available to discuss these matters confidentially as needed with either BPT or mentor.
- The mentor will also have a role, as an advocate of trainees who feel the level of support from their supervisors is insufficient or inadequate.

### Role of the Basic Physician Trainee

- The BPT takes on the responsibility to establish contact with their mentor as frequently or infrequently as required. It is envisioned that the mentor will provide BPTs with another colleague who can be a resource to assist with their basic physician training.
- For SVH-based BPT2s, advanced trainees working on site at SVH have volunteered to be mentors (see attached list). This mentor role is aimed to provide general support for the BPT2 with their training experiences, as well as more specific expertise in preparing for the written FRACP examination
- For SVH-based BPT3s, a mentor should be chosen from the Senior Medical Staff (consultant physicians). In addition to the above responsibilities, the mentor will be able to provide assistance for the BPT with clinical studies, i.e. long cases.
- For BPT2s and BPT3s at Barwon Health, a mentor should be selected from Senior Medical Staff.

All BPTs can contact their DPT or CDPT to help provide a suitable mentor.