



MENTORSHIP

Helping New Grads Transition to Practice



CONFLICT OF INTEREST

- We have no conflict of interest to disclose

STLEG MENTORSHIP PROGRAM

- Started in 2022
- Pairs new physicians with more experienced physicians
 - Paired based on comfort and scope of practice
 - Period of 3 months
 - Contract with clear expectations for mentor and mentee
 - Mentor is paid \$1000/month

South Temiskaming Local Education Group
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SOUTH TEMISKAMING LOCAL EDUCATION GROUP TRANSITION TO PRACTICE MENTORSHIP PROGRAM,

Goal: To assist in transition to practice in Temiskaming District for new grads

Program Structure:

All new grads will be paired with a local physician who can provide mentorship and guidance. The new grad is encouraged to choose someone who has a similar scope of practice to the one the new grad hopes to have. The mentor should be able to provide advice in all areas the grad is perusing (ER, OB, family practice, etc.). The mentor and new grad will be linked for 3 months and the mentor will be paid a \$1000 per month stipend. At the end of the three months, the mentor and mentee will provide a one-page summary of benefits and challenges related to this project to the LEG

Responsibilities of the New Grad:

1. Choose a mentor whom they feel comfortable asking questions and seeking advice from.
2. Scheduling a meeting with the mentor once per month (either in person or via zoom) to review challenges faced (clinical, emotional, political **etc**) related to the practice of medicine.
3. Call the mentor when assistance is needed.
4. Finish the one-page exit summary upon completion of the 3 months.

Responsibility of the Mentor:

1. Provide phone support to the new grad for 3 months.
2. Scheduling a meeting with the new grad once per month (either in person or via zoom) to review challenges faced (clinical, emotional, political **etc**) related to the practice of medicine.
3. Mentors are not responsible for attending to patients in person, but may help mentees determine when they need to use on-call support.
4. This program does not replace the use of "second on call" for ER or "OB on call" for obstetrics.
5. Communicate to new grads any times you will be completely unavailable.
6. Finish the one-page exit summary upon completion of the 3 months.

Mentor:

I agree to be the mentor for _____ for the next 3 month.

Signed: _____ Date: _____

New Grad:

I agree to have _____ as my mentor for the next 3 months.

Signed: _____ Date: _____

All forms should be submitted to Amber Sayer asayer@nosm.ca 705-650-0338.

MENTOR EXPECTATIONS

- Mentor Expectations

1. Provide phone support to the new grad for 3 months.
2. Scheduling a meeting with the new grad once per month (either in person or via zoom) to review challenges faced (clinical, emotional, political etc) related to the practice of medicine.
3. Mentors are not responsible for attending to patients in person, but may help mentees determine when they need to use on-call support.
4. This program does not replace the use of "second on call" for ER or "OB on call" for obstetrics.
5. Communicate to new grads any times you will be completely unavailable.
6. Finish the one-page exit summary upon completion of the 3 months.

MENTEE EXPECTATIONS

- Mentee Expectations

1. Choose a mentor whom they feel comfortable asking questions and seeking advice from.
2. Scheduling a meeting with the mentor once per month (either in person or via zoom) to review challenges faced (clinical, emotional, political etc) related to the practice of medicine.
3. Call the mentor when assistance is needed.
4. Finish the one-page exit summary upon completion of the 3 months.

FEEDBACK SO FAR

- Mentee Feedback
 - Benefits
 - Knowing someone was there for you when you needed it most
 - Having someone to call when needing to know where to send referrals or what hospital covers what services for us
 - Building rapport with colleagues that last way past the mentorship period
 - Great resources for little extras of starting a practice (billing, insurance, forms)
 - Challenges at the start of practice
 - Getting all the information needed for the “business” side of the practice
 - The Imposter Syndrome
 - Being alone after having someone throughout residency – second guessing yourself
 - Recommendations
 - Continue the program!
 - Have a monthly meeting checklist to ensure these meetings occur

FEEDBACK SO FAR

- Mentor Feedback
 - Benefits of the program:
 - Great to know someone is there for you if you need it “safety net”
 - Challenges of the start of practice
 - Work-life balance
 - Finding strategies for dealing with all aspects of the job
 - Recommendations
 - Have ways to provide in-person support in the early days
 - Have the mentee set goals with the mentor at the beginning of the program and revisit them at the end

NEXT STEPS

- Based on the feedback:
 - Continue the program with all new graduates and offer it to any physicians new to our site
 - Create a mentorship meeting checklist to encourage monthly meetings to occur on a more formal bases, with goal setting as the first step
 - Provide a coffee card to encourage face-to-face meetings where questions can be asked and answered
 - Create a checklist for new graduates with information and resources on the extras of starting a practice