MENTORING

REMINDER FOR APPRAISERS

The NESC Mentoring pilot project is now live. I have received several applications for mentoring training from appraisers but would be pleased to receive more, if you would like to take part. The self-referral arm is filling up fast. Now I am looking at filling the places for appraisal identified participants.

Please consider at every appraisal you conduct until the end of March whether your appraisee may benefit from the mentoring available.

If they might, then please review the ‘Appraiser Processes and Criteria’ document on the NESC website:

NESC Mentoring Pilot Project

I would suggest you keep a paper copy of this to hand at your appraisals.

If your appraisee meets the project criteria please complete a ‘Mentoring Notification’ (also available from the NESC website) and leave them to decide on the basis of the ‘Scheme Leaflet’ if they will make an application for a place on the scheme.

As there are only 10 places available on the scheme via the appraisal arm of the study we will advise you when the places have been filled. However, we will still want to receive your notification forms if appraisees seem to you to meet the study criteria as this will help with the evaluation of the pilot.

Remember that NESC mentoring is a supportive peer relationship, for someone who requests a mentor, who will work through an action learning process (in a 1:1 or group setting), in which the individual issue holder retains responsibility for their own matters.

What it isn’t…..imposed, teaching/advising/counselling or coaching.

Following the Refresher Day we would like to clarify that an application to this pilot is for anyone who might benefit from mentoring. It does not imply anything about the performance of an individual who makes a mentoring request. We anticipate doctors at all levels of performance might choose to apply.

Richard Mann | October 2009