

West of Scotland IMT / Core Surgical Buddy Scheme

Aims

- To provide West of Scotland (WoS) Internal Medicine Trainees (IMT) and Core Surgical Trainees (CST) with a senior 'Buddy' at specialty training (ST) 3-7 level who will be available for informal near-peer support and advice
- To develop a sense of belonging within the WoS medical and surgical community through educational events at RCSPG

Definitions

- The terms 'Buddy' and 'older sibling' are purposefully used to emphasise the informal nature of the scheme. All trainees are already assigned a formal educational/clinical supervisor who will provide senior oversight of their training and is the consultant point of contact for issues relating to their post
- The 'Buddy' will be an informal relationship where the senior is closer in years to the IMT/CST and will have fairly recent experience of those roles
- It is not intended that the 'Buddy' be responsible for complex training problems or significant difficulties training posts. Such issues should still be dealt with by the individual's educational supervisor and appropriate support should be given to seek help through this route if an IMT/CST raises this with their 'Buddy'.

How the Buddy Scheme will work

- A 'Buddy' will normally be responsible for 1-2 IMT/CSTs up to a maximum of 3
- The IMT/CST and 'Buddy' should aim to meet face-to-face a few times throughout the year and can maintain contact via phone/email if wanted
- The aim is for the relationship to be an informal source of support from someone unrelated to the IMT/CST's formal supervision structure. Topics of discussion can be dictated by the needs of the IMT/CST but have previously included advice regarding placements, CV writing and interview preparation.
- The 'Buddy' or the IMT/CST can break-off the relationship at any time. Although not essential that a reason is given for any break-up it would be helpful if this could be provided as a way of continuously improving the scheme
- Support for the scheme will be provided by the College via Global Engagement Team membersnetworks@rcpsg.ac.uk
- Review of the Buddy Scheme will be conducted annually.

Benefits for the IMT/CST

- Having an 'older sibling' who can be contacted for support and advice
- Avoid the feeling of being lost in a large training programme and developing a personal sense of belonging as a WoS trainee

Benefits for the 'Buddy'

- Introduction to the role of educational supervisor
- Development of coaching / leadership / management skills, supported by educational seminars at the College
- Certificates of participation will be awarded.