

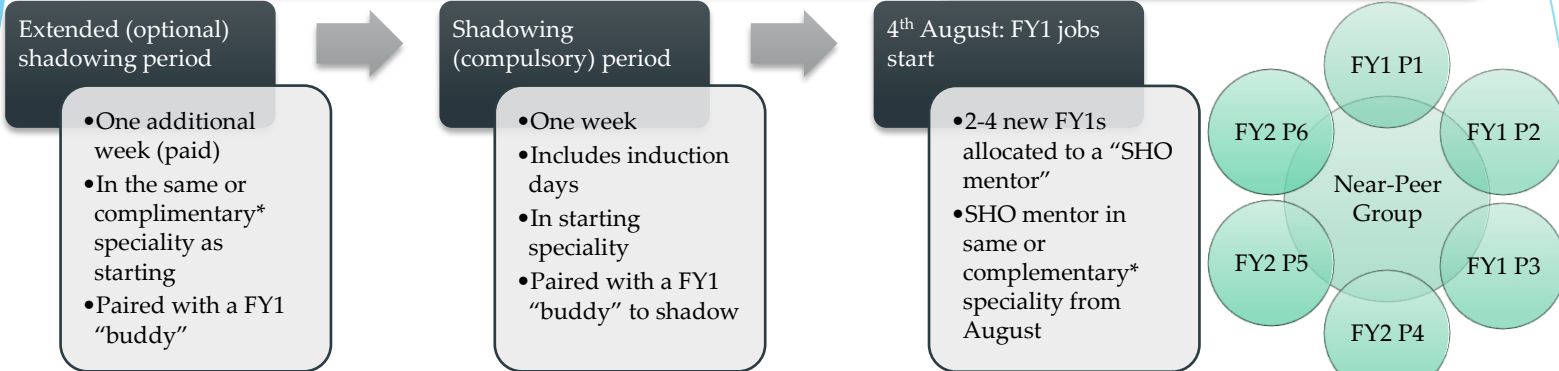
The evaluation of a period of extended shadowing for FY1 doctors at induction and mentorship schemes at Sandwell and West Birmingham NHS Trust

Background

Due to the COVID-19 pandemic the 2020/2021 cohort of foundation year one (FY1) doctors at Sandwell and West Birmingham NHS Trust (SWBH) were offered a two-month interim placement (FiY1), ahead of their August start date. A buddy scheme was established, the feedback from trainees was overwhelmingly positive (Pailing et al. 2020) so we wanted to apply what we learnt to the 2021/22 intake.

Methods

Prospective FY1 doctors were invited to start a week earlier for an extended shadowing period. They were assigned individual FY1 buddies for shadowing, SHO mentors from August and a near peer group of FY1s and FY2s for the year. Surveys were used to evaluate the benefits of these schemes.



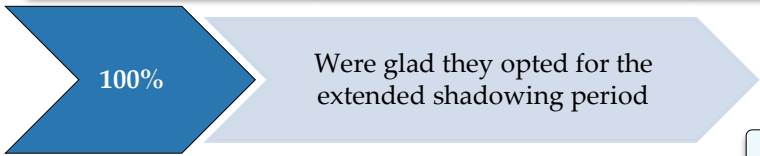
Flow chart showing timeline of new FY1 doctors starting in August 2021 at SWBH and pairings with their FY1 buddy and SHO mentor. *complimentary specialities used when FY1 doctors are required to cover other specialities whilst on-call.

Chart demonstrating the composition of the near-peer group: the three FY1 and three FY2 doctors on the same rotational tract as each other, on different placements (P1-6).

Results

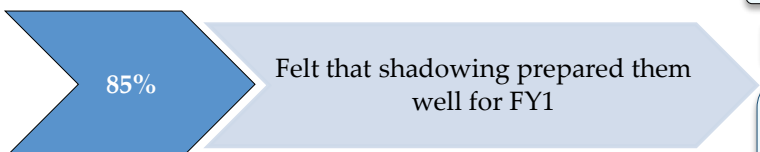
Of the 66 FY1 doctors starting in August 2021 31 (47%) responded to the evaluation surveys. A selection of the results are presented.

"My SHO mentor has been amazing, such a great source of support"



"I felt safer starting FY1 after both shadowing periods"

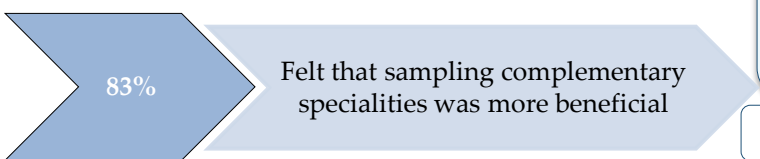
"Multiple sources of mentorship was useful for providing different perspectives"



"FY1 buddies were so helpful"

"I wish I had done extended shadowing, I only had two full days of shadowing after induction/training days"

"Great mentorship scheme"



Conclusion

Optimising a mentorship schemes for new FY1 doctors is challenging and is an ongoing dynamic process at SWBH. We will continue to offer extended shadowing to new FY1 doctors and encourage regular contact between senior mentors and mentees.

Reference: "Establishing a standalone mentorship scheme for newly graduated FY1s during the COVID-19 pandemic: feedback and experiences" A. Pailing, H. Marsland, H. Naqvi November 2020, poster presentation at BMJ Leaders in Healthcare conference 2020