

# PEER MENTORING PROGRAMME



These are unprecedented times for Primary Care in the UK, with an increasing volume and complexity of patients, a worsening recruitment and retention crisis, increasing isolation and the erosion of peer relationships, and the impact of complaints and critical incidents. Although Primary Care continues to offer an exceptional service to patients, staff well-being is suffering and many are reaching critical limits of stress, especially in the current climate.

The Peer Mentoring programme links a mentor to provide guidance and support to a mentee, with a focus on the individual's specific needs e.g. professional development, career goals or work-life balance. The aim is to encourage autonomy and self-development to help build and maintain the mentee's own resilience and wellbeing.

The Peer Mentors are established healthcare practitioners and respected peers, with a variety of advanced communication skills, experience and training, who all receive specific mentoring training and support from the Kent and Medway Training Hub. Wherever possible, mentees will be matched with a mentor who has skills and experience specific to their situation.

By forming an ongoing professional relationship with mentees, mentors can offer regular, solution-focused sessions to support the mentee's professional development, as well as providing support and solutions to any professional concerns.

## Interested in becoming a Mentor?

Mentoring is a great opportunity to reflect and review your own experience whilst helping others to develop and grow.

- Would you like to help fellow professionals grow and develop?
- Would you like to work with them through career and other tough challenges they face?
- Would you like to bring new dimensions of focus and accountability to consultations and appraisals?
- Mentors will receive a fee for each completed session plus, regular training and supervision.

### Contact your local Training Hub

East Kent Training Hub: [eastkent.traininghub@nhs.net](mailto:eastkent.traininghub@nhs.net)  
North Kent Training Hub: [northkent.traininghub@nhs.net](mailto:northkent.traininghub@nhs.net)  
West Kent Training Hub: [kmccg.wkenttraininghub@nhs.net](mailto:kmccg.wkenttraininghub@nhs.net)

## Why become a Mentee?

Mentees are looking to lead their own professional or self-development, ready to reflect and exchange with others to identify their skills and gaps in their skillset, and to progress and broaden their horizons.

Mentoring can help with increasing your motivation, working through transitions positively and managing your workload. Mentoring is not merely for crisis management, it can support you achieve your goals through all stages of your career.

## Are you looking for a Mentor?

You can access the services of a choice of mentors, and be supported in confidence, fully funded by your local Training Hub for up to 8 sessions.

Mentoring can help you to:

- Increase your motivation
- Improve your work-life balance
- Manage transitions positively
- Enhance your leadership skills