

HOW TO BE A GOOD BUDDY

WHERE CAN I GET ADDITIONAL INFO ABOUT HOW TO BE A GOOD BUDDY?

- [Online mentoring training](#)- we would really recommend you complete this. It only takes half an hour. To sign up, you just need an NHS email address.
- [A podcast episode](#) on how to find and be a good mentor.
- Most Royal Colleges offer support/advice on mentoring, or there may be courses running in your hospital/deanery.
- Ask your own colleagues and supervisors for advice and tips or support if you need.

If you find any other useful resources please do let us know so we can share with other buddies.

WHAT SHOULD WE DISCUSS IN THE FIRST MEETING?

- Get to know each other - maybe use the introductory questions as a prompt, ask a few more questions about them, tell them a bit about yourself.
- Find out what your FY1's concerns are.
- How has their experience of induction, shadowing, working been so far? Any difficulties come up?
- What are their goals?
- What do they expect from the buddying relationship?
- Aim to agree some goals and a way of working together and encourage the FY1 to think about what issues they want to bring to discussions with you - they're in charge of what they get from this.
- Discuss confidentiality - you may share things with us co-ordinating the scheme, but beyond that, you would only break their confidentiality if necessary. The most likely person you'd speak to is their educational supervisor or foundation programme director (it may be helpful to get the names of these if the FY1 is happy to share these). Likewise, you may wish to share personal things yourself, and your FY1 should keep these things confidential for you.

WHAT SHOULD I DO IF I HAVE CONCERNS?

1. Email us at: info@fy1buddynetwork.co.uk
2. Can you share those concerns with your FY1? If so, it may help to discuss the concerns together. Advise them to speak to their supervisor, foundation programme director, consider taking time off if needed, point them in the direction of support. (see [our website](#))
3. If you're not sure, and you want some advice from other buddies, post in our [closed Facebook group for buddies](#). Post anonymously by messaging the admin team if you prefer.
4. If you think your concerns need escalating, contact the FY1's educational supervisor and/ or foundation programme director. Bear in mind a support structure already exists for every FY1 - and we should support and link in to that existing structure if needed.
5. If you have an immediate concern for someone's safety, you can only call 999/advise to attend A&E. You don't have any responsibility for your FY1 beyond what you would advise any colleague/member of the public.

WHAT SHOULD I DO IF MY FY1 DOESN'T REPLY?

This can sometimes happen. Remember they are busy, possibly feeling a bit overwhelmed. Give them a week, then send a friendly reminder email/message.

Give that a few days, then contact them again, perhaps by another means if you've already exchanged numbers - if you already emailed, then send them a text message. If you whatsapped, then email, etc.

If still no word, please email us at info@fy1buddynetwork.co.uk, we can attempt to contact them by email, and consider matching you with another FY1 if there is need.

WHAT HAPPENS AT THE END OF THE YEAR?

We're expecting most FY1s to only use the scheme for a year. Some may be an FY1 for longer, if they're less than full time for example, and if so we'd hope you may consider continuing the support until the end of their FY1, whenever that is. If you can't, for whatever reason, please let us know so we can allocate them a new buddy. As they complete FY1, you need to have a conversation about what they want to happen next and agree this between you. They may wish to ask you to continue to be their buddy, this is up to you whether to agree to this. If you can, that's great, just let us know so we can keep track of who's still involved in the buddy scheme. They may feel it is time to move on.

From e-learning for Healthcare - It is better to acknowledge the end of the mentoring process, rather than allow it to just lose momentum and the relationship to either fade away or become awkward. This ending of the mentoring relationship is a chance to:

1. *Say goodbye and thank you, **OR***
2. *To redefine the relationship as colleagues or even friends, **OR***
3. *If the mentee chooses to request it and the mentor is happy to do so, to agree to continue the mentoring relationship for a new defined period of time, in which case the cycle continues.*

Either way, be deliberate and clear about this last step of the mentoring process.

DO'S

- Keep in touch with your FY1 through the year. Be proactive - contact them regularly, **don't wait for them to contact you**. Don't just say "Call me when you need help". That's not mentoring.
- Try to recognise when your FY1 may benefit from support/expertise beyond what you can provide. You can signpost to any of the organisations linked on [our website](#), but always be clear that you're still keen to support how you can, even if that's just listening. Remember, they may benefit from signposting to resources that aren't doctor-specific.
- Consider letting them know if you're going to be away/on nights/busy during a certain period.
- Agree the best way to communicate for you both – email/whatsapp/messenger etc?
- Listen
- Be who you needed when you were an FY1.

DON'Ts

- Make things about you. Sharing experiences can be useful, but it's important to acknowledge their struggles/feelings
- Feel like you have to fix all their issues. You can help just by listening, empathising, metaphorically holding their hand through a challenging time, pointing out what they're doing well, building their confidence. You're not going to stop a difficult time being difficult, FY1 is a steep learning curve, but you may be able to help them get through it.
- Overburden yourself. Life continues to happen, for you as well as your FY1. If you feel like you're taking on too much, talk to us. See if you can reframe the buddying relationship, change things whilst still supporting your FY1, or let us know if your FY1 might benefit from having another buddy either instead of, or as well as you - we can always arrange this. Remember **we are here for you**.
- Buddy anyone you work directly with. If you end up working together - regularly or in the same team, it is **ESSENTIAL** that you contact us. It can really change the informal buddying relationship if the buddy becomes the FY1's supervisor or senior and that could be a difficult situation for you and your FY1 to be in.