

## Peer mentor agreement 2023

- This is an agreement to voluntarily provide educational guidance to a more junior peer trainee (thereafter called the mentee) during the first 12 months of training for that peer.
- The agreement is to provide up to 6 meetings, depending on requirements, to the mentee. Meetings are recommended to be 20-30 minutes duration, not longer.
- Mentor mentee meetings should be conducted on the medium of Big Blue Button video conferencing software on the peer mentorship section of the Moodle website. This is to frame the mentor mentee meeting as educational guidance, while providing an accessible electronic meeting room. Meetings should be scheduled between the mentor and mentee by email/other social media as agreed by both parties. Both parties are expected at all times to give 48 hours notice of cancellation of a meeting. These meetings will not be recorded and the content of the meeting remains verbal and confidential between the mentor and the mentee.
- Any electronic/ face to face communication with the mentee outside of mentoring arrangements will be communication which is in the usual course of training, or with prior consent of the mentee.
- Mentorship is training advice only. The mentorship relationship is not to include clinical advice on how to manage specific patient cases. Mentors are to avoid dispensing pastoral advice.
- During role as a mentor with a particular mentee, it is imperative not to engage in relationships other than that of a professional nature with mentees.
- The mentor is acting as a voluntary peer mentor and has such has no responsibility for veracity of advice. If a mentee is uncertain that the advice is correct, it is their own responsibility to check the veracity with their scheme. The peer mentor carries no legal supervisory responsibility for the mentee.
- The ICGP does not indemnify mentors for this role. The ICGP has sought the opinion of the Clinical Indemnity Scheme (CIS) and commercial professional indemnity providers and has received advice that trainees who volunteer as mentors are unlikely to be exposed to medicolegal risk. The ICGP advises that volunteer mentors, along with advising all GP trainees, take out supplemental professional indemnity as a trainee.
- Mentors are bound by a duty of confidentiality. No sensitive information arising from the mentor mentee communication will be given to third parties. Rare exceptions to this confidentiality are where;
  - There are significant concerns about the mentee health/wellbeing and the mentee is declining to seek help themselves.
  - There are serious concerns about health/wellbeing of others

If a mentor has to inform their scheme/mentor co-ordinator about an issue, they must inform the mentee in advance that this will happen, and copy the mentee into the communication.

- The ICGP provides leadership and coaching training to volunteer mentors. It is the responsibility of the mentor to ensure they access all of this training, either by attending the live events or by accessing the recordings. The ICGP recommends full participation in mentor training, and does not police this.
- The mentor/mentee will be able to discontinue the relationship at any time as they see fit. No reason for discontinuation is required to be given.
- The mentor may discontinue their mentorship agreement with the ICGP at any point, and have their name removed from the mentor database. In this circumstance, we kindly request that the mentor informs the ICGP using the email [gptraining@icgp.ie](mailto:gptraining@icgp.ie) at least 2 weeks prior to their proposed termination date. Please also inform your scheme, if you are stepping down as a mentor. If there are concerns about a mentor's professionalism or conduct, the ICGP maintains the right to terminate an existing mentor agreement without notice.