

A number of activities are underway which are designed to support and grow a culture that values and promotes kindness, mutual respect, trust and teamwork.

**What is it ?** The Medical Peer Support (MPS) network is a group of trained doctors who are available to listen to and talk with any colleague who may value such a connection.

Peer support is a structured informal support and is a confidential one to one dialogue with an interested colleague. Peer support programmes have been successfully introduced in USA, Scotland and beyond.

**What will it involve ?** After contact is made the medical peer supporter will offer up to three "listen to connect" 1 hour one to one conversations with any colleague at times and locations of mutual choice. The process will have a discrete start and end.

**How can I access medical peer support ?** There is a list of people on the Medical Peer Support Intranet site who will be pleased to be contacted regarding peer support. Send an email to your preferred person and say that you are interested in having a peer support conversation. Do not include any other details except preferred means of contact.

**How does confidentiality work ?** Information discussed at the meetings will be confidential. Individual peer supporters will not divulge the name of the person to any other person or to other peer supporters unless where there is the express permission of the person seeking peer support. No written record of the content or details of the meeting(s) will be kept.

Peer supporters will periodically share activity information (number of enquiries, contacts and meetings they have had) with MPS leads.

If there are deemed to be risks to patients or wider society then confidentiality may not be absolute. The approach to this will be governed by the principles laid out by the General Medical Council.

**What are the governance arrangements ?** The MPS governance reporting arrangements are directly to the medical director. The joint clinical leads are Elspeth Pitt and Andrew Longmate.

**Are there any conditions for MPS contact ?** Yes ...as follows: Any person seeking peer support should access it or make contact voluntarily. Anyone who might facilitate a contact should know that all further activity would be entirely confidential. That is the MPS system would not report back to any facilitator or third person as to the nature and content of any contact nor even whether a contact had occurred.

**What MPS is not ?** Medical Peer Support (MPS) is not a replacement or alternative for coaching, performance management, conflict resolution or disciplinary intervention. Nor is it a substitute for occupational health or human resource functions.

**Who is it open to ?**

Medical peer support is currently open to any non training grade secondary care doctors working in NHS Forth Valley.

**I am not a non training grade secondary care doctor...how can I access support ?**

Primary care doctors can contact Dr Victoria Spencer for more information on GP mentoring [vspencer@nhs.net](mailto:vspencer@nhs.net)

Doctors in training email [fv-uhb.DiTsupport@nhs.net](mailto:fv-uhb.DiTsupport@nhs.net) for peer support or contact your educational supervisor

## **NHS Forth Valley Medical Peer Support Network - "Listen to Connect" FAQs Feb 2020**

Non doctors All NHS staff groups may need support at different times to help them after their experiences of caring for people. Consider talking with your colleagues, the occupational health department, spiritual care colleagues ([FV-UHB.spiritualcare@nhs.net](mailto:FV-UHB.spiritualcare@nhs.net)), bleep 1858 or direct office dial: 01324 566071) or your family doctor. Elspeth Pitt or Andy Longmate would also be pleased to speak with you