

RGPSA MENTORING PROGRAM



RURAL GENERALIST PROGRAM SOUTH AUSTRALIA MENTORING PROGRAM

RURALEGENERALIST.SA.GOV.AU

About the RGPSA Mentor Program

The Rural Generalist Program South Australia's Mentoring Program focuses on offering mentoring that supports rural medical trainees throughout their training journey and supports integration into our regional communities. This program facilitates trainees' access to rural generalists, other trainees and members of our rural local communities supporting with navigating career choices, training pathways, college choices and identifying what they may need when first joining a rural community through the real life experiences and knowledge of their mentors.

The program has been developed in consultation with the University of Adelaide, Flinders University, Australian College of Rural and Remote Medicine, Royal Australian College of General Practitioners, Trainee Medical Officers Advisory Group with the RGPSA, GPEx and Local Government Association of South Australia and regional Councils.



"A mentor is not someone who walks ahead of us and tells us how they did it. A mentor is someone who walks alongside us to guide us on what we can do."

– Simon Sinek

Why have a mentor?

Mentoring is a supportive learning relationship between a mentor and a mentee that serves to enrich the mentee's professional journey and ability to develop resiliency to achieve success. Traditionally, drawn from their own experiences and learning, the mentor provides broader or different perspectives, advice, information and connection to help inform the mentee's choices or decisions.

Mentoring plays a critical role in helping aspiring rural generalists and rural GPs to thrive, feel supported and achieve a sense of belonging within their professional and community environments. A mentor can also provide guidance in relation to career planning and skill development and help inspire rural generalist trainees to pursue their educational, career and life goals. Moreover, mentors facilitate access to networks, communities and individuals or specific resources to support the mentee's goals and aspirations.

"A mentor may share with a mentee (or protege) information about his or her own career path, as well as provide guidance, motivation, emotional support, and role modeling. A mentor may help with exploring careers, setting goals, developing contacts, and identifying resources"

Bryson D. Continuing professional development and mentoring.
J Vis Commun Med. 2022 Jan;45(1):64-66

Why be a mentor?

Being a mentor can be a means to 'give back' to your community and for rural generalism, in particular, it can be highly valuable as it is a field that can at times be difficult to navigate due to current low visibility and awareness. Becoming a mentor also offers a means to help build a community of practice for regional South Australia and to step outside one's norm and gain new insights and understanding of how the world looks through someone else's eyes, helping mentors with innovation and new idea generation. For instance, the learnings that come from discussing clinical challenges with junior doctors can help to bring new perspectives to a problem.

There are many reasons to become a mentor, though there is little more rewarding than knowing you are making a positive impact on someone else's life.

By mentoring a medical trainee or practitioner you are also helping to create a sustainable rural medical workforce that supports the health and economies of our rural communities.





Is this the right program for you?

The RGPSA Mentor Program aims to provide long-term self directed access to mentoring for doctors on a rural training pathway and is additional to the career coaching, guidance and mentoring already offered at each stage in the training pathway and can be maintained while you also access these other specific supports. The RGPSA program spans the gaps that can be experienced between the different training stages or where additional advice and support is needed to assist in identifying your next steps.

In addition, you also have access to location specific community mentors to assist with integration into a new regional community. This will be someone to help guide you in accessing local community services and support, meet people and get to know a new community as you transition to rural training and between rural locations as you train or change employment.

You decide how long, the purpose and who you have mentoring relationships with. You may also have a couple of different mentors that meet your different needs.

Can I be a mentor and a mentee?

Yes! You can receive mentoring from another more experienced medical professional and also share your experience with someone less experienced than yourself. So while you help guide someone, so too can you access guidance for your own needs.

FOR MORE INFORMATION OR TO REGISTER

VISIT [RURALGENERALIST.SA.GOV.AU](https://ruralgeneralist.sa.gov.au)

EMAIL
health.SARuralGeneralistTraining@sa.gov.au

Eligibility

The RGPSA Mentoring Program is open to:

- Medical practitioners who are living and working in a rural community MMM3 - 7 location, including rural prevocational trainees, rural generalist registrars or Fellowed GPs

Or

- Final year medical student who are interested in exploring the rural generalist pathway and transition to rural training
- Aboriginal and Torres Strait Islander medical students at any level who are interested in exploring the rural generalist pathway and transition to rural training

Others will be considered on an as needs basis. Please contact us to discuss.

All mentees are encouraged to sign up to the RGPSA to ensure the best tailored support for navigating your rural journey. Visit the RGPSA website to sign up.

Mentors are also sought from our rural communities that can offer guidance and support to medical professionals to navigate rural communities, access services and build community connections. Community mentors must have good local networks and connections for the communities in which they live and work.

About the RGPSA

The RGPSA is part of the Australian Government's National Rural Generalist Pathway and a key objective of the Government of South Australia's South Australian Rural Medical Workforce Plan 2019-24 to build a skilled medical workforce, new and sustainable models for rural health care and developing a collaborative and coordinated health system.

