

00514 Evaluation of Mentorship Program in SingHealth Medical Residency Program - Mentees' Perspective

Xie Yufei¹, Sandy Cook¹, Phua Ghee Chee², Yeo Khung Keong³

¹Duke-NUS Medical School, ²Singapore General Hospital, ³National Heart Centre Singapore

Aims: SingHealth medical residency program includes a mentorship program. This study evaluated mentee's perceptions of the mentorship they received and sought to identify any barriers or facilitators to the program.

Methodology: A 24-item online questionnaire was developed and administered anonymously from 17th-Sep-2017 to 28th-Sep-2017 to residents of SingHealth internal medicine and senior medical sub-specialty residency programs.

Result: 50 residents from medical residency programs completed the questionnaire. 92% of residents reported having a mentor (faculty), and 57% of mentees chose their own mentors. On average, mentees met their mentors twice a year, for 27 minutes each time, and 53.3% felt meeting biannually was ideal. The top three benefits of the mentorship program reported were: Career development (65%), enhanced networking (41%) and development of professional skills (37%). Majority of mentees viewed the mentorship positively: 82% thought it was necessary to have a mentor, 89% rated their mentors' performance as "good" or "very good", and 86% believed or strongly believed mentorship experience gave them greater career satisfaction. Although majority of residents preferred to choose their own mentor, there was no significant correlation between matching process and residents' perception of the program. Total time met annually was positively associated with mentees' rating on their mentors' mentoring performance ($p < 0.05$). Mentees who rated their mentors' performance more positively tended to report greater career satisfaction from being a mentee. Being busy was reported as the top barrier that prevented more frequent mentor-mentee meeting. Interestingly, male residents reported greater career satisfaction associated with mentorship program than women did ($p < 0.05$).

Conclusion: The majority of mentees were in favour of the mentorship program. Meeting time is an important factor for better outcome of the mentorship program. Further study on measures to promote interaction between mentors and mentees is needed.