



What do we do if we have a problem with the buddy scheme?

There may be times when either the senior or the junior trainee may want to end the buddy relationship. This may be because of a change in hospital placement, the senior trainee reaching the end of their training or that the junior trainee feels that they no longer require a buddy. If there are any other difficulties between the allocated pairs then please let us know and we can address these concerns or look to change pairings. Issues relating to the scheme can be escalated as summarised by the flowchart below:



Figure 1- Escalation pathway for any issues with buddy scheme or wanting to change buddy pairings.

One of the buddy pair is moving on to a different hospital- what do we do?

Some trainees move hospital every 3 months, which may make it challenging to continue a buddy relationship. There is no set time over which the pairing should continue, and it is up to each pair to decide on whether to continue after this time. If you choose to end the pairing and would either; like to be allocated another buddy in the same hospital or no longer require this support, then please let us know. In general, we will look to re-allocate CT1s to a new buddy every 6 months, unless the senior trainee is staying in the same hospital or we hear otherwise. In general, we will only allocate ST3s to a buddy for their first placement, unless we hear otherwise. Please contact someone from the team if you need further advice.

Who do we contact if issues arise that are beyond the level of informal buddying?

‘Buddying’ is an informal relationship that aims to provide support and advice in a relaxed environment. If issues arise that trainees feel are outside of their comfort area, then they are encouraged to raise this and seek support from either their educational supervisors, college tutor or, if necessary, the training programme director for core trainees. This includes if trainees are not really engaging with their buddy, as this could be a sign that things may not be quite right. This is summarised in the flowchart below:

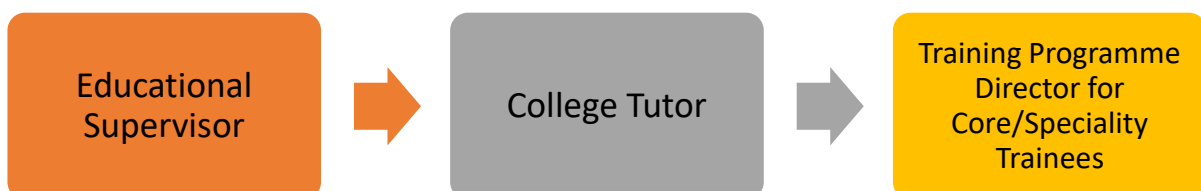


Figure 2- Escalation pathway for issues outside scope of informal buddying

Whilst in general terms confidentiality should be maintained by the buddy pairing, if serious issues/concerns arise then it may be necessary for this to be breached, for example in cases of serious concerns relating to patient safety, fitness to practice or serious concerns relating to a trainee’s mental or physical health. Please refer to separate policy for further guidance and information.