The economical and political changes affecting the NHS over recent years have left many of us feeling fatigued and under-valued – this has lead to many doctors sadly leaving the profession. **Our aim was to create a trainee-led, sustainable support scheme for Wessex trainees throughout their training.**

**What are the rules of engagement?**
- Admission is voluntary for both senior + junior buddies
- Senior buddies must undergo formal training
- Junior + senior buddies matched
- The buddy relationship is not educational supervision or assessment of performance.

**Pilot scheme:** 20 senior buddy volunteers, 7 junior buddies matched

**What if there’s a problem?**
- Concern raised by either buddy
  - Concern discussed by core buddy leadership team
- Training/supervision issue
- Refer to lead consultant
- Mental health concern
- Refer to GP/Occupational health
- Conflict
- Reassign buddies

**Sustainability:**
- 6 monthly evaluation forms
- New junior buddies each year
- 6 monthly training for senior buddies delivered by Buddy Leadership group
- Dedicated website with written + video resources: [www.wessexbuddies.com](http://www.wessexbuddies.com)
- 6 monthly socials
- Access to RCPCH mentoring forum