

Mentoring in Postgraduate Medical Training: Experiences of Resident Doctors in Developing Countries

Nuhu Teri James

Obstetrics and Gynaecology, NHS Trust, Kettering General Hospital, Kettering, Northamptonshire

Genders Nicky

Obstetrics and Gynaecology, NHS Trust, Kettering General Hospital, Kettering, Northamptonshire

Abstract:

Background: Mentoring is a developmental relationship in which a more experienced clinician supports the professional and personal growth of a junior colleague. Medical residency is an intense phase of training and is frequently associated with high levels of stress, burnout, and reduced job satisfaction. While structured mentoring programmes are increasingly embedded in postgraduate medical training in high income countries, their implementation remains limited across many developing countries.

Aim: This review examines the experiences of resident doctors participating in mentoring programmes in developing countries and explores barriers to the effective implementation of formal mentoring structures.

Methods: A narrative literature review was conducted using MEDLINE, PubMed, BMC, and Google Scholar. Fourteen peer reviewed articles published in English were included. Study selection followed PRISMA guidance, and data were synthesised using thematic analysis.

Results: Resident doctors consistently reported positive experiences of mentoring, highlighting benefits such as professional development, career guidance, psychosocial support, and improved job satisfaction. Both formal and informal mentoring arrangements were uncommon across most settings. Key barriers to implementation included lack of mentor training, time constraints, heavy clinical workloads, and limited institutional support.

Conclusion: Despite limited uptake, mentoring offers substantial benefits for resident doctors in developing countries. Effective and sustainable implementation requires institutional commitment, structured mentor training, protected time for mentoring activities, and sustained engagement from both mentors and mentees.