

Mentoring Connections for Practice Nurses

Issue: August 2007

Pilot Elements ..

There are three ways in which you can get involved in the National Mentoring Pilot—here they are:

1. In the **1:1 Mentoring Program** as either a Mentor or Mentee.
2. In the **Group Mentoring Program** OR
3. As part of a **Mentoring Circle**

Detailed information on each of the above elements is available in the Information Booklet, along with registration forms.

To obtain a copy of these either ring the project office on 1800 100 848 or visit www.agpn.com.au/site/index.cfm?display=25158

Project Management by:



Australian General Practice Network
(www.agpn.com.au)



Australian Mentor Centre
(www.australianmentorcentre.com.au)

Hello and welcome to the first issue of *Mentoring Connections for Practice Nurses*. This monthly newsletter is supporting the National Mentoring Pilot for Nurses in General Practice across Australia.

We are delighted that you are reading this newsletter and look forward to your feedback, contributions and stories as we undertake this exciting pilot initiative. In this first issue of *Mentoring Connections* we bring you up to date with the project, share the current activities, and reflect on our mentoring education experiences to date. We would also like to thank the Australian Government Department of Health and Ageing, who are funding the National Mentoring Pilot. Additionally, thank you to the members of the Reference Group and Steering Committee who have assisted in getting the National Mentoring Pilot underway in a very short timeframe.

We look forward to sharing this journey with you.

Julie Porritt (AGPN) and Gilly Johnson (AMC)

Survey Results ...

Evaluation is a key part of the National Mentoring Pilot. The first part of evaluation includes an individual commencement survey and a divisional level commencement survey. Here's a snapshot of the results to date from the individual commencement survey, completed by mentors and mentees, who have already undertaken a mentoring education workshop.

On employment status:

- 37.84% - fulltime
- 40.54% - part time
- 16.22% - casual
- 5.41% - contract

On how you will participate in the Pilot:

- 16.22% - during work hours
- 24.32% - during personal time
- 51.35% - mix of work hours and personal time
- 16.22% - other

On what impact mentoring will have on professional development:

- 48.65% - significant impact
- 37.84% - some impact
- 13.51% - other

On how supportive your employer was of the National Mentoring Pilot:

- 37.84% - very supportive
- 59.46% - supportive
- 2.7% - not supportive

On how you have attended the mentoring workshop:

- 10.81% - taken paid leave to attend
- 21.62% - taken unpaid leave to attend
- 51.35% - employer is sponsoring attendance
- 16.22% - other

On what impact mentoring will have on the performance of your organisation:

- 35.14% - significant impact
- 59.46% - some impact
- 5.41% - no impact

The National Mentoring Pilot is funded by the Australian Government Department of Health and Ageing.



Mentoring Education Workshop Stories ...



As we go to 'press' the last of the first round of mentoring workshops is being held in Perth, Western Australia.

As at 17 August 2007, we have held four mentor workshops and one mentee workshop. We've had a fantastic time working with some very inspirational Practice Nurses who are passionate about supporting others in their career and professional development.

Here's a snapshot of the comments we've received to date:

'I am so pleased that I chose to attend this workshop. I enjoyed meeting, sharing and growing during the last two days with a great team. Best wishes to everyone.'

'I feel so energised right now! Thanks for the challenge and the rewards. Great workshop - great team! Good luck to all.'

'The workshop was very positive and upbeat. Great bunch of girls - I thoroughly enjoyed myself as well as learning what I need to become an outstanding mentor.'

'Thank you! I had no idea what to expect, what commitment is required. I am looking forward to my personal/ professional growth in this new area for me in General Practice nursing.'



Thank you to all our mentors and mentees who made time to attend the workshops— it has been fantastic to work with you!

We are currently exploring options to conduct a further series of education activities, later in the year, which may include additional face-to-face workshops and/or online events. Stay tuned!

Project Contact Details

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Email: nigp@australianmentorcentre.com.au

AGPN Website: www.agpn.com.au/site/index.cfm?display=25158

Project Website: <http://nigp-nmp.webexone.com> (guest access available)

Project team contacts:

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What is mentoring?

A voluntary professional relationship between a mentor and mentee. It is carried out around mutually agreed upon purpose and expectations, and is **generally career focused** rather than **clinically orientated.**

(Mentoring Framework for General Practice Nurses, 2005)

Mentoring differs from preceptoring and clinical supervision which are more strongly related to the development of **clinically related** skills and competencies.

Check out this article:

'Mentoring, clinical supervision and preceptoring: clarifying the conceptual definitions for Australian rural nurses. A review of the literature.

(JE Mills, KL Francis, A Bonner in *Rural and Remote Health* 5:140 [Online], 2005)

Available from
<http://rrh.deakin.edu.au>

Pass this on...

Do you know of a Practice Nurse who would like additional support through the National Mentoring Pilot?

Please forward this newsletter on and encourage them to contact us on freecall 1800 100 848.

We look forward to receiving their enquiry and supporting their involvement.

Next edition of *Mentoring Connections for Practice Nurses* due out September 2007 ...