

# Mentoring Connections for Practice Nurses

Issue: August 2008

## A Special Note of Thanks

As part of the mid Pilot evaluation, we asked for volunteers to participate in the external evaluation being conducted by Davidson Consulting. We received a great response with four mentees, four mentors, seven circle participants, five circle points of contact, and five employers offering to be part of this important aspect to the National Mentoring Pilot.

**A BIG THANKS to you all!**



Project Management by:



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



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

Hello and welcome to the August edition of the *Mentoring Connections for Practice Nurses*.

Wow - we are nearly at the end of the National Mentoring Pilot, with just two months left in the formal timeline of the Pilot. It's very important that everyone actively participating in the Pilot brings their formal relationships to a close and discusses the 'way forward' post-Pilot. In this edition we outline some of the activities you will need to begin considering in the next few months. This includes your options after the closing date, and final activities such as end of Pilot evaluations. We do hope you enjoy the next two months together. As always if you need support, please email Emma Morton on emma@australianmentorcentre.com.au or give the office a call on 1800 100 848.

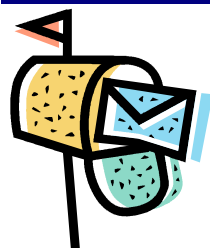


## So where to? Options after the conclusion of the National Mentoring Pilot

As the National Mentoring Pilot is now in its final two months we suggest that you begin considering your options and discuss these with your mentor/mentee/group or circle. Please consider that even though there will be no formal support of mentoring initiatives post Pilot this does not mean you have to cease all contact. You might consider the following options:

- **Continue your mentoring relationship(s).** In this option it may be useful to reset and revisit goals and reuse tools and resources in your mentoring resource kit.
- **Maintain contact on an ad-hoc basis.** Even if you have achieved the majority of your goals and do not need as much support, you may want to maintain contact with your mentoring partner on a more casual basis, for example, to keep updated on your progress, or occasionally make contact in regards to a resource or query.
- **Groups and circles options.** Groups and circles may want to consider continuing their group or circle, moving to more informal arrangements, or discussing the potential for 1:1 or peer mentoring relationships.

See p3 for more ideas and information about this important aspect of formal mentoring.



## End of Year Evaluations: Coming your way

Please note the end of Pilot survey/evaluation will soon be coming your way, the final evaluation will be sent out on 12 September 2008 and can be submitted via hard copy or online. The closing date for evaluations will be 3 October 2008. We encourage all participants in the Pilot to complete and return the survey as your feedback is most valuable. All feedback and subsequent reports will be used to guide recommendations for the future development of mentoring as a formal support system for practice nurses!

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





## National Mentoring Pilot Evaluation

In the previous editions we outlined mid-Pilot evaluation results and feedback. We would again like to highlight the impact YOU suggested the Pilot has had, this time in relation to **social capital**. These questions were asked at the beginning of the Pilot and at the mid point, so they provide a good overview of how your perception about the impact of formal mentoring has developed. The table below shows the results of these questions at the mid-Pilot and the commencement survey. The highlighted cells denote the highest selection. Why not discuss this table with your mentoring partner, group or circle in September?

	Significant impact	Some impact	No impact	Number of Respondents
<b>Your professional development as a Practice Nurse</b>				
<i>Mid-Pilot Survey</i>	49% (36)	42% (31)	8% (6)	73
<i>Commencement Survey</i>	51.85%	38.89%	2.47%	162
<b>The recruitment of Practice Nurses</b>				
<i>Mid-Pilot Survey</i>	30% (22)	53% (39)	16% (12)	73
<i>Commencement Survey</i>	29.51%	54.32%	5.56%	162
<b>The retention of Practice Nurses</b>				
<i>Mid-Pilot Survey</i>	39% (29)	47% (35)	13% (10)	74
<i>Commencement Survey</i>	52.47%	44.44%	2.47%	162
<b>The performance of your employing organisation</b>				
<i>Mid-Pilot Survey</i>	18% (14)	63% (47)	17% (13)	74
<i>Commencement Survey</i>	24.57%	58.64%	4.32%	162
<b>The health outcomes of your patients</b>				
<i>Mid-Pilot Survey</i>	28% (21)	58% (43)	12% (9)	73
<i>Commencement Survey</i>	45.68%	42.59%	6.79%	162

For your interest, in reviewing each of the social impact statements and reflecting on the commencement and the mid-Pilot feedback, the following observations were made:

- **Professional Development impact.** The total selection of 'significant impact' has remained the same at both measurement points.
- **Recruitment impact.** The total selection of 'some impact' has remained the same at both measurement points.
- **Retention impact.** The highest selection has dropped from significant impact to some impact by approximately 5%, and the no impact as risen by just over 10%.
- **Performance impact.** The total selection of 'some impact' has remained the same at both measurement points, however, the percentage rating has increased at the mid-Pilot point. Also increasing has been the no impact aspect.
- **Health outcomes impact.** The highest selection has dropped from significant impact to some impact by approximately 12%, and the no impact as risen by just over 6%.



## WINDING DOWN YOUR MENTORING PARTNERSHIP

As the formal aspects of your mentoring partnership are ending it's important to discuss the 'winding down' of your mentoring partnership and where you go from here. This section offers some guidance. ...

**ACTIVITIES TO DO TOGETHER.** Here are some practical steps you can take:

- ✓ **Organise a time to talk about the future**
- ✓ **Take time to discuss what you have achieved in your mentoring partnership**, celebrate your successes and shared benefits
- ✓ **Review your Mentoring Partnership Agreement** and reflect on your goals and objectives
- ✓ **Discuss your expectations** of each other for the future
- ✓ **Decide on your 'options'** for re-defining your mentoring partnership.

**OPTIONS FOR RE-DEFINITION.** Here are some options that you may consider for the future, you could:

<b>End your mentoring partnership</b>	<b>OUTCOME:</b> no ongoing contact
<b>Continue your mentoring partnership</b>	<b>OUTCOME:</b> informal mentoring partnership with objectives and goals monitored by the partnership
<b>Re-define your mentoring partnership</b>	<b>OUTCOME:</b> stay in contact on a more social basis
<b>Facilitate new mentoring partnerships</b>	<b>OUTCOME:</b> mentee may now be supported by a network of people in their workplace

**FINAL POINTS TO CONSIDER.** The literature surrounding the 'ending' of mentoring partnerships also encourages the mentee and mentor to consider (and be prepared for) the sense of 'loss'. So to help you both during this time remember to:

- ✓ **Actively communicate** - don't just let the partnership fade away without a discussion, even if you decide not to continue the partnership in an informal sense or stay in contact.
- ✓ **Be open about your feelings** - talk through how you may be feeling about re-defining your mentoring partnership and what you've gained from the mentoring experience.
- ✓ Think about **continuing your mentoring roles**; for example the mentor may go onto mentor other colleague or the mentee may go onto become a mentor in the future.
- ✓ **Reflect on how you can use what you've learned in this mentoring partnership** in future nursing relationships and environments.

### Project Contact Details

**Freecall:** 1800 100 848

**Email:** [nigp@australianmentorcentre.com.au](mailto:nigp@australianmentorcentre.com.au)

**AGPN Website:** [www.generalpracticenursing.com.au/site/index.cfm?display=27437](http://www.generalpracticenursing.com.au/site/index.cfm?display=27437)

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

### Project team contacts:

Julie Porritt, Toni Rice and Beta Chakraverty (AGPN—Canberra)  
Gilly Johnson & Emma Morton (AMC—Melbourne)



## CALL FOR PHOTOS!

As this has been a national Pilot - we have participants all over Australia! We'd love to feature pictures of you in the final newsletter to end the Pilot on a BIG NOTE! So - in September, why not send us a picture of yourself as a mentee or mentor, one of your partnership, your group or your circle and email it into the office! Tell us **who you are** and **where you are** and we'll do a final BIG VERSION of the newsletter featuring all your photos! Email [nigp@australianmentorcentre.com.au](mailto:nigp@australianmentorcentre.com.au) or call 1800 100 848.