

Mentor Update 2009-2010

November 2009



Aims & Objectives

Aim - To increase the midwives knowledge and awareness of their role as mentor

Objectives - By the end of the session the mentor will be able to :

- Describe the implications of the new NMC standards for mentorship and the education of student midwives
- Discuss the importance of being a sign-off mentor
- Demonstrate an understanding of the needs of learners in the clinical environment.
- Discuss the requirements of the assessment in clinical practice documentation



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STANDARDS FOR MENTORS AND MENTORSHIP

NMC (2008)
**Standards to
support learning
and assessment in
practice. NMC
standards for
mentors, practice
teachers and
teachers.** London,
NMC.





Review and maintenance of mentor qualification (NMC 2008 p11)

Mentors must demonstrate on an ongoing basis;

Knowledge

Skills

Competence

Placement providers must ensure that;

Mentors meet the criteria for sign-off proficiency.

A live register of sign-off mentors is maintained.



Review and maintenance of mentor qualification (NMC 2008 p11) cont'd

Placement providers must ensure that;

Triennial review takes place to ensure that mentors continue to meet the criteria to remain on the live register.

Local arrangements are in place for appraising mentor performance, addressing concern where appropriate, and for adding and removing individuals from the local register.



Triennial review of mentors (NMC 2008 p12)

Placement providers will determine the process but may form part of an employer-led personal development appraisal (Royal Derby Hospital via SOM annual review).

To be maintained on the local register the individual must have evidence of having:

- Mentored at least two students with due regard (extenuating circumstances permitting) within the three year period.

- Participated in annual updating – to include an opportunity to meet and explore assessment and supervision issues with other mentors.



Triennial review of mentors (NMC 2008 p12)

Explored as a group activity the validity and reliability of judgements made when assessing practice in challenging circumstances.

Mapped ongoing development in their role against the current NMC mentor standards.

Maintain all requirements needed to remain on the local register as a mentor/ sign-off mentor.



Appendix

NMC (2008) Supporting Learning and Assessment in Practice .NMC standards for Mentors.

Midwives are required to meet the NMC standards for mentors on an annual basis. This form should be completed and discussed with your Supervisor of Midwives at the annual review meeting.

OUTCOME DOMAINS – Standards for Midwife Mentors	Summary of Evidence of achievement	Tick and date to indicate achievement
Establishing effective working relationships		
1. Developing effective working relationships based on mutual trust and respect		
2. Demonstrate an understanding of factors that influence how students integrate into practice setting		
2. Provide ongoing and constructive support to facilitate transition from one learning environment to another		
Facilitation of Learning		
1. Use knowledge of the student's stage of learning to select appropriate learning opportunities to meet their individual needs		
1. Facilitate selection of appropriate learning strategies to integrate learning from practice and academic experiences		
1. Support students in critically reflecting upon their learning experiences in order to enhance future learning		



OUTCOME DOMAINS – Standards for Midwife Mentors	Summary of Evidence of achievement	Tick and date to indicate achievement
Assessment and Accountability 3.1 Foster professional growth, personal development and accountability through support of students in practice		
3.2 Demonstrate a breadth of understanding of assessment strategies and the ability to contribute to the total assessment process as part of the teaching team		
3.3 Provide constructive feedback to students and assist them in identifying future learning needs and actions. Manage failing students so that they may either enhance their performance and capabilities for safe and effective practice or be able to understand their failure and the implications of this for their future		
3.4 Be accountable for confirming that students have met, or not met, the NMC competencies in practice. As sign-off mentor confirm that students have met, or not met, the NMC standards of proficiency in practice and are capable of safe and effective practice		



OUTCOME DOMAINS – Standards for Midwife Mentors	Summary of evidence of achievement	Tick and date to indicate achievement
Evaluation of Learning 4.1 Contribute to evaluation of student learning and assessment experiences – proposing aspects for changes as a result of such evaluations		
4.2 Participate in self and peer evaluation to facilitate personal development, and contribute to the development of others		
Creating an Environment for Learning 5.1 Support students to identify both learning needs and experiences that are appropriate to their level of learning		
5.2 Use a range of learning experiences, involving patients, clients, carers and the professional team, to meet defined learning needs		
5.3 Identify aspects of the learning environment which would be enhanced – negotiating with others to make appropriate changes		



OUTCOME DOMAINS – Standards for Midwife Mentors	Summary of evidence of achievement	Tick and date to indicate achievement
Creating an Environment for Learning (Continued)		
5.4 Act as a resource to facilitate personal and professional development of others		
Context of Practice 6.1 Contribute to the development of an environment in which effective practice is fostered, implemented, evaluated and disseminated		
6.2 Set and maintain professional boundaries that are sufficiently flexible for providing inter-professional care		
6.3 Initiate and respond to practice developments to ensure safe and effective care is achieved and an effective learning environment is maintained		



OUTCOME DOMAINS – Standards for Midwife Mentors	Summary of evidence of achievement	Tick and date to indicate achievement
Evidence-Based Practice 7.1 Identify and apply research and evidence based practice to their area of practice		
7.2 Contribute to strategies to increase or review the evidence base used to support practice		
7.3 Support students in applying an evidence base to their own practice		
Leadership 8.1 Plan a series of learning experiences that will meet students defined learning needs		



OUTCOME DOMAINS – Standards for Midwife Mentors	Summary of evidence of achievement	Tick and date to indicate achievement
Leadership (Continued)		
8.3 Prioritise work to accommodate support of students within their practice roles		
8.4 Provide feedback about the effectiveness of learning and assessment in practice		
Practice and Programme Currency		
9.1 Clinical currency and capability in the area of midwifery practice in which student is being assessed		
9.2 A working knowledge of current programme requirements, practice assessment strategies and relevant changes in education and practice		



Evidence of maintenance of the Standards to Support Learning and Assessment in Practice.

Triennial review for September 2007 – September 2010

Signature midwife:

.....

Print Name

.....

Date:

.....

Signature

Appraiser:

.....

Print Name

.....

Date:

.....

Once signed this page to be retained in personal file

New For 2009/10



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All practice documents require sign-off
mentors to put the date/year of their
annual mentorship update in the signature
bank.

All student entries need to be
countersigned



New for 2009/10 cont'd

Dyslexia and long term medical conditions are covered by disability legislation (DDA 1995; SENDA 2001) under this act both the University and Trusts are legally obliged to make "reasonable adjustments" for these students.

However the law does not require that academic or professional standards should be compromised.



New for 2009/10 cont'd

Two Disability Liaison Officers (DLO) have been appointed to the Academic Division of Midwifery, offering support and advice regarding disability/ learning issues.

Lindsay Cullen (QMC 0115 8630983)

Cathy Nation (Derby 01332 788718).



New for 2009/10 cont'd

University of Nottingham was awarded Baby Friendly accreditation in May 2009.

The **student is responsible** for ensuring that the Practice document is **always available** in clinical practice. The document must be presented to the mentor **at least once per week** and completed prior to placement completion .



New for 2009/10 cont'd

NMC Circular 05/2009

Issue date 24th September 2009

Supply and/or administration of medicine
by student nurses and student midwives
in relation to PGDs

**... Cannot supply and/or
administer medicines under a
PGD even if under direct
supervision**



Scenario 1

A student has self assessed themselves at Level D for Communication and Professional Behaviour. However, you do not feel the student is at this level. What do you do?



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Scenario 2

Your student arrives in the clinical area 10 minutes late again, and on several occasions she has phoned in sick. What do you do?



Scenario 3

You are named mentor for a student who has consistently changed her shifts and so has not worked 40% of her time with you. She has asked you to complete her End of Placement documentation. What do you do?



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Scenario 4

Your student has arrived on duty and is wearing acrylic nails and hoop earrings. What do you do?

New for 2009-2010



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Record of Discussion on Progress- New addition

Please comment on the student's attitude and performance in the following areas in each placement:

Time-keeping/attendance:

Underpinning principles: punctuality, flexibility, shift pattern, reliability

Professional Conduct:

Underpinning principles: trustworthy, honesty, compassion, dress code, respects clients/colleagues

Initiative/enthusiasm

Underpinning principles: commitment to learning, identifies and actively seeks learning opportunities