



**Health**

Hunter New England  
Local Health District

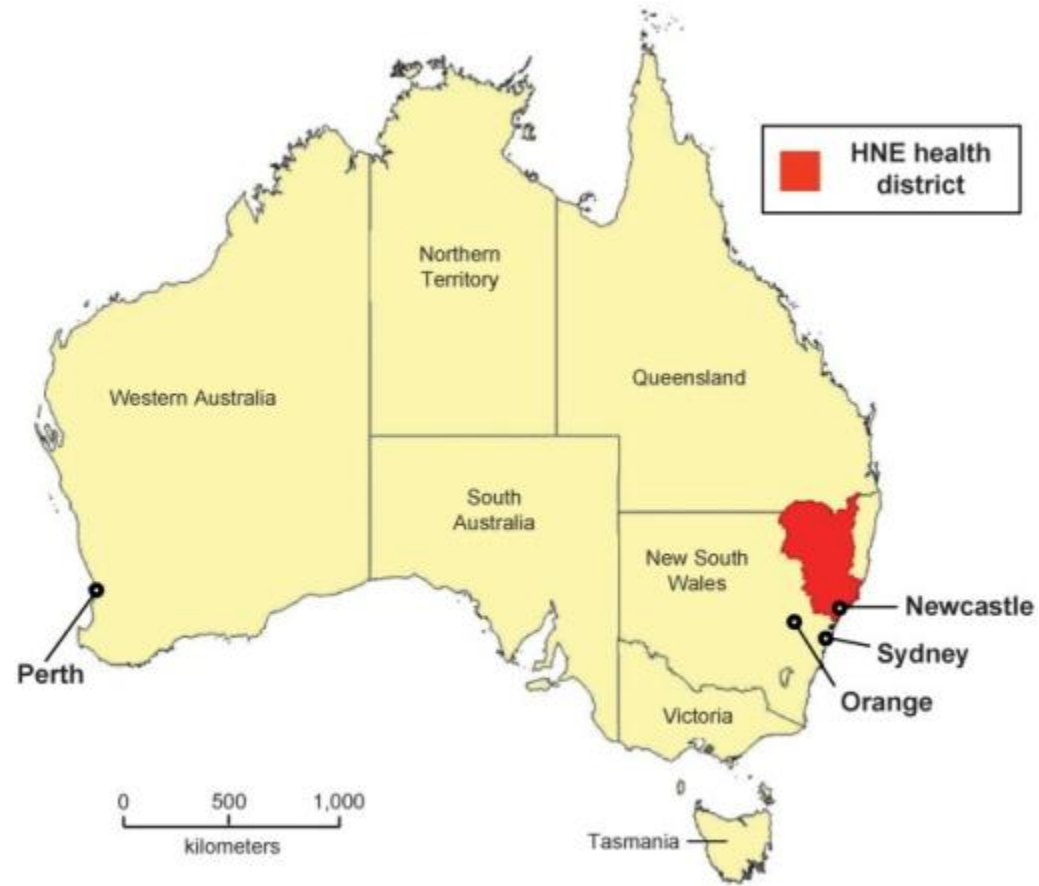
# Development and introduction of a mentorship learning program for renal nurses

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- Expectation for Registered Nurses to train others without comprehensive formalised knowledge and skill in mentorship, education, or assessment.
- Need for a program to standardise the delivery of education for new starters by mentors.



# Development of resources



Renal: PD Competency Assessment

**Learning Package**



## Renal: Peritoneal Dialysis Competency Assessment

**Sites where Learning package applies** Clinical areas where care is provided to patients requiring peritoneal dialysis

**Description** This learning package is based on the Australian Nursing Standards Assessment Tool and addresses performance criteria related to the skill of nephrology nursing

**Target audience** En  
pe: **Renal: HD Competency Assessment**

**Learning Outcomes, On completion of this package you will be better able to:**

**Learning Package**



## Renal: Haemodialysis Competency Assessment

**Sites where Learning package applies** Clinical areas where care is provided to patients requiring haemodialysis

**Description** This learning package is based on the Australian Nursing Standards Assessment Tool and addresses performance criteria related to the skill of nephrology nursing

**Target audience** Enrolled Nurses & Registered Nurses working in the area of haemodialysis nephrology nursing.

**Learning Outcomes, On completion of this package you will be better able to:**

- Assess individual's and ensure they practice in accordance with HNELHD policies, guidelines and procedures and within their scope of practice
- Competency assessment of individual renal nursing performance in the delivery of a total haemodialysis treatment in accordance with adult learning and assessment principles

**Keywords** Haemodialysis, Renal, Dialysis, Assessment, Competency

**Replaces existing document?** Yes

**Related Legislation, Australian Standard, NSW Ministry of Health Policy Directive or Guideline, National Safety and Quality Health Service Standard (NSQHS) and/or other, HNE Health Document, Professional Guidelines, Code of Practice or Ethics:**

- Infection Prevention and Control Policy [PD2]
- NSW Health Policy PD 2005\_406 Consent to Medical Treatment [http://www.health.nsw.gov.au/policies/PC/2005/pdf/PC2005\\_406.pdf](http://www.health.nsw.gov.au/policies/PC/2005/pdf/PC2005_406.pdf)
- Renal Guidelines and Procedures <http://ppg.hne.health.nsw.gov.au/>

**Is this package recorded in MyHealth learning?** Re (11) Renal: Haemodialysis Competency Assessment (111627372)

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**Date authorised by Learning package committee:**

**Issue date**

**Review date** Every 3 years

- Updated Core Competency assessments
- Haemodialysis
- Peritoneal Dialysis
- Assessment guides for each.

# Development of resources



- Pre-requisites for would be mentors
  - >12 months nephrology clinical experience
  - Achieved competence
  - Completion of relevant self directed learning packages
- Mentorship learning package

## Renal: Mentorship Learning Program

Learning Package



### Renal: Mentorship Learning Program

<b>Sites where Learning package applies</b>	Clinical areas where support is given to New Graduates during a rotation through Nephrology and nurses in the Nephrology Transitional Program
<b>Description</b>	This learning package explores the principles of mentorship, adult learning and clinical assessment and provides support for those nurses involved in mentorship
<b>Target audience</b>	Nurses working in the area of nephrology nursing recognised formally as mentors.
<b>Learning Outcomes, On completion of this package you will be better able to:</b>	<ul style="list-style-type: none"><li>• Understand the principals of mentorship</li><li>• Clarification of expectations of a mentor</li><li>• Ability to identify and model adult learning principals</li><li>• Understand and utilise clinical assessment techniques</li></ul>
<b>Keywords</b>	Renal, Dialysis, Mentorship, Adult Learning
<b>Document registration number</b>	TBA
<b>Replaces existing document?</b>	No
<b>Related Legislation, Australian Standard, NSW Ministry of Health Policy Directive or Guideline, National Safety and Quality Health Service Standard (NSQHS) and/or other, HNE Health Document, Professional Guideline, Code of Practice or Ethics:</b> <ul style="list-style-type: none"><li>• Infection Prevention and Control Policy [PD2017_013]</li><li>• NSW Health Policy PD 2005_406 Consent to Medical Treatment <a href="http://www.health.nsw.gov.au/policies/PC/2005/pdf/PC2005_406.pdf">http://www.health.nsw.gov.au/policies/PC/2005/pdf/PC2005_406.pdf</a></li><li>• Renal Guidelines and Procedures <a href="http://ppg.hne.health.nsw.gov.au/">http://ppg.hne.health.nsw.gov.au/</a></li></ul>	
<b>Is this package recorded in MyHealth learning?</b>	Renal: Mentorship Learning Program (178402787)
<b>Learning package contact person &amp; contact details:</b>	Gemma Fogarty ACNC Nephrology Department Ext 48815 <a href="mailto:Gemma.Fogarty@hnehealth.nsw.gov.au">Gemma.Fogarty@hnehealth.nsw.gov.au</a> Lynn Brown CNE Nephrology Department Speed Dial 68396 <a href="mailto:Lynn.Brown@hnehealth.nsw.gov.au">Lynn.Brown@hnehealth.nsw.gov.au</a>
<b>Date authorised by Learning package committee:</b>	
<b>Issue date</b>	
<b>Review date</b>	2021

# Development of resources



- For transition to specialty practice and new graduate nurses.
- Mentors able to influence how this was developed.
- Encouraged engagement in use.

## Renal: Transitional & New Graduate Program

Learning Package



### Renal: Transitional and New Graduate Program

<b>Sites where Learning package applies</b>	Clinical areas where support is given to New Graduates during a rotation through Nephrology and nurses in the Nephrology Transitional Program
<b>Description</b>	This learning package explores the principles of mentorship, adult learning and clinical assessment and provides support for nurses involved in mentorship and for the mentee throughout the learning process
<b>Target audience</b>	Nurses new to the area of nephrology nursing
<b>Learning Outcomes, On completion of this package you will be better able to:</b>	<ul style="list-style-type: none"> <li>• Understand the process of the two forms of dialysis treatment</li> <li>• Satisfactorily complete the learning program, reflected in achievement of relevant competencies</li> <li>• Identify and care for the renal patients access</li> <li>• Understand pharmacology associated with the renal patient</li> </ul>
<b>Keywords</b>	Renal, Dialysis, Mentorship, New Graduate, Transitional
<b>Document registration number</b>	Renal: Transitional & New Graduate Program (91662212)
<b>Replaces existing document?</b>	No
<b>Related Legislation, Australian Standard, NSW Ministry of Health Policy Directive or Guideline, National Safety and Quality Health Service Standard (NSQHS) and/or other, HNE Health Document, Professional Guideline, Code of Practice or Ethics:</b>	<ul style="list-style-type: none"> <li>• Infection Prevention and Control Policy [PD2017_013]</li> <li>• NSW Health Policy PD 2005_406 Consent to Medical Treatment <a href="http://www.health.nsw.gov.au/policies/PD/2005/pd02005_406.pdf">http://www.health.nsw.gov.au/policies/PD/2005/pd02005_406.pdf</a></li> <li>• Renal Guidelines and Procedures <a href="http://ppg.hne.health.nsw.gov.au/">http://ppg.hne.health.nsw.gov.au/</a></li> </ul>
<b>Is this package recorded in MyHealth learning?</b>	Yes
<b>Learning package contact person &amp; contact details:</b>	Gemma Fogarty ACNC Nephrology Department Ext 48815 <a href="mailto:Gemma.Fogarty@hnehealth.nsw.gov.au">Gemma.Fogarty@hnehealth.nsw.gov.au</a> Lynn Brown CNE Nephrology Department Speed Dial 68396 <a href="mailto:Lynn.Brown@hnehealth.nsw.gov.au">Lynn.Brown@hnehealth.nsw.gov.au</a>
<b>Date authorised by Learning package committee:</b>	
<b>Issue date</b>	
<b>Review date</b>	2020

# Mentorship study day



- Aim: - To foster knowledge, skill and confidence in the mentorship of nurses through the Nephrology Department
- Objectives:
  - Understanding principles of mentorship
  - Identify expectations
  - Ability to identify and model adult learning principles
  - Understand and utilise clinical assessment techniques



# Role of Mentor



- Discussion centred on those who have been our mentors.
- “A mentor is someone who allows you to see the hope inside yourself.” — *Oprah Winfrey*
- “If I have seen further it is by standing on the shoulders of giants.” — *Isaac Newton*





# Mentorship skills



- Supports, encourages and motivates
- Interested in the mentee, actively listens
- Shares skills, knowledge and experience
- Provides insight
- Available, open, respectful
- Gives guidance and constructive feedback
- Acts as a role model
- Advocates for the mentee



# Developing mentorship skills



- Use Emotional Intelligence to develop mentorship skills
- Develop listening skills
- Use of “gut” feeling or nurses intuition in decision making
- Managing anger or frustration through learned behaviour or distraction techniques
- Emotion versus need to take action
- Practice mindfulness



# Participation



- Workshop model promoted interaction by all participants
- Review of core competencies
- Assessment skills practice
- Feedback

# Providing feedback



- Specific
- Measurable
- Attainable
- Relevant
- Time frame



# Providing feedback



Specific – What was done well and area identified for improvement

- Measurable
- Attainable/Assignable
- Relevant/Realistic
- Time frame – Achievement by....

- **WORKSHOP!**





- “Tell me and I forget, teach me and I may remember, involve me and I learn.”

Benjamin Franklin



# Conclusion



- The program has helped provide formalised knowledge and skill in mentorship.
- Assisted in standardisation of delivery of education for new starters to the renal specialty.
- Emphasised value of mentorship.
- Enabling improved clinical practice.
- Deemed highly valuable by all participants



# Next steps



- The mentorship program continues
- Pre-reading, study day and evaluation.
- Supported by industry partners.
- Networking opportunities for mentors from other units positively received.
- Interest from other network groups to join or adapt our program for themselves.





# References



- Brown, L. Fogarty, G. & Chu, G (2018) Renal: Peritoneal Dialysis Competency Assessment. *Hunter New England Local Health District*
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# Any questions or comments?



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