Current Awareness

Mentorship

This Quarterly Current Awareness Bulletin is produced by Library staff in Somerset Partnership and Musgrove Park Academy to provide staff with a range of mentor-related resources to support practice. It includes guidance, recently published research articles, news and policy items.

This guide provides a selection of resources relevant to the subject area and is not intended to be a comprehensive list. All websites have been evaluated and details are correct at the time of publications.

Details correct at time of going to print. Please note that resources are continuously updated.

For further help or guidance, please contact a member of library staff.

Upcoming dates for Mentor & Sign-off Mentor Updates

**Somerset Partnership**

**Friday 15th January 2016**  
The Exchange, Bridgwater 1pm- 3pm

**Tuesday 19th January 2016**  
Chattaway House, Yeovil 1pm- 3pm

**Wednesday 24th February 2016**  
Wincanton Hospital 1pm- 3pm

Booking via: training@sompar.nhs.uk  
Telephone: (01749) 846649  
or (01749) 846659

**Musgrove**

**Friday 8th January 2016**  
Training Room 2, Musgrove Park Academy

Face to face Mentors update  
[PD016] 10am-12pm

Face to face Sign-off update  
[PD058] 12pm- 3pm

Further details @  

Issue 2  
January 2016
Contents
Click on a section title to navigate contents

Guidance 3
 Recent journal articles 3-7

1. How mentors can influence the values, behaviours and attitudes of nursing staff through positive professional socialisation.
2. The importance of mentoring for practitioners
3. Students are a resource not a burden
4. Career progression
5. Implementing an e-Assessment of Professional Practice
7. Highlighting the value of mentoring students in general practice
8. Know your mentors. "The Pathy That Will Cure Is The Pathy For Me" James Compton Burnett
9. What makes a good nurse mentor?
10. Integrating the 6Cs of nursing into mentorship practice
11. Nurse Mentors to Advance Quality Improvement in Primary Health Centers: Lessons From a Pilot Program in Northern Karnataka, India
12. The views of patients, mentors and adult field nursing students on patients' participation in student nurse assessment in practice
13. The effectiveness and implementation of mentoring program for newly graduated nurses: A systematic review
14. The experiences of student nurses on placements with practice nurses: A pilot study

Thesis 7
1. Mentorship programs and the novice nurse: a rapid evidence assessment Thesis

Literature search service 7-8
Training and Athens 8
Books 8-9

Library contact details:
Library
Musgrove Park Academy
Musgrove Park Hospital
Taunton
Somerset
TA1 5DA

Tel: 01823 34 (2433)
Email: library@tst.nhs.uk
Blog: http://librarymph.wordpress.com
@musgrovesompar

This guide has been compiled by:
David Chambers
Library e-Resources Co-ordinator
Musgrove Park Hospital Library Service
david.chambers@tst.nhs.uk
Guidance for mentors of nursing students and midwives: an RCN toolkit

This is a list of journal articles on the topic of mentoring. Some articles are available in the library or on-line via an Athens password by following the full text link. If you would like an article which is not available as full text then please contact library staff.

Title: How mentors can influence the values, behaviours and attitudes of nursing staff through positive professional socialisation.

Citation: Nursing Management (Harrow). 2015 Nov 25 22 (8) p33-8.

Author(s): Norman K1.

Language: English

Abstract: This article explores the concept and processes involved in professional socialisation and how mentors and nurse managers can help to foster positive aspects of this in their practice. Positive professional socialisation needs champions to instil fundamental professional values and behaviours in nursing staff, and managers need to support mentors to influence and lead the way in promoting standards of excellence in the nursing profession to assure public trust and confidence, and ultimately patient safety. The time out activities will ask you to consider and develop possible strategies to help support mentors and staff, and aim to encourage you to explore the potential benefits of positive professional socialisation for your team in delivering high quality patient care.

Full Text: Available from RCN Publishing in Nursing Management - UK; Note: ; Notes: Click on ‘Sign in’ to top right, then choose OpenAthens option

Title: The importance of mentoring for practitioners

Citation: British Journal of Mental Health Nursing, 4th December 2015 online first

Author(s): Bryan McIntosh

Language: English

Abstract: Dr Bryan McIntosh, senior lecturer in health management and organisational behaviour at the University of Bradford, reflects on the crucial role of mentors

Title: Students are a resource not a burden

Citation: Practice Nursing 2015, vol./is. 26/12 p577

Author(s): Debbie Brown

Language: English

Abstract: The author reflects on the national drive to encourage more nurses to take on the role of mentor so pre-registration students will have the opportunity to experience the challenging role of the general practice nurse (GPN). Topics discussed include the barriers that prevent GPNs taking on the role of mentor such as increased workload and GPNs not aware of the commitment involved and the need for students to be valued as a resource.

Full Text:
**Title:** Career progression

**Citation:** Primary Health Care, 2015, vol./is. 25/10 p13  
**Author(s):** Karen Storey  
**Language:** English

**Abstract:** The article discusses what the General Practice Education and Career Framework will offer general practice nurses (GPN) in Great Britain as of December 2015. Topics covered include the need for GPNs to be trained as mentors and to develop the capability of the primary care workforce, and the existence of a pathway of progression from healthcare assistant (HCA) to advanced nurse practitioners. Also given is a chart on the GPN career framework which indicates level, role, and qualifications.

---

**Title:** Implementing an e-Assessment of Professional Practice

**Citation:** British Journal of Nursing, 2015, vol./is. 24/21 p1068-1072  
**Author(s):** Morgan P, Dyer C  
**Language:** English

**Abstract:** The ability to accurately document undergraduate student nurses’ development while in the clinical area is a requirement of the Nursing and Midwifery Council. Owing to a number of strategic and pragmatic drivers, the Faculty of Health Sciences at the University of Southampton has developed and implemented an e-Assessment of Professional Practice (eAoPP). This platform enables the student, mentor and academic staff to access the portfolio from any internet enabled device and has been rolled out in phases over 2 years to more than 5000 students and mentors. The key factors underpinning the success of the project are presented along with an audit and preliminary analysis of support service activity provided during the roll out to 380 students in January 2015 across Hampshire and the Isle of Wight. Plans for future development, including employability and roll out to other student groups are discussed.

**Full Text:** Available from Mark Allen Group in British Journal of Nursing; Note: ; Notes: Click on 'Sign in' to top right, then choose OpenAthens option  
Available from EBSCOhost in British Journal of Nursing

---

**Title:** Mentoring magic... Middleton, Karen. In Person. Coaching and mentoring.

FRONTLINE (20454910) 2015 Nov 4; 21(19): 35  
**Citation:** Frontline Magazine 2015 Nov 4; 21(19): 35, 2015, vol./is. 21/20 p4  
**Author(s):** Karen Middleton  
**Language:** English


---

**Title:** Highlighting the value of mentoring students in general practice

**Citation:** Practice Nursing 2015, vol./is. 26/11 p560-563  
**Author(s):** Gill Boast  
**Language:** English

**Abstract:** The article discusses the importance of mentoring students in general practice. Topics covered include the benefits of student nurses who completed mentoring programs that are facilitated by general practice nurses. Also mentioned are the challenges commonly experienced by students and nurses who joined such programs.

**Full Text:** Available from EBSCOhost in Practice Nursing
Title: KNOW YOUR MENTORS. "The Pathy That Will Cure Is The Pathy For Me" James Compton Burnett

Citation: The homoeopathic heritage. 2015, vol./is. 41/7(21-21), 09706038

Language: English

Publication Type: Periodical

Title: What makes a good nurse mentor?

Citation: Nursing Times 2015 111(41) p33
Author(s): J. Boddy
Language: English

Abstract: Looking past the fact that student nurse mentorship is a great badge on a CV, guiding a student nurse on his or her path to registration can be immensely fulfilling. However, the undertaking can be challenging - placing a novice-level student nurse into an already assembled team, while encouraging their confidence, can be quite a feat. How can one navigate this process successfully?

Read More: http://www.nursingtimes.net/what-makes-a-good-nurse-mentor/5090875.fullarticle

Title: Integrating the 6Cs of nursing into mentorship practice

Citation: Nursing Standard 2015 29 (50) p49-60
Author(s): Kathleen Duffy
Language: English

Abstract: Nurses and midwives are asked to demonstrate the 6Cs (care, compassion, competence, communication, courage and commitment) of nursing in ‘everything we do’. Mentors have a crucial role in the provision of health care and in educating nurses and midwives. This article aims to provide guidance to mentors on how to integrate the 6Cs into their mentorship practice, when mentoring pre-registration nursing and midwifery students. It emphasises the importance for mentors of role modelling in relation to the 6Cs. Addressing each of the 6Cs in turn, the article outlines strategies that may be used in mentorship practice to endorse the 6Cs with pre-registration students. The article concludes by considering the mentor’s role in robust assessment of the 6Cs.

Read More: http://journals.rcni.com/doi/abs/10.7748/nss.29.50.49.e9957

Title: Nurse Mentors to Advance Quality Improvement in Primary Health Centers: Lessons From a Pilot Program in Northern Karnataka, India

Citation: Global Health: Science & Practice December 1, 2015, 3 (4) p660-675
Author(s): Elizabeth A Fischer et al
Language: English

Abstract: High-quality care during labor, delivery, and the postpartum period is critically important since maternal and child morbidity and mortality are linked to complications that arise during these stages. A nurse mentoring program was implemented in northern Karnataka, India, to improve quality of services at primary health centers (PHCs), the lowest level in the public health system that offers basic obstetric care. The intervention, conducted between August 2012 and July 2014, employed 53 full-time nurse mentors and was scaled-up in 385 PHCs in 8 poor rural districts. Each mentor was responsible for 6 to 8 PHCs and conducted roughly 6 mentoring visits...
per PHC in the first year. This paper reports the results of a qualitative inquiry, conducted between September 2012 and April 2014, assessing the program's successes and challenges from the perspective of mentors and PHC teams. Data were gathered through 13 observations, 9 focus group discussions with mentors, and 25 individual and group interviews with PHC nurses, medical officers, and district health officers. Mentors and PHC staff and leaders reported a number of successes, including development of rapport and trust between mentors and PHC staff, introduction of team-based quality improvement processes, correct and consistent use of a new case sheet to ensure adherence to clinical guidelines, and increases in staff nurses’ knowledge and skills. Overall, nurses in many PHCs reported an increased ability to provide care according to guidelines and to handle maternal and newborn complications, along with improvements in equipment and supplies and referral management. Challenges included high service delivery volumes and/or understaffing at some PHCs, unsupportive or absent PHC leadership, and cultural practices that impacted quality. Comprehensive mentoring can build competence and improve performance by combining on-the-job clinical and technical support, applying quality improvement principles, and promoting team-based problem solving.

Title: The views of patients, mentors and adult field nursing students on patients' participation in student nurse assessment in practice

Citation: Nurse Education Today Aug 2015 Online first
Author(s): K McMahon-Parkes et al
Language: English

Abstract: In recent years, changes to undergraduate nursing curricula in the United Kingdom have been coupled with increasing expectations that service users be involved in assessment of student nurses. These factors lead to the development of a tool to facilitate gathering of feedback from patients/carers on the competency of adult field student nurses in practice. This study evaluated experiences of those involved in the process of using the feedback tool. Using an exploratory qualitative research design, four patients, four mentors and five pre-registration adult field nursing students were interviewed. Thematic analysis of the data identified three interconnecting themes; value of the patient's voice, caring and protection, and authenticity of feedback. A sub-theme of timing of giving feedback was also identified. Patients felt they should be involved in giving feedback, were comfortable in doing so, and felt best placed to judge students’ performance in several aspects of care. Students and mentors shared these opinions. Additionally they felt service user feedback potentially helped improve students' competence and confidence, and facilitated mentors in their assessment of students' professional values, communication and interpersonal skills. However, mentors were more reticent about the possibility of receiving feedback from service users on their own practice.

Title: The effectiveness and implementation of mentoring program for newly graduated nurses: A systematic review

Citation: Nurse Education Today, Published online 12th December 2015
Author(s): Yuanyuan Zhang et al
Language: English

Abstract: Newly graduated nurses suffer from occupational stress during the transition from school to employment as a result of inadequacy, interpersonal relationships, and the overwhelming workload. Mentoring programs have proved effective in facilitating this transition. This review reveals that a mentoring program has positive effects on the mentors, mentees, and organizations. A successful mentorship program should include rigorous mentor selection and adequate training. Additionally, potential barriers such as time constraints and scheduling limitations should be taken into consideration during implementation.

Title: The experiences of student nurses on placements with practice nurses: A pilot study

Citation: Nurse Education Today, Article in press August 2015
Abstract: To prepare the registered nurse of tomorrow in the United Kingdom (UK) to care for patients in general practice (GP)-led services, today's student nurses need to have the opportunity to experience placements with practice nurses to enable them to make positive career choices to become practice nurses in the future. The role of the practice nurse is described in the article. As a pilot project, seventeen students undertook placements with practice nurses in one of seven GP practices selected by the London GP Deanery and the university as having fulfilled the criteria to support student nurses in placements. A mentorship preparation programme was provided to prepare practice nurses for mentoring these students. An evaluation study was undertaken of this pilot project. Findings showed that students were highly positive about the experience; the majority rated this placement as being as good as or better than previous placement experiences. The evaluation also explored the impact on student learning and the value that the placement had. There was a positive impact on students' knowledge and skills in certain clinical areas especially related to health promotion. Students also indicated that they would like to have additional placements with practice nurses and would consider a career as a practice nurse in the future.

Mentorship programs and the novice nurse: a rapid evidence assessment Thesis [August 2015]
Read More: https://open.library.ubc.ca/cIRcle/collections/ubctheses/24/items/1.0166552

Looking for the latest evidence-based research but haven’t got time to trawl the databases?
Do you need a literature search carried out?
Do you need to find evidence to support an improvement?
Do you want to know how something has been done elsewhere and whether it worked?

Library staff provide a literature search service for busy clinicians who are pressed for time.

To request a search please complete and return the attached form, providing as much information as possible. Alternatively if you would like an assisted search training session, where we will sit down with you and go through the steps of a literature search, then please contact the library.
Most electronic resources are available via an Athens password. You can register for this via the Library intranet page, or from home at www.swice.nhs.uk and following the link for Athens self-registration. Please note that registering from home will take longer as it will need to be verified that you are NHS staff/student on placement.

The library offers training on how to access and use Athens resources, as well as an introductory course on critical appraisal. You can book a course through the Learning and Development intranet page, or by

If you are looking for a paper copy all books listed below (includes all University of Plymouth reading list titles) are available for loan. Ctrl + Click on book titles to check for availability

**Mentoring and supervision in healthcare** – Gopee, Neil [Sage] 2015

**The Nurse Mentor's Companion** – Craig, Kimberley, Smith, Barbara [Sage] 2015

**Mentorship in healthcare** – Shaw, Mary E, Fulton, John [Keswick M&K] 2015 eBook

**Successful Mentoring in Nursing** - Aston, Liz; Hallam, Paula [Learning Matters] 2014


**Study skills for master's level students: a reflective approach for health and social care** - Debbie Casey, Liz Clark and Sally Hayes. - rev. ed [Banbury] 2013


**Mastering mentorship: a practical guide for mentors of nursing, health and social care students** - Julie Bailey-Mchale, Donna Mary Hart [Sage] 2013

**Mentoring nursing and healthcare students** - Kinnell, David, Hughes, Philip [Sage] 2010


Coaching and mentoring in health and social care: the essentials of practice for professionals and organisations - Foster-Turner, Julia [Radcliffe] 2006

Transforming practice through clinical education, professional supervision and mentoring - Rose, Miranda, Best, Dawn [Elsevier] 2005

The good mentoring toolkit for healthcare - Bayley, Helen, Chambers, Ruth, Donovan, Caroline, [Radcliffe] 2004


If you are unable to find a book, or require a book that is not on this list, please ask library staff who will be able to locate the book for you using interlibrary loan.

Book review
The Nurse Mentor's Companion [published March 2015]

Taunton and SomPar NHS staff - Have you visited the EBL eBook catalogue?
Follow the links below and login via OpenAthens to read online books free for 5-10 minutes each day, send requests for eBook loans or purchase suggestions

Taunton & Somerset eBook catalogue  Somerset Partnership eBook catalogue

About OpenAthens