
Mentoring Policy

Background

Midwives entering practice likely benefit from access to a mentor midwife or midwives¹.

The Mentoring Program for midwives in the BCW/SPH Department of Midwifery is designed to ensure entry level midwives, as well as midwives new to the department, begin practice feeling well supported, safe and confident in their skills, while simultaneously able to meet the needs of their clients and identify their roles as health care providers in their communities.

The New Registrants Policy² outlines practice requirements which promote entry level midwives having access to support and experience. These practice requirements may be met through the department mentoring program.

Mentoring Plan

In the case of a New Registrant joining the Department of Midwifery, the new member (mentee) will secure a midwife or midwives who have been in practice for a minimum of one year to be her mentor(s), as detailed within the CMBC Policy. A new department member who is not an entry level midwife may highlight a time that she feels is appropriate for the duration of a mentorship relationship. The mentee and her mentor(s) will draft and submit a **Mentoring Plan** to the Department of Midwifery along with her application for privileges. The Mentoring Plan is suggested to be mentee driven in its design (i.e. the mentee will identify her orientation/support needs and the means of addressing them). Mentoring plans will vary depending on the specific needs and background of the mentee. The plans may also vary in duration depending on the needs of the mentee.

Requirement for a Mentoring Plan

- Orientation of the new department member by the mentor(s) to BCW and St. Paul's hospitals, including review of the Department Orientation Manual and the Orientation Checklist
- Introduction of the new department member to various stakeholders within the hospital setting and in the community
- Orientation to the roles and expectations of the department
- Review of the CMBC's New Registrant Policy/Registrant's Handbook, if applicable
- Attendance by the mentor(s) at the mentee's first hospital birth (either one or both hospitals, St. Paul's Hospital and BC Women's Hospital, depending on where the midwife has admitting privileges)
- Detailed on-call availability of the mentor(s) to the mentee

¹ Olsen, Vance, eds., *The Mentor Connection in Nursing*, pp 185 – 192, "The New Zealand Midwifery Mentor Partnership", Springer Publishing: 1998

² CMBC Registrant's Handbook, New Registrant Policy, Oct 2005