



Mentoring Programme: Recruitment of Nurse Mentors

Delivered by Beds & Herts LMC in partnership with BLMK ICS Primary Care Training Hub

What is mentoring?

Mentoring is a dynamic, supportive relationship between two individuals which exists to develop the mentee either within their current role or for the future. Mentoring differs from coaching in that it takes a holistic view of the mentee, where the goal is usually to support a person in their professional as well as their personal development. It may be an on-going relationship and the agenda is usually set by the mentee with the mentor providing support and guidance.

[NHS Mentoring Guide v.1.0 17/10/14]

About the LMC mentoring programme

The Beds & Herts LMC Mentoring Programme provides confidential support to GPNs on the New to Practice Fellowship Programme, a national commitment in the NHS Long Term Plan to provide a continuation of support, learning and development post-registration. A mentee will receive up to 6 hours of mentoring within their first two years, at times and format, agreed by the mentor and mentee. It is expected most of the sessions will take place remotely via video meetings or telephone.

How is the LMC mentoring programme funded?

BKMK ICS Training Hub have commissioned the mentoring programme to be delivered by Beds & Herts LMC Ltd. Mentors will be paid a favourable hourly rate. Mentors will not be paid for any mentoring above 6 hours.

How to apply

If you are interested, please complete the online [Application Form](#). We request you read the role specification overleaf and demonstrate why you would be suitable, using examples in your application. Deadline **Wednesday 24th June**. We recommend you take note the following:

- **Video Interviews:** Thursday 9th July (PM) or Friday 10th July (AM)
- **Training Webinar:** Thursday 16th July, 1.00 – 3.00pm.

Any questions?

Please contact Helen Bean, Programme Manager, Beds & Herts LMC,
helenbean@bhlmc.co.uk, 01438 880010. Webpage: www.bedshertslmcs.org.uk.





Your role as a mentor

As a mentor you will play a key role in helping people achieve their potential. Please consider the below when completing your application.

Your role as a mentor is to:

- Help mentees manage their learning and career development
- Challenge and support mentees to consider opportunities and challenges
- Ask probing and stimulating questions to identify personal strengths and weaknesses
- Help mentees believe in themselves and boost confidence
- Talk about the big picture and provide guidance that mentees may otherwise not consider
- Provide clarity and answer questions where requested
- Share personal stories and learning
- Act as a sounding board when mentees have major decisions to make and need to talk them through
- Act as a gateway to other people and knowledge.

Characteristics of an effective mentor:

- Interested in helping others develop
- Able to inspire, motivate and develop mentee confidence
- Willing to commit the time and share experiences and knowledge
- Good at listening, challenging and supporting
- Non-judgemental
- Comfortable at giving honest, constructive feedback
- Knowledge of the operating environment, challenges and opportunities in the local area
- Demonstrates the values and behaviours of the environment in which they work.

Mentor expectations:

- Help your mentee(s) challenge their thinking and achieve their potential
- Share skills, knowledge, experiences and resources
- Serve as a role model
- Respect the mentoring contract and maintain confidentiality.





Person Specification for an LMC Mentor

Attribute	Essential	Desirable
Education & Experience	<ul style="list-style-type: none"> • Currently (or recently within last 2 years) working in general practice • Previous experience of supporting peers such as mentoring, coaching, appraising, supervision and/or pastoral care 	<ul style="list-style-type: none"> • Mentoring, Coaching, Appraisals, Pastoral Care or equivalent qualifications and training or working towards
Communication Skills	<ul style="list-style-type: none"> • Consistently good communication skills • Excellent active listening skills • Ability to establish a rapport • Able to sensitively challenge beliefs • Able to summarise and reflect back to a mentee 	<ul style="list-style-type: none"> • Able to recognise and manage resistance and conflict • Confident to check up on mentees if there has been a long period of non-contact • Comfortable using telephone and/or video technology to deliver mentoring sessions
Attitudes	<ul style="list-style-type: none"> • Non-judgmental • Non-directive • Positive • Supportive • Honest • Maintains confidentiality • Commitment to participate fully in the mentoring relationship 	
Recognition of limitations	<ul style="list-style-type: none"> • Knows and follows confidentiality guidelines • Knows limits of confidentiality and when and how to seek guidance • Recognises when to refer Mentee on to other services 	<ul style="list-style-type: none"> • Promotes self-care • Knowledge of other support services and resources available
Lifelong Learning	<ul style="list-style-type: none"> • A reflective approach to their own practice as a clinician and as a mentor • A willingness to maintain and refresh their mentoring skills • Attend developmental updates and contribute to the evaluation of programme 	<ul style="list-style-type: none"> • Able to engender reflective approach in others • Role models personal development skills • Share experience with other mentors to develop own learning and help others
Medical Knowledge	<ul style="list-style-type: none"> • Knowledge of current nurse training and postgraduate nurse courses • Up to date with changes in General Practice and its impact on workforce and workload 	<ul style="list-style-type: none"> • Knowledge of the specific healthcare context in which the mentee works • Understanding of local career opportunities

