



## Mentoring and Orientation Policy

### Background

Midwives entering practice or new to the department likely benefit from access to a mentor midwife or midwives<sup>1</sup> and an orientation to hospital sites.

The Mentoring and Orientation Program for midwives in the Department of Midwifery is designed to ensure that both entry level midwives and experienced midwives, who are new to the department as either Locum Tenens or Provisional Active staff, begin practice in Vancouver feeling well supported, safe and confident in their skills, while simultaneously being able to meet the needs of their clients and identify their role as primary health care providers in the community.

The CMBC New Registrants Policy<sup>2</sup> 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.

### Mentorship Plan

A mentorship plan will be required for all midwives who are new to the Department of Midwifery. The requirements for a mentorship plan will differ for New Registrant midwives and experienced midwives.

In the case of a New Registrant, the new member (mentee) will secure a mentor midwife or midwives, who has/have been in practice within the department for a minimum of one year, per the CMBC's New Registrant Policy. Likewise, an experienced midwife joining the Department of Midwifery will secure a midwife or midwives who has/have been in practice, within the department, for a minimum of one year to be her mentor(s).

The Mentorship Plan is to be mentee-driven, meaning that the mentee will identify her orientation/support needs and the means of addressing them. Mentorship plans will vary depending on the experience, specific needs and background of the mentee. The plans may also vary in duration depending on the mentee's needs and whether or not she is also required to follow the CMBC's New Registrant Policy. In the case of an experienced midwife, the rationale for a Mentorship Plan is to ensure the midwife receives adequate orientation to the practice she will be joining, as well as within the hospitals where she will be practicing. In addition, it is anticipated that an experienced midwife will also benefit from knowing she has support in learning and navigating both departmental and hospital policies, procedures and guidelines when she begins to practice in Vancouver.

The mentee and her mentor(s) will draft a **Mentorship Plan** for submission to the Department of Midwifery during her orientation interview. Detailed on-call availability and contact information for the mentor(s) or their delegate should be provided to the mentee.

**Orientation requirements for all midwives new to the department:**

**Prior to start date:**

- Identification of a mentor and creation of a mentorship plan;
- Review of and compliance with the CMBC's New Registrant Policy/Registrant's Handbook, if applicable;
- Interview with the Department Head or Assistant Head to review of the department's Orientation Manual, the mentorship plan, and the roles, policies and expectations of the department;
- Site orientation of the new department member by the mentor(s) to BC Women's and St. Paul's hospitals using the department's Orientation Checklist.

**Within 30 days of start date:**

- Completion of a 4-hour RN orientation shift at each hospital where the new midwife will hold privileges;
- Attendance by a mentor(s) at the new midwife's first hospital birth in each hospital where she will hold privileges.

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

<sup>2</sup> CMBC Registrant's Handbook, New Registrant Policy, Oct 2005