



**Australian Government**

# **HLTHPS008 Provide clinical mentoring in the work environment**

**Release: 1**

## HLTHPS008 Provide clinical mentoring in the work environment

### Modification History

| Release   | Comments                                                                                                                                                                                                                                                                                                              |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Release 1 | <p>This version was released in <i>HLT Health Training Package release 2.0</i> and meets the requirements of the 2012 Standards for Training Packages.</p> <p>Significant changes to the elements and performance criteria. New evidence requirements for assessment including volume and frequency requirements.</p> |

### Application

This unit describes the skills and knowledge required to provide mentoring of another person delivering clinical care to client's in the work environment. Clinical mentors act as a support person for direct care workers providing emotional and professional support.

This unit applies to workers supervising direct client care workers and offers a potential pathway into workplace training roles.

*The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian/New Zealand standards and industry codes of practice.*

### Elements and Performance Criteria

#### ELEMENT

#### PERFORMANCE CRITERIA

*Elements define the essential outcomes*

*Performance criteria specify the level of performance needed to demonstrate achievement of the element*

1. Establish a mentoring relationship with mentee's during clinical supervision

1.1 Identify scope of learning outcomes, realistic expectations and boundaries of the mentoring relationship according to workplace policies and organisation procedures

1.2 Develop mutual trust, confidence, rapport and teamwork in the mentoring relationship

1.3 Develop an agreed plan on how the mentoring relationship will be conducted

2. Facilitate and mentor the delivery of appropriate client

2.1 Encourage opportunities for mentees to self-audit their provision of clinical care and identify workplace

**ELEMENT****PERFORMANCE CRITERIA**

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care

opportunities for further training needs

2.2 Facilitate clinical reasoning discussions about client clinical care needs and outcomes

2.3 Provide appropriate clinical care mentoring advice and/or support to individuals or groups using a variety of methods and technology

3. Oversee the welfare of mentee's who perform clinical skills in the workplace

3.1 Discuss and clarify the risks associated with clinical procedures and the mentee's readiness for provision of clinical care

3.2 Take adequate measures to protect the physical and psychological wellbeing of mentee and their clients when undertaking clinical care procedures

4. Evaluate the mentoring process

3.3 Ensure appropriate workplace opportunity for practice in delivery of the required clinical skill competencies

3.4 Ensure adequate educational follow-up is made available to support the future delivery of the required competencies

3.5 Engage mentee's personal growth through professional development opportunities

4.1 Communicate and document feedback and closure of the mentoring relationship with mentee and relevant management structures

4.2 Evaluate mentoring plans and processes against agreed outcomes and reporting processes and procedures

4.3 Document improvement opportunities for future clinical mentoring programs

**Foundation Skills**

*The Foundation Skills describe those required skills (language, literacy, numeracy and employment skills) that are essential to performance*

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

## **Unit Mapping Information**

No equivalent unit.

## **Links**

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ced1390f-48d9-4ab0-bd50-b015e5485705>

# Assessment Requirements for HLTHPS008 Provide clinical mentoring in the work environment

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## Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must evidence that the candidate has:

- provided clinical mentoring/supervision to at least 1 mentee in the workplace including:
  - fostered mentees learning through their clinical expertise
  - set timeframes to achieve learning outcomes
  - evaluated and reported on clinical skills and care provided by mentee

## Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the work role. This includes knowledge of:

- relevant organisation policies and procedures
- knowledge of clinical skills relevant to the workplace and exceeding that of supervised mentee
- mentoring and coaching techniques and strategies
- how to set the boundaries, timeframe and scope for learning outcomes.
- how to facilitate, monitor and evaluate clinical skills mentoring

## Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions. Where simulation is used, it must reflect real working conditions by modelling industry operating conditions and contingencies, as well as, using suitable facilities, equipment and resources.

Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.

## Links

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