



Australian Government

HLTHPS008 Provide clinical mentoring in the work environment

Release: 1

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Modification History

Release	Comments
Release 1	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. Significant changes to the elements and performance criteria. New evidence requirements for assessment including volume and frequency requirements.

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**

Elements define the essential outcomes

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

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>