The mentoring program in municipal health care in Dalarna, Sweden

- A model for supporting new employeeed nurses' professional role in municipal health care.

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Background

- The municipalities are responsible for the Care of the elderly in Sweden.
- Small number of nurses responsibility for a greater number of older people.
- Nurses have to be able to identify symptoms and signs of illness to make decisions about medical and nursing care.
Background

- The society and health care units are increasing the demands on nurses.
- Newly employed nurses are expected to be able to work independently from the first day of employment.
- Newly graduated and newly hired nurses often experience insecurity.
Purpose for the mentoring program

- To support newly employed nurses enabling them to feel safe in their professional role and ensure patient safety.

- Developed “The mentoring program”
The mentoring model
The headmentor's responsibility

- Appoint a mentor in the municipality.
- Contribute to and convene mentors in their municipality.
- Included in networks.
- Providing feedback and support to other mentors.
- Participate in evaluating and improving the quality of mentoring model.
The mentor's responsibility

- Discuss and sign a contract between the mentor and adept.
- Prepare time for reflection and discussion.
- Be available for questions and concerns from the adept.
- Take part in network with other mentors in Dalarna.
The adept's responsibility

• To be well prepared to meet with the mentor.
• contact their mentors if the need arises.
• working with themselves and their development of their professional role.
Study 1

- Interviews with headmentors mentors and adepts.
- Interview 1: Before starting with the Mentoring model (MM)

Example of the issues

Mentor
How do you begin your role as a mentor?
What expectations do you see your role as a mentor?
Do you feel you need support as a mentor?

Adept
What are your expectations for the mentoring model?
Do you feel you need support in your new profession?
Study 2

• Interviews with headmentors mentors and adepts.
  Interview 2: 1 year after starting

• Examples of the issues
  Mentor
  Has there been as they expected?  
  Was there any self-development? 
  Have they received the support they have needed 
  If they had sufficient skills to be a mentor?

  Adept
  • What experience do you have the mentor's support? 
  • Was there adequate opportunity for feedback / feedback? 
  • Did you have time for reflection?
Preliminary results
Study 1

• The positive effects were: patient safety, the nurses felt more confident and the head mentor and mentor had opportunity to develop professionally.
"It is only positive .. I mean it has to be a security for everybody .. it will be safe for the adept of course.. if she has someone to turn to if there is something .. someone that she trust and have confidence in..” (mentor, 2012)

"the expectations are to provide security in the organization, that we will retain the nurses we got" (mentor, 2012)
Thank you for listening!

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