



Advanced
Practicing
Podiatrists
HIGH RISK FOOT GROUP

**ADVANCED PRACTICING
PODIATRISTS –
HIGH RISK FOOT GROUP INC.**

MENTOR PROGRAM

2013

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Welcome to the APP-HRF group Mentor Program



Julie A. Miller
President, APP-HRF Group

Introduction

This handbook has been prepared as a guide to assist you in your role as a mentor/mentee.

This process will help guide and nurture those podiatrists demonstrating a commitment to developing their skills and knowledge in the management of patients with high-risk-foot conditions. Mentorship is a requirement of APP-HRF Group Inc. Level 1 and 2. There are many benefits to be gained by being a mentor: sharing your clinical experiences, developing your interpersonal and leadership skills and assisting yourself and others in career progression.

We thank you for your commitment to the APP-HRF group and to working with other podiatrists to advance the practice of podiatry in Australia.

Julie

Background of APP-HRF Group Inc.

In 2006, a group of Podiatrists from some of Melbourne's acute public hospitals met to discuss a range of commonalities including assessment and care pathways, and to conduct some collaborative research. This group became known as the **Melbourne High Risk Foot Clinics Collaboration (MHRFCC)**. Discussion took place around the high level of podiatric clinical skill and knowledge required to manage patients with "high-risk feet". As a result, the MHRFCC decided to pursue the establishment of a formal "specialist" professional group to be known as "**Advanced Practicing Podiatrists – High Risk Foot (APP-HRF) Group**", which is now an Incorporated Association with model rules.

Objectives

The primary objective of this group is to gain formal recognition of advanced practice (with the pursuit of specialist training) by the Podiatry Board of Australia, as primary specialists in the management of feet at risk of amputation. This will then allow the general public to be more informed and aware in order to match a podiatrist with an expected level of service. We aim to ensure consumers get high quality best practice care.

Secondary objectives include collaborative research opportunities, networking, and the promotion and development of advanced practice podiatry in Australia.

Framework (NB: Membership structure under review)

The APP-HRF Group Inc. has established a model whereby interested and appropriately skilled and experienced Podiatrists can work towards tiered levels of membership of this national group. Criteria have been developed for each level based on education and experience in the area of high risk foot management. Continuing professional development and mentorship/supervision are also core features.

The founding members of the APP-HRF Group were:

Simone Anastasi, Western Health

Gill Butcher, Southern Health

Julia Firth, St. Vincent's Health

Kerry May, Melbourne Health

Julie Miller, Austin Health

Liz Perry, Alfred Health

Gill Shaw, Caulfield General Medical Centre (Alfred Health)

Jane Tennant, Austin Health and East Melbourne Podiatry

Stephen Tucker, Eastern Health

As at October 2013, the Group has 43 members.

At this stage, the APP-HRF Group Inc has not established or adopted a competency framework for Credentialing. It is anticipated that this would involve specialist training and rigorous peer-reviewed assessment.

Current Committee (following the 2013 AGM):

Julie Miller (President / Communications, VIC)
Matthew Malone (Vice President, NSW)
Stephen Tucker (Treasurer, VIC)
Dr Rajna Ogrin (Secretary, VIC)
Michaela Barron (Education, VIC)
Cara Westphal (Corporate Liaison, WA)
Ewan Kinnear (QLD)
Rebecca Daebeler (SA)

Professional Development

In October 2007, the MHRFCC convened its inaugural National Seminar at St. Vincent's Hospital in Melbourne. 150 delegates from around Australia and New Zealand attended a very stimulating one-day program, centred on advanced podiatry practice (high-risk feet).

In August 2008, The Advanced Practising Podiatrists - High Risk Foot Group collaborated with the Australasian College of Podiatric Surgeons (ACPS) to present the Symposium "Advanced Practice for Podiatry" combining the Surgical Podiatry and APP-HRF perspectives, with Dr. Tom Roukis DPM as keynote speaker. 220 delegates attended this inspiring and highly successful 2 day Symposium which was held at the Treacy Centre in Parkville, Melbourne.

In Aug 2010, the APP – HRF Group held their 2-day conference "Diabetic Foot Disease – The Bigger Picture" at St. Vincent's hospital Melbourne with over 100 delegates and 15 trade exhibitors. The Group's website was launched at this event www.app-hrf.com.au

The website has since been upgraded (as at October 2013) with a specific "members" area with access to professional links and resources, presentations and newsletters.

Research

A small multi-centre study has been undertaken with regard to data collection. This study was accepted for a Poster Presentation at DFCon in LA March 2009:

Ogrin, R. Miller, J. Shaw, G. and Tennant, J. (2008) ***Same problems, same objectives; But are all foot clinics the same? –an audit of two Melbourne High Risk Foot Clinics.***

Why a mentoring program?

The APP-HRF Group Inc. recognises the need for clinical leadership and support of podiatrists pursuing career development in this area. It is therefore a requirement that level 1 and 2 podiatrists be matched with a mentor.

Members will be matched with podiatrists who are similarly located, where possible. The mentorship program can operate by telephone, email and clinical contact with structured or unstructured supervision and support.

The program will empower podiatrists to become more confident in evidence based practice and clinical skill.

Benefits to Mentees:

- Expert guidance and support in career development
- Becoming part of a network of likeminded health professionals
- More enriching and rewarding work experiences
- Increasing access to information and resources
- Increasing the opportunity to build confidence and networking skills
- Increased sense of belonging in a podiatry community
- Exposure to opportunities for research and similar activities

Benefits to Mentors:

- Develop leadership and communication skills
- Pass on knowledge and practical advice and experience
- Assisting in the progression of advanced podiatry practice in Australia

What does mentoring mean?

According to our trusty web dictionary the words mentor and mentee mean the following:

men-tee

1. A person who is guided by a mentor

men-tor

1. A wise and trusted counsellor or teacher.

Goals of the APP-HRF Group Inc. Mentor Program

- Assist podiatrists with their career development in the area of high risk foot
- Enable mentees to have someone to contact with questions or problems relating to advanced podiatry practice – high risk foot.
- Increase podiatrist retention and performance through a supportive mentor network.

- To offer clinical support within the mentoring program. (This does not include assistance with exam preparation or assignment writing).
- Build networks.
- Liaise with the wider APP-HRF Group Inc. for support when necessary or desirable.
- Provide a framework for dissemination of important information via mentors to mentees.
- Ensure quality throughout the mentoring program through the use of central monitoring and questionnaires.
- Build the profile of APP-HRF Group Inc.
- Continually evaluate and review the mentor program based on structured feedback.

Examples of activities that may be undertaken:

Regular phone contact to discuss / share information regarding patient management, evidence based practice, career pathways, conferencing, publications etc.

Face to face meetings to discuss issues such as those listed above or just have a coffee and a catch up!

Clinical observation whereby the mentee attends a clinic session with their mentor and observes things such as wound debridement, pressure-offloading, dressing selection, review of radiology.

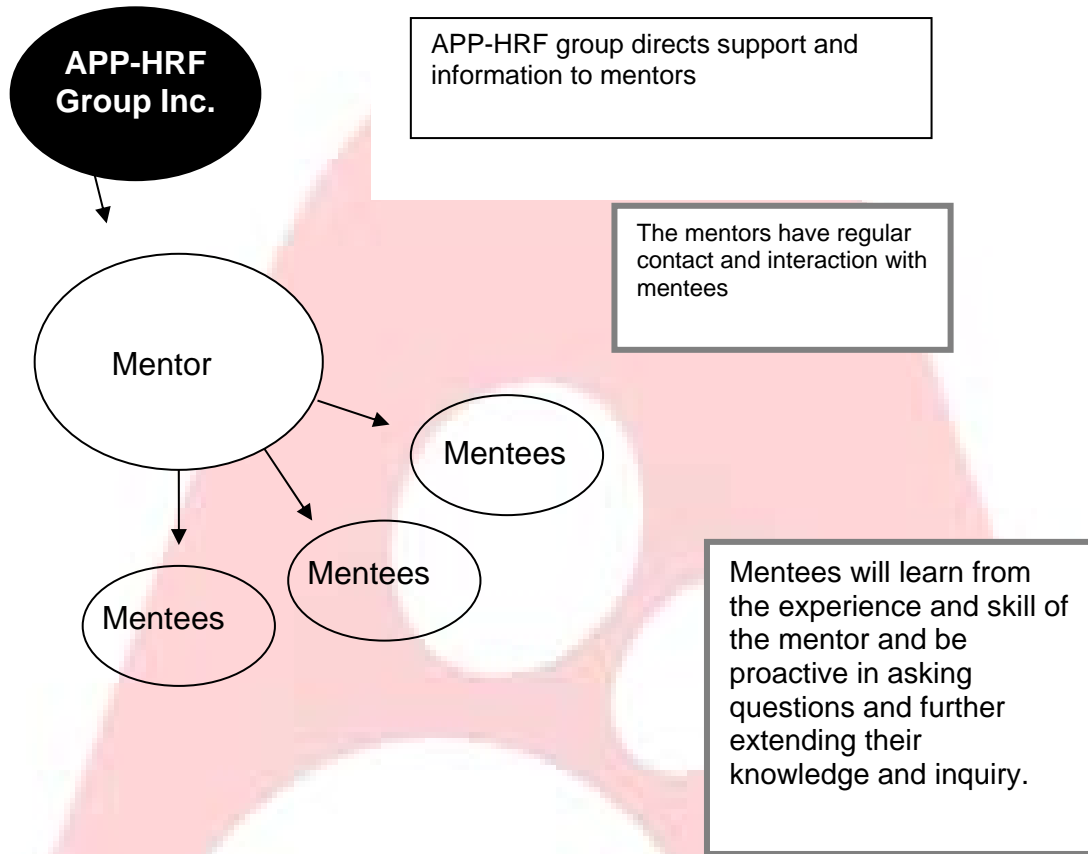
Assistance and support with drafting of abstracts for conference presentations or journal publications.

Sharing of literature / publications related to the high risk foot.

The possibilities are endless!

Structure of mentoring

Each mentoring group will be structured as shown below:



This is a basic structure of the general activity between mentors and mentees. Additional possibilities are up to each group.

Becoming a MENTOR.

Mentors can only provide support and supervision to Podiatrists who are in a level below them according to the APP-HRF tiered structure.

Mentors should have good communication skills and be committed to the mentoring process.

All Mentor / Mentee partnerships will run for 12 months. After this time it is up to individuals to maintain any informal contact if they wish to do so.

The Mentor's role

- Positively respond to contact with the mentees at the beginning of the program.
- Give advice and provide learning support based upon your own experience and evidence based practice.
- Follow guidelines and work in line with the principles of the program.
- Be accessible to mentees.
- Answer questions from your mentees honestly.
- Advise if you are going to be away for some time.
- Actively listen to mentees.
- Motivate and support mentees.

Steps to becoming an APP-HRF Group Mentor.

If you are interested in becoming a mentor for the APP-HRF Group follow the steps outlined below:

1. Complete the MENTOR application form located at the end of this handbook.
2. Forward the completed application form, with a covering letter and a **brief** CV (no more than 2 pages).
 - Your cover letter should tell us why you would like to participate in the program and what you have to offer as a mentor.
 - Your CV will alert us to your experience as a podiatrist (and in other areas) and allow us to match you with a like minded mentee.

Record of contact

All interaction is documented in a log (in general terms). This information helps us to evaluate the relationship and contact between mentor and mentee and will help us plan for future mentorships. At the end of the program we will ask all mentees and mentors to fill out feedback forms. This will also help us to learn the strengths and weaknesses of the program. You may request a copy of this information at the end to understand how you can improve your performance. These results will however be collated anonymously. Any areas for improvement of individual mentors will be held strictly confidential as APP-HRF Group Inc. adheres to privacy regulations in such matters.

The Mentor's role

- Positively respond to contact with the mentees at the beginning of the program. Give advice and provide learning support based upon your own experience and evidence based practice.
- Follow guidelines and work in line with the principles of the program.
- Be accessible to mentees.
- Answer questions from your mentees honestly.
- Advise if you are going to be away for some time.
- Actively listen to mentees.
- Motivate and support mentees.

The Mentee's role

- Contact the mentor at the start of the program
- Participate fully.
- Ask questions when more understanding is sought and use initiative.
- Take responsibility for professional development.
- Take responsibility for own actions after receiving advice.

The mentoring relationship will end at the discretion of the mentor or mentee when objectives have been met at such time that is mutually determined.

Contacts / Website

Website: www.app-hrf.com

Email: app-hrf@ozemail.com.au

Committee members email addresses are on the website.





**APP-HRF Group Inc. Mentor Program 2011
Mentor- Mentee Agreement**

<u>MENTEE</u>	<u>MENTOR</u>
Name:	Name:
Organisation:	Organisation:
Contact: (m) (e)	Contact: (m) (e)
MENTEE OBJECTIVES:	
1. 2. 3. 4. 5. 6.	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Signed:</p> <p>(mentee)</p> </div> <div style="width: 45%;"> <p>Date:</p> <p>(mentor)</p> </div> </div>	