

# MENTORR© Programme

## Bridging the gap for regional research

Ms. Tracey Dermody, Post Graduate Research Support Officer, RANP, RPHN, RNP, RGN. South East Technological University.  
 Ms. Charmaine Scallan, Nurse Midwifery Planning and Development Officer, RM, RCN, RGN. NMPDU HSE Dublin and South East.

### Aim:

- To support regional clinicians in meeting their research and evidence-based practice (EBP) competency requirements

### Objectives:

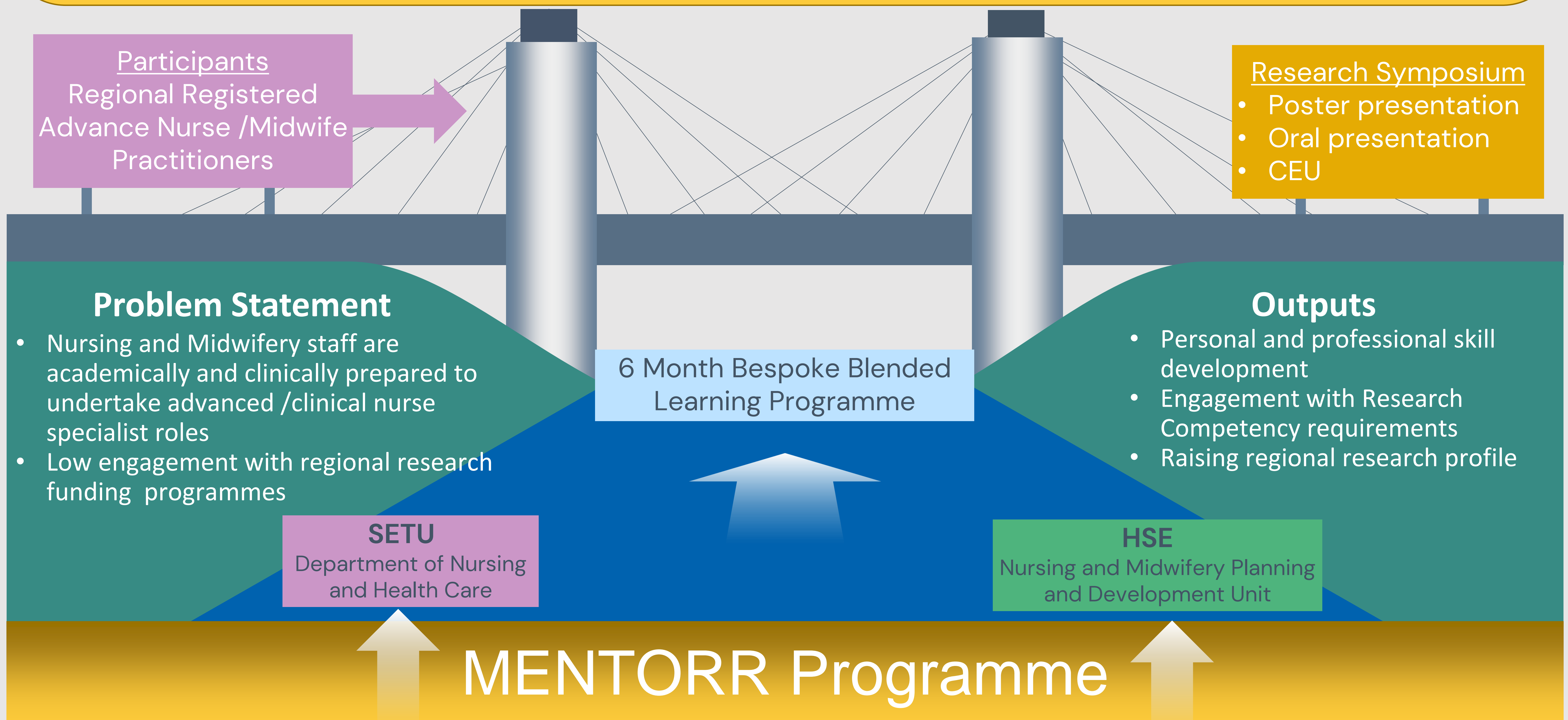
- Develop nurses and midwives' knowledge, skills and attitudes in taking a research idea from initial idea conceptualisation to a working proposal.
- Develop role models in each clinical setting to encourage, motivate, engage and support peers in research/EBP activity.
- Raise the profile and capacity for nurse/midwife led research activity within the region.

### Methodology:

- 12-week blended learning programme designed, developed and delivered by 2 expert facilitators with support from senior HSE staff from the library, research and development, leadership and funding programmes.

Programme design focused on :

- ❖ Fundamentals of clinical inquiry, EBP and research
- ❖ Personal and professional skill development including proposal preparation, presentation skills, poster design and digital skills
- ❖ Engagement with key staff from HSE units who can assist clinicians on/during their research journey
- ❖ Utilising digital technology and digital platforms to create a safe, sustainable learning environment with a repository of resources for participants
- ❖ Provision of new and novel tools to initiate clinical nurse/midwife led research ideation
- ❖ Creating a Community of Practice for clinicians which would support their engagement with research skills development and active participation in clinically focused research



### Evaluation:

- Evaluated using Upton & Upton (2005) EBPAQ, which measures self-reported knowledge, practice, and attitudes towards EBP was distributed pre/post programme
- Focus group with participants based on information provided in programme evaluations
- Preparation of "5 min pitch" for research funding with presentation of an academic poster at a Research Symposium

### Implications for Clinical/Academic Practice

- Employment of digital technology and platforms to scale this pilot
- Enhance staff knowledge, skills and attitudes of research process through CPD
- Reduce the current research–practice gap
- Improve quality of patient-centered care
- Staff retention

### Outcomes:

- Access and provision of a shared learning space
- Benefit of 'protected time' for clinicians to re-engage with the skills and tools to initiate clinical nurse/midwife led research projects
- Introduction and provision of expert led one-to-one mentoring and peer-to-peer support
- Organisational recognition of the positive impact and need for CPD and Mentorship
- CEU for participants
- Achieving reflective practice, digital and research skills

**References:** Upton D, Upton P. EBPAQ. 2005. Upton D, Upton P. Development of an evidence-based practice questionnaire for nurses. *J Adv Nurs.* 2006;53(4):454-458. doi:10.1111/j.1365-2648.2006.03739.x

**Acknowledgements:** Financial support for this programme was provided through HSE/ NMPDU SE Innovation Funding. Academic and resource support was provided by the Department of Nursing and Health Care SETU. Thank you to the guest speakers who generously gave their time to support the programme and finally the participants of the inaugural MENTORR programme.

