

Mentoring in Midwifery

The Mentoring in Midwifery (MiM) program is designed to develop mentoring relationships that expand opportunities for connection, learning, and growth for midwives and midwifery students.

This program was initiated by NSW Health Nursing and Midwifery Office and designed in collaboration with midwifery managers and leaders across NSW. Our vision is to develop and implement an innovative, sustainable mentoring program that can be embedded into midwifery practice and become a normal part of midwifery culture.

The Mentoring in Midwifery program supports the midwifery profession, develops leadership at all levels, and helps in the retention of a strong, confident, and skilled midwifery workforce.

Midwives participating in the program learn how to confidently mentor midwifery students by using a range of tools that facilitate reciprocal learning and professional growth.

'MiM boosts my confidence in who I am and what I bring to the team'

'MiM helps give feedback in an excellent way.'

Midwives/Mentors

'I loved meeting my mentor and making a plan together for the year ahead.'

'I like the resources and have been using them after a shift to help me reflect on my practice and find out how I can improve.'

Midwifery students/mentees

The mentoring model is built on 5 phases where continuous reflection, learning and feedback are woven into the program. The intended outcome is that midwives and midwifery students experience together a sense of security, belonging, purpose, continuity, achievement and significance (The Senses Framework).



<https://www.health.nsw.gov.au/mim>

