Assessment 2

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Clinical Mentoring Plan Report for mental health nursing

# **Introduction**

Adverse effects of drugs and errors in medication are termed as one of the major problems in the setting of a modern hospital, taking into account that it has a major effect on patient safety causing harm that may lead to mortality and morbidity. The stance of the adverse effect of drug is related to failure in adequate administration of drugs. It is evident and significant to note that the clinical other professionals that are working in mental health nursing are more towards patient care taking into account that minor negligence can cause serious complications. Mental health administrator is meant to serve as leader to provide better health opportunities along with administration of other actions that can have either a direct or indirect impact on the patient. It is asserted that there are a number of other fields of clinical setting that are empowered or influenced because of inadequate administration of medication such as the role of a runner, lack of comprehension of prescription etc. (Johnston, et, al. 2017). From last few years, it has been observed that the timeline of error in medication is much highlighted. There are a number of cases in which a patient is doomed to destruction and sometimes death just because of inadequate administration of medication. Such a scenario signifies the importance of administration of medication, especially in the realms of mental health where there is much danger as compared to other fields of healthcare. The purpose of this assignment is to create a clinical mentor plan for the administration of medicines in Mental Health Nursing, with an aim to inculcate strategies and objectives that could mitigate the errorful administration of drugs.

**Structure of report**

# **Literature Review**

Research studies have highlighted that medication is termed as a primary therapy that could help a patient to recover and get back to a normal life. However, there is a relationship of care between the medicine user and nurses that aims at providing such necessities. It is asserted that medicines are administered in accordance with the stance of remedy practices taking into account that it is designed in such a way that all the needs of the patients are addressed. According to Bourke, (2016) there are a number of elements that are to be considered in order to address the administration of medication. It is important for a nurse to have a clear understanding of medicine that is to be given to the patient. There are certain ethics and frameworks to be followed in order to incorporate adequate administration of medicine. One of the prime aspects is the clear identification of the patients so that right entity is given required medicine. After that, a nurse must be well aware of the legal frameworks that are mandatory for keeping legislature enact. It is inferred that there are clear instructions regarding the route of administration, dose and the strength of the patient taking into account that all these formalities are fulfilled. (Bourke, et, al. 2016).

According to Damberg, (2013), it is asserted that there are certain dimensions that are associated with risky behaviour in the realms of mental healthcare. Along with the passage that involves the intervention of medicine, the management of medicine is also a major and critical subfield of drug management. (Damberg, et, al. 2013). It is important to note that a more diverse aspect of drug management highlight that there is a lack of involvement of patients in the drugs that are prescribed to a patient. Both these aspects pave the way for the fact that there is a difference in the management of drugs not only in clinical but in mental health care centres as well, taking into account that in Australia patient receive medication from a trolley that is actually placed near to nurses and other healthcare assistants so that a check and balance can be maintained. A systematic review, addressing medication safety has highlighted that in a number of mental hospitals, errors in medication has been one of the obvious observation. The impression of such errors is so strong that numerous patients are harmed because of it. The most critical aspect is, there is a lack of strong evidence that promotes these errors. However, numerous studies have highlighted that it is the knowledge gap that paves the way for such errors. In accordance with certain rough estimates, the rate of incidents reporting errors in medication may range from 3.3% to 48% involving all the cases of errors and mistaken behaviours. (Johnston, et, al. 2017).

 Quantitative analysis is one of the major approaches that have been used to record the evidence related to medication errors and other complications that highlight gaps in the administration of medicines. It is significant to note that incident report reviews have also added to the body of knowledge taking into account that there is some concrete data that can be used to highlight concerns. An exegetical analysis infers that there is an imbalance of knowing or understanding in terms of runners and the disturbed patients that depicts the complete platform of errors. Lack of responsibility of runner and mismanagement of patients are termed as running heads they may contribute to the issue of unadministered medications. (Bourke, et, al. 2016).

# **Overview of mentee**

My Mentee would be one of my colleagues. She has completed her undergraduate degree in nursing. She is registered to practice as a nurse in the mental health nursing. The prime areas to work during mentoring session would be professional growth and leadership attributes.

# **Overview of mentor and mentee baseline**

Following is the code of conduct that would be utilized in order to achieve the desired goals

## **Mentor goals**

* Incorporate transitional leadership skills that can assert negotiation with patient
* Incorporation of analytical skills so that a nurse can herself understand prescription and decision making
* Administration of medication in terms of prescription to avoid errors in medication and consultation with a specialist
* Route administration so that desired route of medication could be followed
* Legislature information so that a nurse can abide by the legal framework in terms of healthcare

## **Anticipated Mentee Goals discussed**

* Understanding of basics of drug administration within mental health setting
* Application of nursing and medication skills
* Adaptation of leadership skills that can empower personality development
* Understanding of setting to enhance decision making

## **Assumed Mentee Knowledge describes**

* Mentee is aware of a few legal adherences and frameworks that are applicable and mandatory in mental health nursing
* Mentee has a clear understanding of drug administration and its certain dimension
* She is aware of the importance of leadership skills that are necessary to achieve the desired healthcare goals

## **Contextual factors**

There are a number of contextual factors that are to be considered in order to impart a clear understanding of the obligations that are necessary to achieve desired goals

### **Attention and focus**

A nurse must always be attentive and she should have her prime focus strongly connected to the assigned task, taking into account that there is no space for negligence

### **Regulations**

Regulations assert that a nurse should abide by both setting and legal regulations so that desired results can be achieved. Regulations play a central role in the realms of mental health.

### **Patients as a priority**

Mentee would be made clear that a patient should be treated on priority because it is one of the basic attributes of any healthcare setting.

### **Immediate Consultation**

A nurse would be taught to opt for immediate consultation if she has any query, taking into account that any misunderstanding can risk the life of a patient.

## **Potential Difficulties**

Following are the potential difficulties or barriers that can act as a hurdle in the achievement of desired goal

### **Lack of practical knowledge**

Although mentee is well versed in terms of theoretical knowledge she lacks practical knowledge taking into account that there are numerous chances of negligence

### **Lack of opportunities to learn**

As it is a mental healthcare centre with compact framework in which there is a set schedule of role distribution and assigned task so mentee would not be able to learn as a much as she could have learned in a flexible setting. Moreover, there are minimum options for self-actualization, taking into account a structural framework of practice.

### **Issues of time management**

Time management is one of the greatest issues because mentee lacks practical knowledge and she would not be able to attain the level of expertise because of limited time frame.

## **Resources**

Resources to be used are, PowerPoint presentation, handouts, note pad, example prescriptions, and stationery items

# **Outline of objectives**

1. Learning and Practicing leadership skill such as communication and confidences
2. Learning administration of medication by analyzing routes of medication and prescription
3. Building and strengthening the relationship with patient’s for effective goal achievement

# **Issues and Challenges**

Following are the issue and challenges that led to the formation set objectives

## **Error in medication**

One of the major issues that empowered the formation of set objectives is the errors in medication, taking into account that there are a number of cases in which either there is an incorrect route or an incorrect medication. It is one of the issues that hamper and risk the lives of the patients.

## **Misconduct**

Misconduct refers to the inability of a nurse in mental health to carry out her obligations with perfection because of lack of training and the other professional skills. It is a secondary issue that could affect the patient.

## **Misunderstood goals**

Usually, there is misinterpretation in terms of both nurse and patients because of the lack of understanding of situation and discussion making power, taking into account that it is also concerned with passive relationship between patient and nurse. It refers to a common observation that patients don't feel comfortable, where it questions the reputation of the healthcare system.

# **Potential Barriers**

There are a number of recent barriers that can affect the central goals of the mentoring plan

## **Lack of practical approach**

There are two aspects of any practical framework, learning and application of learning. Learning is one of the easiest goals to be achieved while the practical application of whatever is being learnt is entirely dependent on the mentee. It can only be stressed but there is no way out to keep an accountability either these skills are applied or not in the long run.

## **Cohesiveness**

Cohesiveness is one of the potential barriers that mitigate the set goals. It is significant to note that there is a lack of homogeneity in mental healthcare. If a nurse is willing to practice whatever he or she has learnt, it is entirely dependent on the measures of opportunities. Usually, lack of positive relationship with the other work fellows and with care specialist can lead to a highly uncertain and negative environment that affects everyone in that setting.

#  **Questions for Mentee**

* Why is it important to adhere to leadership attributes in the mental health setting even when you have to keep patient at major priority

**Level** **of** **question**: This question is parallel to decision level, taking into account that it involves critical thinking that not only allows review and analysis of whatever is being learned but it direct new opportunities about what else can be done

* How can you synchronize route of medications with the patient?

**Level** **of** **question** it is a reflective level question that can make a mentee recall whatever is learned and to use the most appropriate section. It is dependent on the use of factual information that can involve both feelings and facts.

* How necessary do you think is the framework of adhering to the patient’s condition?

**Level** **of** **question** It is an interpretive level question that can help a mentee to adhere to meanings of the questions and the significance of issues that can direct certain decisions and actions.

|  |  |  |
| --- | --- | --- |
| **Question** | **Level of Question**  | **Objective that is addressed** |
| Why is it important to adhere to leadership attributes in the mental health setting even when you have to keep patient at major priority | Decision Level | Practical application and learning of leadership skills |
| How can you synchronize route of medications with the patient  | Reflective Level | Administration of medication |
| How necessary do you think is the framework of adhering to the patient's condition? | Interpretive Level | Patient-nurse relationship and decision making |

# **Discussion**

There are a number of benefits for mentee taking into account that she will be able to learn a number of new things after the completion of the mentoring plan. It is asserted that improvement of knowledge, skills and abilities would be one of the major attributes because the mentee will be exposed to an entirely new environment where she would learn new things such as analysis of the situations in terms of both patients and the assigned roles. She will come to know about the transition of roles because she has to help herself in different roles in accordance with situations. She will earn communication skills that will not only help her build her personality but it will add to her professionalism as well. Mentoring pan will make her learn to cater to the situation and be responsible in terms of any mismanagement. Career ability and promotion is another benefit that she will avail, taking into consideration that what matters is skill. She will be benefited from her professionalism because she will learn all the skills that can make her a good administrator.

 It is important to note that she will have a clear understanding of her roles within the setting of mental health. The most evident difference that creates a line between mental health and other clinical setting asserting it is the ability of the nurse to determine what role is required of her. A nurse has to shift her role with changing situation, affirming that it is the only thing that can keep her going through all the situations successfully. (Bourke, et, al. 2016). A nurse has to be a human, a nurse and a responsible administer at the same time taking into account that a minor mistake can make her regret and threaten the life of a patient. Professionalism highlights a critical approach towards life where a nurse has to abide by all the relevant codes of the time, she has to adhere to the social, normative and culture association at the same time. She has to be clear about both written and unwritten rules and regulation because it can affect her progress as well as her responsibilities towards the organization. It would not be wrong to say that mentoring will help the mentee to overcome potential threats and failures because of her expertise in her work. She would have critical decision-making power that can pave the way for a supportive environment in which all successes and failures could be administered taking into account that any potential threat can be overcome.

Professional learning and experience is an evident product of the mentoring plan because practising and learning will make her give her best in any kind of setting. The mentoring plan will help her undergo an exegetical analysis of her abilities and other attributes that can pave the way for networking opportunities and opt for the best one. It is signified that the original crux of professionalism and duty rights is satisfaction, nurse will be confident about her actions and she would also be clear about the outcomes. (Kovess-masfety, et, al. 2017). Mentee would be able to reflect on her knowledge with efficiency and expertise because experimentation and practical approach towards theory will make her empower her team as well. She will not only be able to present herself as well as her organization and the team taking into consideration that mentoring plan will encourage a number of perspective and attitude that will reshape her knowledge and approach onwards professionalism. In a nutshell, it can be asserted that mentee would be able to learn all relevant skills and attributes that can make her develop professional approach in which all concerns would be addressed by analyzing the successes and failures adhering to the evaluation of situations and code of conduct in terms of non-confrontational manners and the expected responses.

# **Conclusion**

Administration of medication is a diverse field that is associated with other fields of healthcare setting taking into account that it forms a complete department. In mental health setting, medication administration is associated with “runners”, “routine of medication” and the prescription in accordance with the patient and his ailment. It is one of the major schools of thought in mental health setting because there are mentally ill patient and any carelessness can lead to devastating results. In order to mitigate the increasing ratio of dilemmas that are associated with errors in medication and the increasing number of cases in which life is threatened because of minor careless, “administration of medication” was chosen as the topic of the report. The mentoring plan comprises of one of my colleagues as a mentee who will be taught about the strategies and objectives that can empower the administration of medication by overcoming the complications. It is significant to note that the primary objectives were to incorporate leadership skills, along with adequate channel of medication and a practical approach towards the administration of medication taking into account that the completion of this plan may lead to a professional entity who would be clear about her rights and the responsibilities where professionalism comes first.

The mentoring plan would facilitate active involvement in the setting of healthcare so that required results can be achieved within safe limits asserting effective role shifting and self-actualization that can help to be an adequate and valid decision. The mentoring plan highlights the areas to be considered while administrating education aims at a practical approach that can be incorporated for the achievement of required goals. However, the mentoring plan elaborates the edge between being a nurse and a human being taking into consideration that vision and perspective plays a significant role in the modification of rights and responsibilities that can adhere to the standards of setting. Due importance would be given to the surrounding where legislation plays a major role in determining what is required of a nurse. In a nutshell, it can be highlighted that the reports highlight all the features of an adequate mental health setting accompanied by an evaluation of professionalism that can determine roles and responsivities with respect to the need of the hour.

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