Public Health Association of Australia

The Public Health Association of Australia (PHAA) is recognised as the principal non-government organisation for public health in Australia and works to promote the health and well-being of all Australians. The Association seeks better population health outcomes based on prevention, the social determinants of health, and equity principles.

Key roles of the organisation include capacity building, advocacy and the development of policy. Core to our work is an evidence base drawn from a wide range of members working in public health practice, research, administration and related fields who volunteer their time to inform policy, support advocacy and assist in capacity building within the sector.

PHAA is a national organisation comprising around 1900 individual members and representing over 40 professional groups concerned with the promotion of health at a population level. Membership of PHAA is open to any person who is supportive of the objectives of the Association. These are:

• to advocate for the reduction of health inequalities across Australia and international communities;
• to encourage research and promote knowledge relating to the problems, needs and development of public health;
• to promote and provide a forum for the regular exchange of views and information;
• to promote the development and education of workers in public health;
• to promote, maintain and extend the interest of PHAA’s Branches, Special Interest Groups and any affiliated organisations;
• to promote excellence in public health practice; and,
• to advocate the objects and policies of the Association

Further information about PHAA and membership of PHAA is available at [www.phaa.net.au](http://www.phaa.net.au)

Students and Young Professionals in Public Health Group

The Students and Young Professionals in Public Health (SYPPH) group of the PHAA is a portal for students and young professionals interested in the public health to maintain and expand their professional circles, peer networks and improve their career prospects in public health. The group is led by a dedicated committee of young professionals who act as an advisory for, and oversee the activities of, students and young professionals at a national level, with close links to state branch student and young professional representatives.
PHAA NATIONAL MENTORING PROGRAM

The Public Health Association of Australia invites you to apply to become a mentor or mentee in the PHAA National Mentoring Program. This information pack has been designed to provide an introduction to the program as well as a step-by-step guide on how to participate.

Public health works to promote greater health and well-being of individuals and communities and requires a multidisciplinary approach to address and tackle these important health challenges. As a broad and varied discipline, public health encompasses an enormous variety of research and employment opportunities. As such, it can be difficult for people new to the field (and even for those established in the area) to make decisions about work and study directions.

The PHAA National Mentoring Program coordinates and facilitates the pairing of mentors and mentees in public health. The program runs over the course of 6 months and primarily functions as a way to initiate a mentee-mentor relationship. The program is purposely flexible in design to allow mentees and mentors to work together in identifying the mentoring needs of the mentee and develop corresponding objectives for the mentee-mentor relationship over the duration of the program. The program aims to build the capacity of student and early career members of the PHAA through teaching, training, networking and providing them with appropriate resources.

Participants, both mentees and mentors, benefit from the program in different ways, depending on what they hope to get out of the process. Table 1 shows the likely benefits for mentees and mentors of the mentoring program.

<table>
<thead>
<tr>
<th>Mentee</th>
<th>Mentor</th>
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<tbody>
<tr>
<td>● Opportunity to discuss and seek guidance and advice regarding own career ideas, helping to make more informed choices in the future</td>
<td>● Opportunity to facilitate the mentee’s professional growth</td>
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<tr>
<td>● Opportunity to meet a public health practitioner with experience in your area of interest</td>
<td>● Revitalised enthusiasm and affirmation of role as an experienced worker</td>
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<td>● Advice on resources relevant to your area/s of interest</td>
<td>● Further develop interpersonal and communication skills</td>
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<td>● Enhanced professional development and increased confidence</td>
<td>● Gain experience in explaining the scope and skills of your work to a different audience</td>
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<td>● Exposure to new ideas and perspectives</td>
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Table 1: Benefits of the mentoring program
How to become involved

PHAA invites members to become involved in the mentoring program, either as a mentee or mentor. Please read the following section to determine if you are eligible and how to apply for the program.

Are you eligible?

Careful selection and matching of participants in the mentorship program is critical to maximise the benefit of the mentoring process. If you are interested in applying for the PHAA National Mentoring Program (either as a mentor or mentee), you will need to consider your eligibility by looking at the criteria in Table 2.

<table>
<thead>
<tr>
<th>Mentee</th>
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<tr>
<td>To be eligible to apply as a mentee you must meet the following criteria:</td>
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<tr>
<td>- A current individual member of PHAA</td>
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<td>- Either:</td>
<td>- More than three years working in public health</td>
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<td>- A current postgraduate or final year undergraduate student</td>
<td>- Strong interpersonal and communication skills</td>
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<td>studying public health or related field; or</td>
<td>- Access to a network of appropriate referrals and/or contacts</td>
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<td>- An early career public health practitioner/researcher seeking</td>
<td>- Genuine interest in helping to further the mentee’s education and/or career</td>
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<td>mentorship; or</td>
<td>- Preparedness to maintain confidentiality regarding discussions with mentee</td>
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<td>- A professional transitioning within their career or seeking</td>
<td>- A commitment to the mentoring process over the duration of the program</td>
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<tr>
<td>professional development opportunities</td>
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<tr>
<td>- A commitment to the mentoring process over the duration of the program</td>
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Table 2: Eligibility Criteria
What is expected of you as a mentor or mentee?

As a mentee you are expected to be:

- Willing to commit to the six-month mentoring program and maintain regular contact with your mentor over this duration
- Sensitive to the constraints (e.g. time) of your mentor
- Focused on developing your skills that will help you meet your identified goals for the mentoring program through drawing on the expertise of your mentor
- Respectful in maintaining confidentiality and boundaries in all aspects of the mentee-mentor relationship
- Honest about the outcomes of the program

As a mentor you are expected to be:

- Willing to commit to the six-month mentoring program and maintain regular contact with your mentee over this duration
- Focused on building your mentee’s skills in order to achieve the goals identified during the mentoring program
- Respectful in maintaining confidentiality and boundaries in all aspects of the mentor/mentee relationship
- Sensitive to the needs of your mentee
- Honest about the outcomes of the program

How to apply

If you meet the criteria in Table 2, please register your interest in becoming involved in the program by completing the mentee or mentor application form. Please submit your completed application with your CV in one single PDF file and return to sypph@phaa.net.au with the subject line ‘Application to the PHAA National Mentoring Program’ by 31st May 2020. We encourage Aboriginal and Torres Strait Islander members to apply.

The information you provide on this form will help to ensure that you are matched with the most appropriate mentee/mentor available to suit your needs/interests/experience. The more we know about your mentoring needs, the easier it will be to identify a suitable mentee/mentor. Therefore, please take some time when filling it out.
Assessment of applications

The PHAA National Mentoring Program will accept up to 30 mentee/mentor pairs in 2020. Each state/territory have a reserved number of places in the program for mentees to ensure mentees across Australia are offered the opportunity to participate.

Applications for mentees will be assessed based on the strength of the application in regard to applicants’ expression of the significance participation in the program will contribute to their career progression and goals as will be addressed in the application forms. Places within the program are also limited to the capacity of available mentors to be adequately paired to mentees. Therefore, the appropriateness of available mentors to mentor in the mentees identified area of mentoring interest will also be considered. Applications for mentors will be assessed based on the suitability of their experience and identified areas of knowledge in topic areas to be matched to mentees.

Applications will be assessed and mentees will be matched with mentors based on the mentee’s areas of mentoring interest and the mentor’s areas of demonstrated knowledge and experience. PHAA will notify applicants of the outcome of their application by 15th June 2020 and successful applicants will be provided with information about their mentor/mentee.

PROGRAM OUTLINE (brief)

The program has been designed to be flexible to meet the individual mentorship needs of mentees. The nature of the mentee-mentor relationship and the activities undertaken during the program will therefore differ for each mentee-mentor pair. While the amount of contact between mentee and mentor will differ between pairs, it is encouraged that a monthly meeting is arranged at the least. If the mentee-mentor pair are located nearby, we recommend attempting to make use of meeting face-to-face when possible. For mentee-mentor pairs not located nearby, we recommend the use of video conferencing (i.e. Zoom or Skype). However, we do understand that this may not be possible every month, so please use other forms of communication such as telephone and email if you are unable to meet face-to-face or via video conference. Although the formal mentoring program runs for a six month period, you may wish to continue this partnership after the program ends.

While the activities will differ between mentee-mentor pairs, each pair will be required to follow the process below. Note that should you undertake the program, further information and support will be provided to guide you through these processes.

1. Mentees and mentors will be sent a Letter of Acceptance into the program, which will include the contact details of your mentee/mentor.

2. The mentee will complete Section 1 of the Mentorship Objectives Form.

3. At their first meeting, the mentee and mentor will work together to complete Section Two of the Mentorship Objectives Form.

4. The mentee should submit the completed Mentorship Objectives Form by 3rd July 2020.
5. The mentee and mentor will meet approximately once a month over the six-month period.

6. One month prior to the program end date, mentee and mentors will receive a program evaluation form.

ENQUIRIES

If you have any questions about the PHAA National Mentoring Program please contact the Students and Young Professionals in Public Health (SYPPH) Committee: sypph@phaa.net.au

Acknowledgement

The Public Health Association of Australia acknowledge that the PHAA National Mentoring Program has been developed based on the Student and Early Career Mentorship Program, a state-based variation of the program which has been running in South Australia since 2004. The state-based program was initially developed and delivered by the PHAA South Australian Branch in conjunction with the South Australian Branch of the Australian Health Promotion Association. The Public Health Association of Australia acknowledge and thank the numerous volunteers who have dedicated their time to the development and delivery of the previous state-based program.

Disclaimer

Please note that mentors and mentees enter this program at their own risk and the PHAA takes no responsibility for any loss or damage, financial or otherwise, to person or property directly or indirectly resulting from any persons participating in the program. Also, the views of the mentors are not necessarily those of the PHAA and PHAA does not accept responsibility for the information exchanged between mentor and mentee.

“Learning from someone who is so experienced and willing to support me. I would never have had the courage to approach a mentor such as mine without this process.”

“For my job search, I used multiple strategies and different resources. One of the most useful ones was to join Public Health Association of Australia National Mentoring Program...During our on-line and off-line meetings, [my mentor] shared a wealth of knowledge, brainstormed different career options, introduced me to the experts in the field, mocked interviews and emotionally supported me. Thank you so much!”

“Perfect balance between structure and accountability from PHAA and freedom + flexibility to create the mentoring relationship that made the most sense to the mentor/mentee.”

– 2019 PHAA National Mentoring Program participants