



## Position **Preceptorship** statement

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### **The purpose of this position statement is to outline key considerations in relation to Preceptorship in professional practice**

Preceptorship is described as an educational relationship intended to provide role modelling, clinical support, clinical teaching and socialisation to the work environment. This is considered different to mentorship or professional supervision.

There is a national NZ framework for nursing preceptorship programmes in place for nurses and their employers to ensure consistent standards and programme transportability.

Participation in a preceptorship programme leads to improved nursing recruitment and retention, effective orientation and socialisation of the new employee, improved staff satisfaction and an increased level of safe clinical practice.

The process of preceptorship involves an individual support programme for nurses new to area / department / hospital in which the preceptor and preceptee work together on a one to one basis for a specified period of time. The preceptee is allocated to a preceptor to familiarise them with the work area and unique practice requirements.

The roles and responsibilities of the preceptor include; role modelling, skill building, socialisation, assessment and feedback. We consider that preceptors require formal preparation and should demonstrate the following skills and attributes:

- clinical expertise and experience
- willingness to work with learners
- ability to give effective feedback
- effective communication skills
- ability to function as a role model
- knowledge of adult learning principles

Preceptorship is a formal relationship and requires rostered time and appropriate workloads to enable effective outcomes for the new staff member

Preceptorship is essential for the safe, effective integration of beginning practitioners and the principles can also be applied across the continuum of student to advanced practice roles.

Preceptorship fits within a risk management framework by ensuring a safe, effective, comprehensive introduction into the clinical workplace

### **Nurse Leader Considerations**

- Organisations should align their preceptorship programmes to the national framework.
- Models of care, nursing staffing establishment levels and rosters must ensure preceptorship of new staff including a period of clinical workload sharing, release for



preceptor programme attendance and opportunities for preceptors / preceptees to review progress.

**Key Documents**

Preceptoring for Excellence; National Framework for Nursing Preceptorship programmes (2014)

Specification for Nursing Entry to Practice Programme (MOH / HWNZ)

Trede F., Sutton K., Bernoth M., (2016). Nurse education today. Vol. 36, p.268-74.