

## Preceptorship

### Introduction:

Preceptorship has been designated in SALPN Regulatory Bylaws as an approved source of continuing education portfolio hours.

Hours for preceptorship are allocated as follows:

8 hours per week of preceptorship up to the maximum claimable hours of 16 This document defines preceptorship in the context of the SALPN Regulatory Bylaws.

LPNs have a professional obligation to support learners to gain skills and competence in a practice setting, and to assist them to integrate as functioning members of the health care team. The LPN profession depends upon expert and qualified Licensed Practical Nurses to share their knowledge, skills and practical experience. As part of their professional obligation, LPNs are encouraged to promote the growth of the profession and support learners to develop and refine competencies and gain clinical experience. LPNs can gain knowledge and leadership skills and find preceptoring to be a rewarding and enriching experience.

### Accountability

While supervising the learner, the preceptor is accountable both for sharing appropriate nursing knowledge and for maintaining safe, effective and ethical client care. The preceptor's primary responsibility, as in any practice setting, is to the client. The preceptor is responsible for evaluating the learner's knowledge and competence and for identifying if the learner requires additional theory and/or clinical to successfully complete the program. The LPN who accepts a preceptor role must understand and be competent in any activity that they supervise and the preceptor must adhere to the Standards of Practice and Code of Ethics as adopted by the Saskatchewan Association of Licensed Practical Nurses.

### Definition

Preceptor - A preceptor is an experienced and competent LPN who acts as a role model and resource person and guides the clinical development of a student on a one-to-one basis. The preceptor ensures client safety and facilitates a learning environment that orientates the learner to the professional expectations of the role of the LPN.

## Preceptor Role:

- Acts as a role model and demonstrates a high level of nursing knowledge and competence;
- Adheres to professional standards of practice and code of ethics;
- Conducts his/herself in a manner that reflects favorably on the practical nurse profession;
- Demonstrates excellence in nursing practice;
- Assists the learner with an understanding of practice standards, scope of practice, relevant legislation and policies;
- Provides necessary supervision;
- Evaluates learner progress and identifies if learner progress is satisfactory or unsatisfactory;
- Reports learner progress accurately to appropriate instructor;
- Understands his/her role expectations from the educational institution;
- Helps the learner apply knowledge in the clinical setting and helps them to develop as a contributing member of the health care team;
- Establishes and maintains a supportive relationship of respect and trust and collaborates with the learner in planning learning experiences; and,
- Is willing to give his/her time and knowledge.

## Definition:

Learner - A learner is a person enrolled in a nursing program; or a regulated member enrolled in a specialized practice program.

## Learner Role:

- Respects the safety and well-being of the client;
- Recognizes his/her knowledge, skills and abilities, limits of responsibilities, legislative authority and supervision requirements;
- Identifies objectives and learning needs;
- Is accountable for the quality of care he/she provides within established objectives; and
- Contributes in a positive manner to the learning experience.

## Summary

Nurses are expected to share their nursing knowledge and expertise with learners. Effective communication between those involved in the formal support system ensures a successful educational experience for the learner and for participating LPNs, and ensures that the client receives safe, effective and ethical care.

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## References:

*LPN Preceptor Role: (21-Sept-05), The College of Licensed Practical Nurses of Alberta*

*Mission Statement, Philosophy & Objectives, Code of Ethics (April 2004) Education Preparation and Standards of Practice (April 2004)*

*Practice Guideline: Supporting Learners: College of Nurses of Ontario*

*Preceptor & Mentor Initiative for Health Sciences in BC: (2003 HBD Designs)*

*Professional Standards for LPN Preceptors: College of Licensed Practical Nurses of Newfoundland & Labrador*

*SALPN Policies*

*SALPN Position Statements*

*Saskatchewan Association of Licensed Practical Nurses. (2013) Regulatory Bylaws. Regina*

*The Statutes of Saskatchewan. (2000) The Licensed Practical Nurses Act, 2000. Regina.*