



Practice Guideline

# Preceptorship

Saskatchewan Association of Licensed Practical Nurses  
2208 E Victoria Ave, Regina Saskatchewan S4N 7B9  
[practice@salpn.com](mailto:practice@salpn.com)

**Preceptorship: Practice Guideline**

First Issued: September 2007

Previous Revisions: September 2016

Current Revision: September 2021

Approved by: SALPN Council

Department responsible for review: Professional Practice Standards and Ethics

Copyright ©2021 Saskatchewan Association of Licensed Practical Nurses (SALPN)

*The legislated mandate of the Saskatchewan Association of Licensed Practice Nurses is to protect the public through the regulation of Licensed Practical Nurses.*

*Practice Guidelines are documents that help LPNs understand their responsibilities and legal obligations to enable them to make safe and ethical decisions when practicing. They provide an outline of professional accountabilities and relevant legislation ("Standards & Guidelines", 2021)*

## Introduction

A preceptor is an experienced Licensed Practical Nurse (LPN) who provides supervision during clinical practice and facilitates students in applying theory to practice (What is a Preceptor?, 2021).

Preceptorship occurs when an experienced and competent LPN acts as a role model and resource person to a student enrolled in a practical nurse education program. This LPN guides the clinical development of a practical nursing (PN) student on a one-to-one basis to facilitate the transition from student to LPN. In addition, the LPN preceptor shares their knowledge and skills and guides the PN student while performing their usual duties.

LPNs are professionally obligated through the [Standards of Practice](#) to support learners in developing and refining the competencies needed for safe, competent, and ethical practice<sup>1</sup>. LPNs with an opportunity to provide mentorship and preceptorship to a PN student are expected to support learners in gaining skills and competence in a practice setting and assist them in integrating as functioning members of the healthcare team.

LPNs can gain knowledge and leadership skills by precepting a PN student, and many will find the experience enriching and rewarding.

## Responsibilities for the LPN

The LPN preceptor ensures client<sup>2</sup> safety and facilitates a learning environment that orientates the PN student to the professional expectation of the role of an LPN. When supervising the PN student, the LPN preceptor is accountable for sharing appropriate nursing knowledge and maintaining safe, competent, and ethical care in accordance with the Standards of Practice, the [Code of Ethics](#), and employer policies.

The LPN who accepts a preceptor role must understand and be competent in any activity that they supervise. An LPN preceptor cannot allow the PN student to work outside the Professional Scope

---

<sup>1</sup> 2020 Standards of Practice for Licensed Practical Nurses in Canada, Indicator 1.10, *LPNs provide leadership to support and/or participate in mentoring and preceptorship.*

<sup>2</sup> The term client is comprehensive to include client, patient, and resident.

of Practice<sup>3</sup> or the parameters established by the nursing school. The PN student is also expected to work within the scope of the unit/facility in which they are being precepted.

The SALPN does not regulate PN students, and learners do not work under the LPN preceptor's license. However, PN students are accountable to the client, educational institutions, and clinical placement organizations. If or when a PN makes an error, examining the error's context is important. LPNs are not accountable for decisions or actions of other care providers when those actions are unknown or unforeseen. As such, an LPN is not accountable for the PN student's actions if their accountabilities to ensure safe client care were met and if the LPN had no way of knowing the error would occur (Supporting Learners, 2021).

The LPN preceptor evaluates the PN student's knowledge and competence and identifies if the PN student requires additional theory or clinical experience to complete the practical nursing education program. In addition, the LPN preceptor is responsible for communicating any student-related concerns to the school where the student is enrolled.

LPNs are expected to share their nursing knowledge and expertise with PN students. Effective communication within the formal support system ensures a successful educational experience for the PN student and the LPN preceptor. In addition, it ensures that the client receives safe, competent, and ethical care.

## Continuing Education Portfolio (CEP) hours

Precepting a PN student is considered a continuing education activity and can be reported for CEP hours by the LPN preceptor. Refer to the CEP program information on the [SALPN website](#).

## Additional resources

[Preceptor Education and Support in Saskatchewan](#) – A compilation of training modules and resources for preceptors

## References

[Standards of Practice for Licensed Practical Nurses in Canada](#). (2020). Saskatchewan Association of Licensed Practical Nurses.

[Code of Ethics for Licensed Practical Nurses in Canada](#). (2013). Saskatchewan Association of Licensed Practical Nurses.

[Continuing Education Portfolio \(CEP\) Program, Legislative Interpretation](#). (2021). Saskatchewan Association of Licensed Practical Nurses.

[LPN Practice in Saskatchewan, Legislative Interpretation](#). (2019). Saskatchewan Association of Licensed Practical Nurses.

[Preceptor Education and Support in Saskatchewan](#). Saskpreceptors.ca. (2021).

---

<sup>3</sup> Professional scope of practice is defined by the SALPN as the full range of roles, functions, and responsibilities a regulated professional is authorized to perform within licensure and is expected to do so safely, competently, and ethically. (“LPN Practice in Saskatchewan, Legislative Interpretation”, 2021)

[Preceptorship, Legislative Interpretation](#). (2016). Saskatchewan Association of Licensed Practical Nurses.

*Preceptor Orientation Guide. Practical Nursing Program CLIN 242 Experience*. (2021). Saskatchewan Polytechnic.

[Regulatory Bylaws](#). (2021) Saskatchewan Association of Licensed Practical Nurses.

[Standards & Guidelines](#). (2021). College of Nurses of Ontario

[Supporting Learners](#). (2021). College of Nurses of Ontario

[What is a Preceptor?](#). (2021). Dalhousie University.