

Preceptor selection criterion essay examples

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Preceptor Selection Criterion

Work dissatisfaction with intrinsic and extrinsic job factors is contributing to the problem of nurse shortage (Wisotzkey, 2011, p. 15). Organized preceptor programs for new and recently graduated nurses have been shown to be effective in reducing intent to leave and nurse turnover (VanWygreen & Stuart, 2009). The success of the preceptor program hinges on the selection and training of nurses with good preceptor characteristics. The selection of preceptors should be guided by a rigorous pre-set criterion whose components should include:

- Nurse/preceptor certification/licensing in the state/region of practice: Only licensed nurses should be selected as preceptors and where possible, nurse preceptors should attend short training courses and receive appropriate certification. Preceptor training is essential because most often preceptors are selected on the basis of their clinical expertise yet precepting requires more than that. A good preceptor for instance must be able to teach others.
- On-job clinical experience of not less than two-three years: preceptors must be able to role-play appropriate nursing skills which are acquired through training and clinical experience (VanWygreen & Stuart, 2009).
- The nurse preceptor to be employed by the same health facility as the nurse recruits and if possible, to be working in the same department/unit: This enables preceptors to spend adequate time with their preceptees and in effect, more comprehensive precepting without creating staff shortages in hospital units or over-burdening the preceptor (VanWygreen & Stuart, 2009).
- A signed contract to the effect that the preceptor agrees to adhere to

written preceptor guidelines as defined in the nursing training program:

every preceptor program should be guided by written guidelines. The selected preceptors must agree to abide to the conditions stipulated in such guidelines.

- The preceptor should have negative history of significant clinical adverse events during the preceding one year: selected preceptors should have a good clinical history so as to inspire preceptees. They should also not have any disciplinary issues.

- Commitment to the philosophy and mission of the organization and nursing: the preceptor must share in the mission and vision of the organization and have the desire to see the nursing profession grow through the training of new nurses.

- Proficient and passionate about teaching: Good preceptors enjoy teaching others and are passionate about promoting the growth of nursing by nurturing and training new nurses/ students. Good communication skills: A preceptor should have good written and oral communication skills to be able to convey information correctly and in a timely manner. A preceptor should also be able to provide feedback to preceptees in a constructive manner, be open and receptive to questions, and foster good first impressions (VanWygreen & Stuart, 2009).

- Safety net: Good preceptors are able to act as a safety net for patients, they know what to expect, when to intervene, when to let go, and are capable of handling mistakes. and able to role-play appropriate paramedic skills.

In summary, the preceptor selection program should include the following

requirements, nurse/preceptor certification/licensing in the state/region of practice, on-job clinical experience of not less than two-three years, the nurse preceptor to be employed by the same health facility as the nurse recruits and if possible, to be working in the same department/unit, a signed contract to the effect that the preceptor agrees to adhere to written preceptor guidelines as defined in the nursing training program, the preceptor should have a negative history of significant clinical adverse events during the preceding one year amongst others.

References

VanWygreen, K. & Stuart, S. (2009). Increasing new graduate nurse retention from a student perspective. RN Journal.

Wisotzkey, S. (2011). Will they stay or will they go? Insight into nursing turnover. Nursing Management, 15-18.