



Crumlin | Temple Street | Tallaght | Connolly

CHI NURSING EDUCATION GUIDELINE ON THE CRITERIA FOR PRECEPTORS FOR NURSING STAFF AND STUDENTS

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Criteria for the Role of Preceptor to Nursing Staff and Students

This guideline outlines the criteria by which nurses in CHI may act as preceptors for nursing staff and students. The Nursing & Midwifery Board of Ireland outline the role of nurses to:

*'support junior colleagues and nursing, midwifery and other healthcare students in the learning and on-going development of their professional values, practice and conduct [...] In [the] role of guiding and directing student nurses or midwives, [the nurse] must take responsibility for the care they provide. This involves supporting learning, teaching, supervising, assessing practice and taking action to address concerns where they are identified.'*¹

All registered nurses, whether they are engaged in a preceptor role or not, have a responsibility to engage with and support nursing students:

*'Each registered nurse/midwife has a duty to provide students with clinical support to help them question, analyse, reflect upon their practice and develop autonomy in decision-making to enable them become safe, caring competent nurses/midwives.'*²

- Each nurse is obliged and contractually bound to be actively engaged in the preceptorship of junior staff nurses and undergraduate, seconded and post registration nursing students.
- A preceptor is a Registered Nurse employed by CHI who provides clinical and professional support to junior colleagues and students.
- A Registered Nurse eligible to act as a preceptor will:
 - i. be deemed appropriate to act as a preceptor by individual Clinical Nurse Manager (CNM) and/or Clinical Nurse Education Facilitator (CNEF).
 - ii. have attended Preceptorship training
 - iii. have at least **6 months*** experience as a registered nurse on the ward/unit where they will be required to precept nursing students or registered nurses[#]
- In some situations, e.g. where there are professional or performance issues, a CNM/CNEF may deem that it is not appropriate for a registered nurse to act as a preceptor for a period of time. The rationale and conditions for this will be clearly articulated to the registered nurse.
- Nurses will complete Preceptorship Refresher Training on a 3-yearly basis, e.g. HSEland Preceptorship Programme online or local refresher programme.³
- Registered nurses must be up to date with, or be booked to attend, their mandatory training requirements before undertaking preceptorship training. If, due to specific service requirements, this is not possible, it must be decided on a case by case basis by their line manager if it is appropriate for the registered nurse to act as preceptor.

*Where a nurse has less than 6 months' experience in a ward/unit, the CNM/CNEF may determine/deem that the nurse may act as a preceptor, taking into account his/her previous experience.

[#]In some specialist areas, a nurse may be required to have longer than 6 months' experience before becoming a preceptor. This is at the discretion of the CNM / CNEF.

¹ Nursing & Midwifery Board of Ireland (NMBI) (2021) *Code of Professional Conduct and Ethics for Registered Nurses and Midwives*. NMBI: Dublin

² Nursing & Midwifery Board of Ireland (NMBI) (2020) *National Quality Clinical Learning Environment Professional Guidance Document: Guidelines on Key Points that maybe considered when developing a National Quality Clinical Learning Environment*. NMBI: Dublin

³ This training cycle will be reviewed in 2025, following the move to the new hospital.