



**Service Priorities and Programmes**  
**Electronic Presentations**

**Convention ID:** 1004

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**Enhancement the Competency of Clinical Preceptors**

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**Keywords:**

Competency

Clinical Preceptors

**Introduction**

Nursing shortages are the key issues and are particularly evident in medical and geriatric care during the period of summer surge and winter surge in Hong Kong. Safe nursing practice is essential for retaining and developing the nurse graduates. However, nurse graduates were unprepared to perform basic skills and lacking the ability to connect their classroom experiences to real-life clinical practice (Nursing Executive Centre, 2005).

Improving the nursing competencies of nurse graduates are vital to reduced nurse turnover and increase patient safety (Bette, 2012). The clinical preceptors could serve the dual role of experienced ward nurses and clinical teachers in the clinical areas.

**Objectives**

Training needs analysis for the clinical preceptors was conducted by Nursing Services Division (NSD) of Pamela Youde Nethersole Eastern Hospital (PYNEH) that 47% (314) of clinical preceptors had not received any preceptor training. Thus, a half-day training programs for clinical preceptor were prepared and conducted so that the clinical preceptors could be equipped with basic knowledge and skills on performing the roles and responsibilities as competent clinical preceptors.

**Methodology**

Four 3-hour training programs were conducted from 28 March to 08 November 2017 consisting of two parts: lectures and case study sharing. There were totally 99 participants who were clinical preceptors, had not received any relevant training. The nursing lecturers from HKU & CUHK were invited to deliver the lectures on teaching and learning theories, coaching skills, communication skills and clinical supervision skills. For the case study sharing, the participants could share their preceptoring experiences on the following aspects through audio-tape (voices from Preceptees), videos, case study and discussion.

preceptors' weakness and difficulties

how to be a "good preceptors"

importance of preceptors

any changes or support for a good preceptor

The 3-hour training programs were evaluated by the clinical preceptors. The evaluation composed of 6 items rating on a 6-point Likert scale from 1 "Strongly Disagree" to 6 "Strongly Agree".

## **Result**

There were 92 clinical preceptors (response rate 92.9%) completed and returned the evaluations. The evaluation consisted of 6 close-ended questions and open-ended comments. The mean score ranged from 5.0 to 5.2. Apart from 3-hour training programs, PYNEH NSD had promulgated other Preceptorship Programs to enhance the competency of clinical preceptors. These implementations included conducting departmental-based one-hour update and sharing session for preceptors, developing structured clinical-based preceptorship framework, recognizing the contribution of clinical preceptors, appointing the clinical preceptors, recruiting part-time nurse preceptors for nurse graduates. With the effective Preceptorship Program, the nurse graduates could integrate and develop their clinical competence with safe practice, increase their job satisfaction, and in turn reduce the nurse turnover.