



Service Priorities and Programmes
Electronic Presentations

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Preceptorship Scheme for Enrolled Nurse (EN) in Grantham Hospital

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Introduction

Reopen the training school for EN, increased the number of fresh graduated EN in clinical area.

Objectives

The implementation of the preceptorship scheme for EN aims to enhance preceptees' professional competence and confidence. The best method that promotes preceptee ability is working with an experienced preceptor in the actual clinical work environment, sharing and learning through feedback and review.

Methodology

The scheme is a new policy for new graduated EN started from 2012. From January 2012 to January 2013, a total of 17 newly graduated ENs and 15 preceptors had participated in the scheme. The scheme consists of 3 parts: Orientation, Daily Operation & Clinical Guidance. All parts of the scheme are listed in the evaluation form. All items in the evaluation form are assessed by APN / preceptor in the first three months of employment. Ratio of preceptor and preceptee is 1:1. On the first two week, preceptor and preceptee will be paired up at work. In the following several weeks, paired shifts is arranged as far as possible. At least three face-to-face interviews are done at the beginning, middle and end of the scheme by the preceptor in order to achieve the purpose of accurate assessment of preceptee. During the interviews, preceptee is encouraged to give frank feedback and preceptor provides suggestion to preceptee.

Result

To evaluate the effectiveness of this new design preceptorship scheme, questionnaire was sent to preceptee and preceptor. The score range of the questionnaire is between 0 and 5: the higher the score the more effectiveness the scheme is. (0 – strongly disagree, 5 - strongly agree). Positive result was found both from the preceptees' and preceptors' questionnaire. Overall comment of the scheme from preceptee and preceptor were shown as below: Preceptees' Comment The program

helps you in adapting new role and environment. (Score 3.88) The program improves your knowledge and skills in clinical areas.(Score 3.94) The program is useful for you.(Score 3.5) Total 3.84 Preceptors' Comment The program helps preceptee in adapting new role and environment (Score 3.93) The program improves preceptees' knowledge and skills in clinical areas. (Score 4) The program is useful for preceptee. (Score 4) Total 3.86 Conclusion The positive result from the questionnaire showed the preceptorship scheme for EN enhances preceptees' professional competence and confidence. The preceptorship scheme for EN can be suggested to HKWC and HA hospital.