

The New Zealand Occupational Health Nurses Association Preceptor Programme



Consider This

Preceptors are needed to prepare the next generation of Occupational Health Professionals to fill a gap in our dwindling workforce

To ensure we have a consistent flow of trained professionals following in our steps that meet the NZOHNA/Nursing Council range of competencies.

Why Preceptorship?

Under the District Health Board's of New Zealand Nurse Entry to Practice (NetP) and Nursing Council Competencies and Standards programmes must have trained Preceptors to facilitate this process within a recognised Preceptor Programme

http://www.dhbnz.org.nz/Site/Future_Workforce/Nursing-Midwifery/Nursing-Projects/NETP/Documnets.aspx



Rethink
refresh
regroup

United We Work Better

**What do we do in our
roles as
Occupational Health
Nurses ?**

**Who are the others
who can do these
jobs?**

What are the Unique Saleable Skills of an Occupational Health Nurse

**Wide range of clinical, knowledge and hands
on, experience with:**

Nursing Input

Diagnosis and Treatment

Established working relationships with Doctors

Trusted member of a community/workforce

WHAT MAKES US UNIQUE

We understand the concept of:

Work – Worker – Workplace

and

Occupational Health Nurses go into, understand
and have a systematic approach to analyse a
workplace

*“Occupational Health Nurses are the
“Key to a Healthy Workplace”*

Who are our Key Stakeholders who have an interest in what we do as an organisation?

Nursing Council

Ministry of Health

Directors of Nursing

Employers

Employees

Range of other Health Professionals

Occupational Health Nurses “Working in Partnership for all your Occupational Health Needs”

What do we need to do as a Professional Group of Health Providers to ensure we are back here again next year still employed, still leading the field of Occupational Health as a highly respected professional body.



Is this a BIG ask?

NO its not

We are pretty much there now

The Preceptor Programme is a two way learning Process

**“By learning, you will
teach; by teaching, you will
learn.”**

Latin Proverb

Knowledge

Experience

Wisdom



Can you Recall When You First Started In Occupational Health?

What was your welcome?

What did you get for an orientation into the role?

**Did you jump or were you pushed in at the deep
end?**

Was that a fair way to learn the role?

**In today's economic climate can our
old ways be accepted by those following
in our footsteps?**

Occupational Health Nurse Pre-ceptors can teach their peers/students about their professional practice experiences, thus enhancing both their own learning and the students' learning.

In addition, preceptors can improve their professional skills by learning from a peer or trainee nurse at their practice site.

The Proposed Preceptor Programme

**We aim to have Trained Preceptors in each region of
our group who will use the Preceptor Package**

for

Preceptee's

who are either

New Graduates or Student Nurses

and

Established Occupational Health Nurses

Preceptors

Are experienced Occupational Health Nurses who want to become preceptors or who are already established preceptors.

Training is available via District Health Boards in most regions and is free

Preceptee
New Graduates and Student Nurses
or
Established Occupational Health Nurses
as individuals or in peer review groups
who need to up-skill to meet their
Nursing Council competency
requirements

The Benefits

**The Cost of Preceptorship outweighs
the recruitment and retention costs.**

as

**Recruiting and employing can take 2
years of wages to get an Occupational
Health Nurse up to speed with a great
deal of clinical downtime.**

Preceptorship allows on the job training and Supervision

**1:1 Preceptorship hours count towards
your own Professional Development
Training**

The Preceptor- Preceptee Package

Designed on the Counties Manukau Package
but tailored to Occupational Health needs.

and will be used in conjunction with

e-Learning package

DVD

Expertise and knowledge of ones peers

Handouts of the package available for those interested

Yes You can do it!

Occupational Health Nurses who are reluctant to serve as preceptors may think that they don't have the skills to work with preceptees or that precepting would require too much of their time.

Meeting the expectations is not always easy for any of the parties..



REAILITY CHECK

THE TRICKY QUESTIONS

But I am Busy

The reality is that every day is a busy day in the Occupational Health setting.

"The challenge facing current OHN's is to work smarter, not necessarily harder, and to evaluate the cost-benefit ratio of our teaching strategies and application of technology

But I am Self Employed

The Majority of us are but do we really want those people who we listed as our challengers to take over our role?

The Plan for the Future

Post Conference

Set up a small working group to co-ordinate candidates for preceptorship training

End of 2010 early 2011 have Preceptors trained and ready to take on Preceptees

Establish and commence a Pilot Programme with new Occupational Health Nurses

**The Preceptor Programme requires a
Clinical Supervisor to oversee the project**

Review of the whole process 6 monthly

**Tweaking and refining as we go with input
from both preceptor and preceptee and
co-ordinating team**

Reflect

**The Preceptor Programme
for Occupational Health
Nurses is
a path to cementing our
future in the health
industry**

**PASSION for our Profession
COMMUNICATION amongst Ourselves
EXECUTION as a United Front**

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RESULTS