The New Zealand Occupational Health Nurses Association Preceptor Programme
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 NZOHN/NA/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.

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 Preceptors 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..
REALITY 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

= RESULTS