

The Relationship between Preceptorship, Induction and Probation

It is worth noting that the process of preceptorship does not replace the need for induction. These both serve different purposes, although they can run in parallel. The purpose of induction is to provide all employees with a good understanding of how the organisation works, including its principles, values and objectives. Its function is also to ensure that all employees have the knowledge, skills and attitudes necessary to perform their role in a safe, person-centred working environment. During preceptorship the value of induction and orientation is further enhanced for the preceptee. The preceptor acts as a role model and resource to enhance the preceptee's confidence and further develop his/her competence and critical-decision making ability during this period. The preceptorship process also continues to augment the professional socialisation which begins during the mentorship period and which is further enhanced during supervision.

Furthermore, it is important to recognise that the process of preceptorship is **NOT** a:

- *Substitute for organisational performance management processes*
- *Replacement for managing fitness to practice*
- *Period in which the preceptee is not accountable or responsible for his/her actions or omissions*
- *Replacement for mandatory training*
- *Replacement for induction or probation.*

To prepare nurses and midwives for the preceptorship process on which they will embark once they enter employment as a nurse, midwife or scphn for the first time, the pre-registration curriculum will include introduction to the preceptorship process. This should ensure that preceptees gain an understanding of their role, responsibilities and the benefits of preceptorship. It is recommended that the optimum time for this to take place is when students are in the university setting, being prepared for their penultimate or final clinical placement.