Precepting The “New” Nurse
Orientation and Competency for Oncology Nurses
Kerry Mahar RN, MSN, AOCN
Dana Farber Cancer Institute
Boston MA

Objectives
- Describe the considerations required to orient new and experienced nurses to an oncology setting
- Identify the important characteristics and skills a preceptor needs to facilitate orientation to the work place
- Describe the resources and technology available to new nurses and their preceptors

Definitions
- Orientation
- Competency
- Preceptor
- Mentor
- Adult Learning

Copyright © 2011 Oncology Nursing Society. All rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopy, without permission in writing from ONS.
New and Not so New Nurses

- New graduates
- New graduates with previous work
- Travelers

New and Not so New

- Transfer from another area
- Older nurses, new roles
- Foreign educated nurses
- LPNs, assistive personnel
- Students
- Faculty

Orientation

- Competency
Orientation

- Socialization
- Transition

Competency

- Competency Based Orientation Program
- Identifying relevant competencies
  - Job description
  - Regulatory/accreditation Agencies
  - Prioritizing

Competency Evaluation

<table>
<thead>
<tr>
<th>Competency</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>EKG Theory</td>
<td><em>EKG theory</em></td>
</tr>
<tr>
<td>Anatomy</td>
<td><em>Anatomy</em></td>
</tr>
<tr>
<td>Proper Lead Placement</td>
<td><em>Proper Lead Placement</em></td>
</tr>
</tbody>
</table>
| EKG Settings | *EKG Settings:*
| Filter | *Filter* |
| Paper Speed | *Paper Speed* |
| Gain | *Gain* |
| *Using Retrospective Recording | *Using Retrospective Recording* |
| Data Entry | *Data Entry:*
| ID | *ID* |
| Demographics | *Demographics* |
| Comment Field | *Comment Field* |
| Changing LOC field | *Changing LOC field* |
| Editing in File Manager | *Editing in File Manager* |
| Troubleshooting | *Troubleshooting:*
| Eliminating Artifact | *Eliminating Artifact* |
| Replacing Clips/Wires | *Replacing Clips/Wires* |
| Loading Paper | *Loading Paper* |
| Pacer/Magnet Check | *Pacer/Magnet Check* |
| Special Situations | *Special Situations:*
| Use of High-Adhesive Electrodes | *Use of High-Adhesive Electrodes* |
| Remote | *Remote* |
| Rhythm Strips | *Rhythm Strips* |
| Pedi Lead Placement | *Pedi Lead Placement* |
| Right Chest Placement | *Right Chest Placement* |
| Data Management System | *Data Management System:*
| Transmissions | *Transmissions* |
| Downtime Procedure | *Downtime Procedure* |
| Edits | *Edits* |

Signature ____________________________ Signature of Instructor ____________________________
Preceptor

- Clinical Expertise
- Interest
- Characteristics

Preceptor

- Stages of learning
  - Novice
  - Advanced Beginner
  - Competent
  - Proficient
  - Expert

Mentor

- Improve Skills
- Admire/Look up to
- Not on the spot
- Relationship for life
Adult Learning

- Andragogy
  - Need to know
  - Self concept- self directedness

Adult Learning

- Experience
- Readiness to learn
- Motivation to learn

The Role of the Preceptor

- Who
- How
- What
- Help!!
Role of the Preceptor

• How
• What
• HELP!!

Functions of the Preceptor

• Communication
• Modeling
• Feedback

Functions of the Preceptor

• Delegation
• Advocacy
• Support
• Mentor

Copyright © 2011 Oncology Nursing Society. All rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopy, without permission in writing from ONS.
Tools and Resources

• Manager

• Clinical Nurse Specialist

• Senior staff

Simulation and Beyond Learning Labs

E Learning
Summary

References

- Bastable, Susan. *Nurse As Educator: Principles of Teaching And Learning For Nursing Practice*. Jones and Bartlett. 2002
- Lockhart, Joan. *Unit-Based Staff Development for Clinical Nurses*. ONS. 2004