



POSITION STATEMENT: DEVELOPING NURSES

SUMMARY: Every nurse has a role in the professional development of current and future nurse colleagues. Nurses learn to provide safe, evidence-informed, quality care to patients through the acts of precepting and mentoring.

NURSING DEVELOPMENT: The professional designation of a nurse is the result of collaboration between Academic Institutions, Regulatory Colleges of Nursing, and Service Delivery Organizations. Competent clinical nursing care arises from a workplace culture that contributes to nursing development. Building a sustainable workforce requires a culture that embraces opportunities to precept and mentor students and nurses.

Nurses as members of a self-regulating profession are responsible to:

- Act as a mentor, coach, preceptor and/or resource to students, nursing colleagues and other members of the health-care team
- Nurses share their knowledge and provide feedback, mentorship and guidance for the professional development of nursing students, novice nurses, other nurses and other health-care providers (Canadian Nurses Association, 2017 Edition, p. 17)

PRECEPTORSHIP: A preceptor provides guidance and expertise to both undergraduate and graduate students to help set and meet learning objectives in progress to achieving a nursing designation.

Examples include:

1. **Undergraduate Students:** An undergraduate nursing student is a student who is pursuing a degree of higher education at a college or university.
2. **Undergraduate Nursing Employee (UNE):** The UNE is an unregulated member of the interdisciplinary team, who is supervised by a registered nurse or a registered psychiatric nurse.
3. **Graduate Students:** A graduate nursing student is a student who's pursuing an advanced degree after having earned their undergraduate degree such as a Nurse Practitioner, Masters' degree or PhD.
4. **Nurses in Role Transition:** Established nurses will often choose to transition to new nursing roles that are of interest but unfamiliar to them. Many nurses require the support and guidance of a preceptor to facilitate the transition to a new role successfully.
5. **Supervised Internationally Educated Nurses (SIEN):** The SIEN is a supervised internationally educated nurse position which provides the opportunity for eligible internationally educated nurses IENs to enter practice sooner, in a supervised capacity, with registration as student practical nurses (SPNs), while waiting for access to final course requirements.

MENTORSHIP: Mentorship can be formal and informal interactions that support new and novice nurses. Nurses who mentor exemplify the skills that influence incoming staff. Continued positive exposure, fostering learning and promotion of collegial interactions help to actively support a novice's growth and development.

Examples include:

1. **New Graduate Nurse:** "a person who is registered in the graduate nurse membership class and who holds a valid certificate of practice" and/or a nurse within their first year of practice.

Formal Mentorship of new grad nurses is recognized through additional monetary compensation through terms set out by the MNU Collective Agreement.



Works Cited

Canadian Nurses Association. (2017 Edition). *Code of Ethics for Registered Nurses*. Ottawa: Author.

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