

TRANSITION TO PRACTICE, PRECEPTORSHIP AND MENTORSHIP FACT SHEET

The Nova Scotia College of Nursing (NSCN) is the regulatory body for licensed practical nurses (LPNs), registered nurses (RNs), registered psychiatric nurses (RPNs) and nurse practitioners (NPs) in Nova Scotia. Our mandate is to protect the public by promoting the provision of safe, competent, ethical and compassionate nursing services by its registrants. The term nurse in this document refers to LPNs, RNs, RPNs and NPs unless otherwise stated.

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Our practice support tools are developed using current reference material. The source of this material is available upon request.

Transition to Practice

Transition to a new practice environment is an important time in the career of any [nurse](#), particularly nurses who are new to the Nova Scotia health care system. The collaborative efforts of regulators, employers, and nurses both new and currently working in Nova Scotia will contribute to a successful transition to safe, competent and ethical practice for all.

Newly licensed nurses in Nova Scotia meet the competencies required for entry-level practice and qualify to write the approved regulatory exam and meet all other licensure requirements.

Transition to practice programs for nurses must continue to evolve to match the changing health care environment. Whatever the practice context, nurses must be well prepared to function safely and competently in new practice settings and when accepting new roles and [responsibilities](#).

Nurses new to the NS health care system should be provided with a transition to practice program that guides their integration into the system and may include language and cultural transition guidance. Such guidance could include basic information about living and working in NS.

All nurses require appropriate supports to transition to practice. At the same time, all nurses are responsible to ensure that they have the [competencies](#) required for any position, and employers have the responsibility to provide transition programs that are effective in assisting nurses meet their role expectations

A well-planned, effective transition to practice program will contribute to safe and effective care for [clients](#), nurses and employers.

Mentorship and Preceptorship

All nurses as indicated in their respective [standards of practice](#) have an [accountability](#) to provide leadership to [mentor](#) and support others.

	LICENSED PRACTICAL NURSES	REGISTERED NURSES	REGISTERED PSYCHIATRIC NURSE	NURSE PRACTITIONERS
APPLICABLE STANDARD	Standard 1 Professional Accountability and Responsibility	Standard 4 Professional Relationships and Leadership	Standard 4 Leadership and Collaboration in Quality Psychiatric Nursing Practice	Standard 2 Leadership and Advocacy
WHAT IT SAYS	Provide leadership to support and/or participate in mentoring and preceptorship (1.10)	Act as an effective role model, resource, preceptor, coach and/or mentor to clients, learners, nursing peers and colleagues (4.7)	Mentors colleagues, system partners and others for the advancement of psychiatric nursing practice, and quality health care and build public trust in the profession (4.5) Acts as a leader teacher and role model to students, beginner practitioners and colleagues, supporting, instructing and/or mentoring them in their professional development (4.7)	Act as role models and mentors to registered nurses, other nurse practitioners, students and other health professionals (2.4)
WHY IS THIS RELEVANT?	All nurses have an accountability to demonstrate professionalism and support other nurses and colleagues in learning and transitioning into their roles.			

A key component of any transition to practice program is a well-designed preceptor program, in which employers

assist preceptors to develop the competencies they require to guide staff within the designated time period.

Beyond a formal preceptor program, new nurses will require the support of their more experienced colleagues. This may occur in a more formalized mentorship relationship, or may look informal in the day-to-day work within the practice context.

Preceptors and mentors require organizational support to be effective leaders.

Support within practice environments, especially from nursing colleagues, is critical for transitioning nurses, to effectively bridge the gap between their nursing role outside of, as well as within NS. Time is required to establish professional relationships and learn new practice norms.

Nurses currently working in NS can support their transitioning colleagues by sharing their nursing and health care culture knowledge and expertise. Transition to the workplace occurs not only in formalized transition programs but also in part by observing other nurses in practice and within the social network of their workplace.

Nurses who are new to NS may be reluctant to reach out to their nursing colleagues. They may feel that they are a burden on already-taxed practitioners, feeling their self-confidence is threatened, and a concern over acceptance by colleagues should the new nurse be seen as unknowledgeable or inexperienced. This reluctance to seek assistance may present client safety concerns, therefore nurses should work with their employers to create a safe environment for nurses learning and transitioning.

Key Points

- Effective transition to practice programs are essential in supporting nurses who are new to the NS context of practice.
- NSCN, employers, nurses new to NS and those nurses currently working in NS all play an important role in transition to practice resulting in safe, competent, and ethical nursing care.
- Transition to practice programs should include competencies required for any new position, as well as language and health cultural transition supports as required.
- All nurses have an accountability to provide leadership to mentor and support others.
- Beyond a formal preceptor program new nurses will require the support of their colleagues. This may occur in a more formalized mentorship relationship, or informal in the day-to-day work within the practice context.
- New to NS nurses need to feel supported to ask questions and seek support from their colleagues to foster a safe and quality practice environment.

Suggested Reading

- [Position Statement: Cultural Humility and Safety](#)
- [Transition to Practice: Practice Guideline](#)