

# INNOVATIVE PRECEPTORSHIP INITIATIVES

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Institution: Tamale West Hospital

For: Best Preceptor Award Submission – GRNMA

## **1. USE OF DELIVERY TRACKER FOR ROTATION NURSES AND MIDWIVES (2023/2024)**

### **TAMALE WEST HOSPITAL**

#### **USE OF DELIVERY TRACKER FOR ROTATION NURSES AND MIDWIVES 2023/2024**

##### **BRIEF OVERVIEW OF THE TRACKER**

This delivery tracker is a document that is designed to be used at the labor room by all rotation nurses and midwives who are expected to conduct deliveries under supervision at the labor room. With this tracker, a senior midwife shall serve as a mentor to a rotation nurse or midwife and is the one responsible to counter-sign on the document per each supervised delivery by the rotation nurses as having taken part in the delivery process.

##### **PROBLEM STATEMENT**

As a preceptor and a coordinator for the rotation nurses in the hospital, I have over the years observed that from the labor ward we have no document to rotation nurses to show as proof of actually taking part in deliveries when signing their logbooks with the N&MCEC, the Matron and the Chief Nursing Officer. This has resulted in some service personnel not meeting their required deliveries as required with the Nursing & Midwifery Council.

**PURPOSE:** To track supervised deliveries conducted by Nurses and Midwives at Tamale West Hospital.

##### **TRACKER FEATURES**

The features include:

Name of personnel

I.D Number of patient

Date of delivery

Name of patient

Sex of baby

Signature of personnel

Signature of supervisor

## **TARGET DELIVERIES**

As required by the Nursing & Midwifery Council for rotation Nurses and Midwives. It is expected that:

**NURSES:** Conduct 10 rotations per a rotation nurse.

**MIDWIVES:** 30 deliveries per a rotation midwife.

**BENEFITS:** Improve Accountability: Enhance tracking and monitoring of deliveries.

Enhance Performance: Encourages nurses and midwives to meet targets.

## **IMPLEMENTATION PROCESS**

- Discussed plan with Matron and In-charge of labor ward.
- Engage with staff of labor ward through the ward in-charge.
- Conducts orientation on the tracker to all midwives at the labor ward.
- Orientate all newly posted rotation nurses and midwives.
- Full Implementation roll out on 2023/2024 July batch and shall continue same for subsequent batches.

## **EVALUATION AND MONITORING**

Regularly monitors and review tracker data for improvement.

**By: Joel Dawuni Sebiyam**

**(Preceptor)**

## **2. PEER-TO-PEER PRECEPTORSHIP PROGRAMME FOR NURSING STUDENTS**

### **TAMALE WEST HOSPITAL**

#### **PEER TO PEER PRECEPTORSHIP PROGRAMME FOR NURSING STUDENTS**

##### **Main Objective:**

To provide supportive learning environment where nursing students can share knowledge, skills and experience, promoting professional growth and development.

##### **Program Goals & Objectives**

- To provide supportive learning
- To shape and develop the attitude of students towards professional learning
- To pair more experienced students with less experienced ones to sharpen their skills.

##### **PROGRAMME FRAMEWORK & TIMELINES**

- The programme shall come in the form of practical and focus group discussions.
- Each group shall have a membership of at least 10 – 15 students.
- These students shall be made up of different schools in each group.
- The groups shall be guided and coordinated by the clinical coordinator who shall also serve as a preceptor to the various groups.
- The groups shall be meeting twice every week, that is Tuesdays and Thursdays.
- The duration of a group shall largely depend on the number of clinical days or weeks assigned to the students from the school.

##### **PARTICIPANTS SELECTION & MATCHING**

- Recruit volunteer Nursing students (junior and senior students).

Match students based on:

- Clinical experience.
- Learning style and preference.
- Availability and scheduling.

- Ensure diverse representation.

## **PRECEPTORSHIP STRUCTURE**

- Peer preceptorship will work in pairs or small groups.
- Establish regular meeting times.
- Encourage open communication, feedback and reflection.

## **PROGRAMME IMPLEMENTATION**

- Orientation session for participants:
- Overview and expectations.
- Communication and conflict resolution strategies.
- Confidentiality and professionalism.
- Ongoing support and evaluation.
- Regular meetings with coordinators
- Feedback and evaluation forms.
- Continuous quality improvements.

## **EVALUATION AND SUSTAINABILITY**

- Regulating access program effectiveness and participant satisfaction.
- Gather feedback and suggestions for improvement.
- Develop strategies for sustaining the program including:
- Securing funding and resources.
- Recruiting new participants and leaders.
- Integrating the program into existing hospital preceptorship structure.