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RNPA Proposal 31, October 5, 2023

Section 8.23 - Preceptor/Clinical Partner Role and Pay Differential

1. Preceptor differential of ~~one~~ **five** dollars (**\$5.00**) and ~~seventy-five (\$1.75)~~ per hour will be paid to a ~~Clinical Nurse or Psychiatric Nurse~~ **all RNPA represented classifications** with established preceptor competencies and only on the hours they are assigned to precept. This differential shall not be included for the purposes of computing overtime rate and other penalty premiums (i.e. Weekend Off Provision, holiday pay) or paid on overtime shifts.

Precepting includes training/teaching/**orienting/shadowing** nurses who: Change specialty or transfer into a new specialty; new graduate nurses and interim permittees; **new nurses to the SCVH** and nursing students in their externships.

The differential does not apply to time spent ~~orienting new employees/staff; teaching new equipment or new skills.; or working with nursing students during their routine clinical rotations.~~

For the purposes of this section, a preceptor is a ~~Clinical Nurse III or Psychiatric Nurse II~~ **any RNPA represented classification** assigned to function as a role model, teacher, and evaluator for a specific nurse. ~~On a case-by-case basis, the preceptor role may be assigned to a Clinical Nurse II.~~

2. The preceptor role is voluntary. A ~~Clinical Nurse or Psychiatric Nurse~~ accepting assignment as a preceptor agrees to the role, duties, and responsibilities outlined in the role description for a preceptor.

3. To be eligible for this differential, a preceptor must have been assigned in writing by the preceptor's manager or designee pursuant to this Section to function in the role for a specific nurse.

4. A preceptor must also have successfully completed the preceptor training program and preceptor competencies. The structure, objectives, and content of the formalized training

Footnote 1: Kaiser- \$3 (Section E, 517, p. 10, Good Samaritan- \$5 (Section 3211, p. 66), Stanford \$3 (Section 7.10.1, p. 15), El Camino Hospital- 5% (Section 7a, p. 18)



program and the amount of formalized training shall be determined by the hospital.

No ~~Clinical Nurse or Psychiatric Nurse~~ shall be assigned preceptor duties prior to completing this training program. ~~On a case-by-case basis, the hospital may~~ will waive the requirement that a preceptor complete the preceptor training program in order to receive the preceptor differential when a nurse is assigned by their manager or designee to precept.

5. The preceptor differential shall not be allowed in computing payments at the time of termination.

Footnote 1: Kaiser- \$3 (Section E, 517, p. 10, Good Samaritan- \$5 (Section 3211, p. 66), Stanford \$3 (Section 7.10.1, p. 15), El Camino Hospital- 5% (Section 7a, p. 18)