



Methodist Hospital and Minnesota Nurses Association Tentative Agreement 4/02/2019

Section 23. ORIENTATION

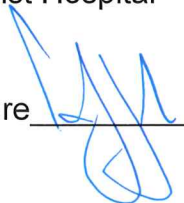
Subsection B.

Clinical Resource Mentor Preceptor:

1. To be considered and selected for a position of a Preceptor Clinical Resource Mentor, an RN must have worked on the unit for at least six months. It is preferred that the RN work authorized hours of 48 to 80 per pay period in order to ensure regular presence, knowledge, and understanding of nursing practice at Methodist Hospital. Authorized hours of less than 48 may be considered if the nurse has consistently worked more hours than authorized for the past six to 12 months to equal or greater than 40 hours per pay period. If a nurse has recently reduced hours to less than 48, the nurse's worked hours will be evaluated within one year to ensure regular presence, knowledge, and understanding of the hospital. Casual and per diem staff are typically not eligible for the CRM Preceptor role unless they meet the above criteria.
2. To be selected for a position of a Preceptor CRM, the nurse must also demonstrate knowledge and nursing clinical competence, effective communication skills, teamwork, professionalism, and leadership skills and qualities.
3. If selected as a Preceptor Clinical Resource Mentor, the nurse must complete the Clinical Resource Course offered by the hospital.
4. Annually, the Nurse Manager and CRM Preceptor will evaluate the nurse's ability to continue in the role of the CRM Preceptor based on the needs of the unit, skills and competency, and also considering such factors as the nurse's demonstrated interest in the role, professionalism, and leadership skills and qualities.
5. The value of the stated guidelines notwithstanding, it is not the intent of the guidelines to serve as a barrier to assuring that each unit have enough CRMs-Preceptors.

Methodist Hospital

Signature

 4-8-19

Minnesota Nurses Association

Signature

 4.8.2019