



Get the best start

Graduate Nurse Program at Western Health



Western Health

OUR VISION

Together, caring for the West,
our patients, staff, community and environment.

OUR PURPOSE

Working collaboratively to provide quality health and well-being services for the people of the West.

OUR VALUES

- Compassion** - consistently acting with empathy and integrity
 - Accountability** - empowering our staff to serve our community
 - Respect** - for the rights, beliefs and choice of every individual
 - Excellence** - inspiring and motivating, innovation and achievement
 - Safety** - working in an open, honest and safe environment
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OUR PRIORITIES

- Safe and effective patient care
 - People and culture
 - Community and partnerships
 - Research and learning
 - Self-sufficiency and sustainability
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Western Health is the leading healthcare service and the major public provider of acute health services for people living in western metropolitan Melbourne.

Our network provides a comprehensive range of health and well-being services to people living in the west through our three acute public hospitals located at Sunshine, Footscray and Williamstown. We also provide residential aged care services at Melton South, transition care services at Hazeldean in Williamstown, Drug Health Services based at Footscray, and day-only medical and surgical services at Sunbury Day Hospital.

Western Health provides clinical expertise and leadership across a comprehensive range of services including pregnancy and newborn care, children's and adolescent health, gynaecology, cancer, alcohol and drug dependency, aged care, heart and kidney disease, palliative care, surgery and emergency care. We are a renowned teaching facility with a strong commitment to training the allied health professionals, nurses, midwives, doctors and health professionals of the future.

Our services embrace an inspiring and vibrant community, which is culturally rich and diverse, and often with people that are vulnerable and in real need. We care for one of Australia's most rapidly growing populations, who speak more than 100 different languages and dialects, and every day our care is shaped by the needs and requirements of each individual.

In developing our services, we recognise that societal and environmental factors, such as poverty and pollution, contribute to a higher incidence of an ever-growing number of diseases. Western Health is a leading advocate for improving health outcomes in the west and our ground-breaking research focuses on the diseases and risk factors that burden our community in greater numbers than any other.

With significant support from the Victorian Government, Western Health has commenced an extensive capital development program that seeks to match the quality of our facilities with our care.

In partnership with the University of Melbourne, Victoria University and the State and Federal Governments, the Western Centre for Health Research and Education opened in 2011 providing a state of the art training and research facility based at Sunshine Hospital. This iconic and contemporary looking building incorporates laboratories, libraries, lecture

theatres and clinical skills facilities and provides Western Health staff with a dynamic centre in which to work and learn.

In addition, in collaboration with the Peter MacCallum Cancer Centre, a world class Radiation Therapy Centre is now located at Sunshine hospital, providing cancer treatment services for patients in the west, for the very first time.

Our newest facility the Acute Services Building at Sunshine Hospital opened on 25 February 2013. Add to this the introduction of further services at the Sunbury Day Hospital and new staff will soon see that Western Health is one of Victoria's most exciting and dynamic healthcare workplaces.

Western Health at Footscray

Western Hospital is a 360-bed acute teaching and research hospital responsible for providing a comprehensive range of inpatient and outpatient acute health services. The hospital conducts research in areas such as gastroenterology, emergency care, oncology, respiratory medicine and sleep disorders. Two of Western Health's latest Centres for Excellence, the Centre for Cardiovascular Therapeutics and the Centre for Oncology and Gastroenterology, are based at Western Hospital. Western Hospital also provides some of the most advanced diagnostic imaging equipment available in Melbourne, including 2 64 slice CT scanners and a state-of-the-art Magnetic Resonance Imaging (MRI) facility. The Western Hospital is only 10 minutes from the CBD.

Western Health at Sunshine

Sunshine Hospital is a major general hospital in Melbourne's outer west with approximately 400 beds. Already renowned for its comprehensive range of services including women's and children's services, aged care and rehabilitation services, the hospital underwent a major redevelopment in mid 2001 to establish adult acute services. This project included the addition of a general emergency department, a general medical unit and palliative care facility, as well as the expansion of aged care and rehabilitation services. Sunshine Hospital's emergency department, incorporating a paediatric service, is one of the busiest general emergency departments in the state. Sunshine Hospital is located only 20 minutes from the CBD, just off the Western Ring Road.

The new state of the art four-level Acute Services Building offers a range of services, including:

- ▶ 128 inpatient beds (including 16 post-natal beds, enabling mothers still requiring midwifery care to be closer to their babies)
- ▶ New outpatient clinic rooms
- ▶ 26 cot special care nursery
- ▶ 30 same day medical beds
- ▶ Diagnostic labs and clinical support offices.

The Acute Services Building enables Western Health to establish a comprehensive health service in the western suburbs, ensuring we can continue to care for our growing communities.

Western Health at Williamstown

The Williamstown Hospital is the oldest community hospital in Melbourne. Hospital staff and the community celebrated the hospital's 110th birthday in 2004. The 86-bed hospital offers a comprehensive range of inpatient and outpatient services including general surgery, general medical and allied health services. The Williamstown Hospital is located just 500 metres from the beach and 15 minutes from the CBD. The Hospital is located across the road from the railway station.

Western Health at Sunbury

In February 2011, Western Health officially opened the Sunbury Day Hospital, which provides a wide range of services including day medical, day surgical, dialysis treatment and a number of specialty clinics. The facility includes two operating rooms capable of undertaking endoscopy and other surgical procedures.



100% of Western Health's computer matched graduates received one of their top three rotation preferences

Graduate Nurse Program

Aim

The aim of the Graduate Nurse Program (GNP) is to facilitate the continuing professional development of the graduate practitioner of nursing. The program facilitates consolidation of undergraduate preparation, particularly integrating theory to practice and further development of professional, clinical and competency skills. To assist this we offer support through three four-month rotations. Each graduate completes a combination of rotations including one specialty rotation.

Intakes

- ▶ January
- ▶ May

Conditions of Employment

Successful registration with the Nursing & Midwifery Board of Australia via Australian Health Practitioner Regulation Agency (AHPRA) as a Division One Registered Nurse.

In 2014 Western Health will offer part-time (64 hours/fortnight) positions.

The Western Health GNP consists of 53 weeks of rotating shifts.

Annual Leave

Five weeks of paid annual leave will be taken throughout the graduate year, as per the nurses award. Graduates will need to negotiate leave with the relevant nurse unit manager. Graduates are required to take annual leave in each of the 3 rotations – 2 weeks in 2 of the rotations and 1 week in the other rotation.

It is advisable to have annual leave dates approved **prior** to finalising any personal travel arrangements.

Clinical Rotations

Western Health offers 3 rotations during the 12-month program to assist the GN in formulating an individualised career plan for the future. This includes 2 general consolidation rotations and one specialty rotation. You will be asked to nominate your rotation preferences when you present for the GNP interviews at Western Health.

Clinical Areas

Participants can choose from a wide selection of rotations during the GNP at Western Health:

- ▶ Acute Aged Care
- ▶ Acute Medical Admitting Unit
- ▶ Coronary Care Unit
- ▶ Day Procedure Unit
- ▶ Drug & Alcohol Community Health
- ▶ Drug and Alcohol Inpatient Unit
- ▶ Emergency Services
- ▶ General Medical
- ▶ General Surgical
- ▶ Head & Neck Surgery
- ▶ Intensive Care Unit
- ▶ Neurology/ Neurosurgery
- ▶ Oncology
- ▶ Orthopaedics
- ▶ Outpatients
- ▶ Paediatrics
- ▶ Palliative Care
- ▶ Plastics
- ▶ Radiology
- ▶ Rehabilitation
- ▶ Renal
- ▶ Renal Dialysis
- ▶ Respiratory/Thoracics
- ▶ Special Care Nursery
- ▶ Theatre
- ▶ Urology



“I chose Western Health as it offered a wide range of rotations in a multiculturally diverse community with very supportive clinical staff. I was also able to do the specialty rotation that I wanted which has been amazing.”

Study Days

The Graduate Nurse Program offers 6 paid study days.

Study days are designed to build on your undergraduate knowledge and provide practical additions that will assist you in your clinical practice. Study Days are developed and delivered by clinical experts. Topics are wide and varied and have been developed in response to evidence based practice and graduates needs. Western Health also has a Simulation Centre to further assist you in refining your clinical skills.

Non Unit-based Hours

- ▶ Extensive hospital orientation at the beginning of the program
- ▶ Supernumerary days - at the commencement of each rotation
- ▶ Six Paid Study days
- ▶ Paid Debrief Sessions
- ▶ Additional Professional Development leave, as per nurses award

Clinical Support

The Clinical Support Nurse is readily accessible and approachable to assist graduates in making a smooth transition from student to Registered Nurse.

The Clinical Support Nurse can assist in many ways, for example: medication rounds, time management, clinical knowledge or professional support. Clinical Support Nurses are aware of the specific needs of the new graduate.

There may be days where you just need a chat and the support nurses will be happy to help - so you're never alone!

Western Health has Clinical Nurse Educators within specialty areas, for example; a Clinical Educator in ICU will focus on this specialty and the learning needs and support of the graduate nurse in this one area. Clinical Educators are located in Intensive Care, Emergency, Theatre, Coronary Care, Special Care Nursery, Paediatrics, Renal Dialysis and the Centre for Education.



“I have recommended the program to students because of the amazing support I have received on the program. I have felt extremely supported by the education team” *Source: anonymous program evaluations*

Preceptors

Preceptors are experienced nurses who understand the needs of the new Graduate Nurse. At each rotation, preceptors volunteer to support and mentor new Graduates. This involves ward orientation, setting objectives, completing appraisals and informing graduates of social activities offered on each ward.

The Preceptor is specifically trained in the role and they provide a great amount of support and information source at the local level. We recommend that during your graduate year you resource from your Preceptor as much as possible.

“The clinical support nurses come and assist me on the ward which has increased my confidence with my nursing practice. I had heard at Uni that the program was supportive, this is exactly what I am experiencing now as a graduate nurse.”



Time Out

Western Health has developed a unique opportunity for you to leave your ward and have a little Time Out with your peers. Groups of graduates regularly get the opportunity to debrief about their success and challenges or just catch up to chat during their graduate year. The Clinical Support Nurses facilitate these sessions and will often use this time to workshop issues, introduce ethical debates or just network together and relax. These sessions are in addition to study days. Only graduates are invited to Time Outs, so you know you can relax at the end of the day with your peers and learn a little along the way.

Life after the Graduate Year

Near the completion of your graduate year the GNP team, in collaboration with People Services, will assist you in developing a career path that will suit your needs. You may want to complete a Discovery Program or work in a general clinical position. Western Health GNP will assist you with making such choices when the time comes.

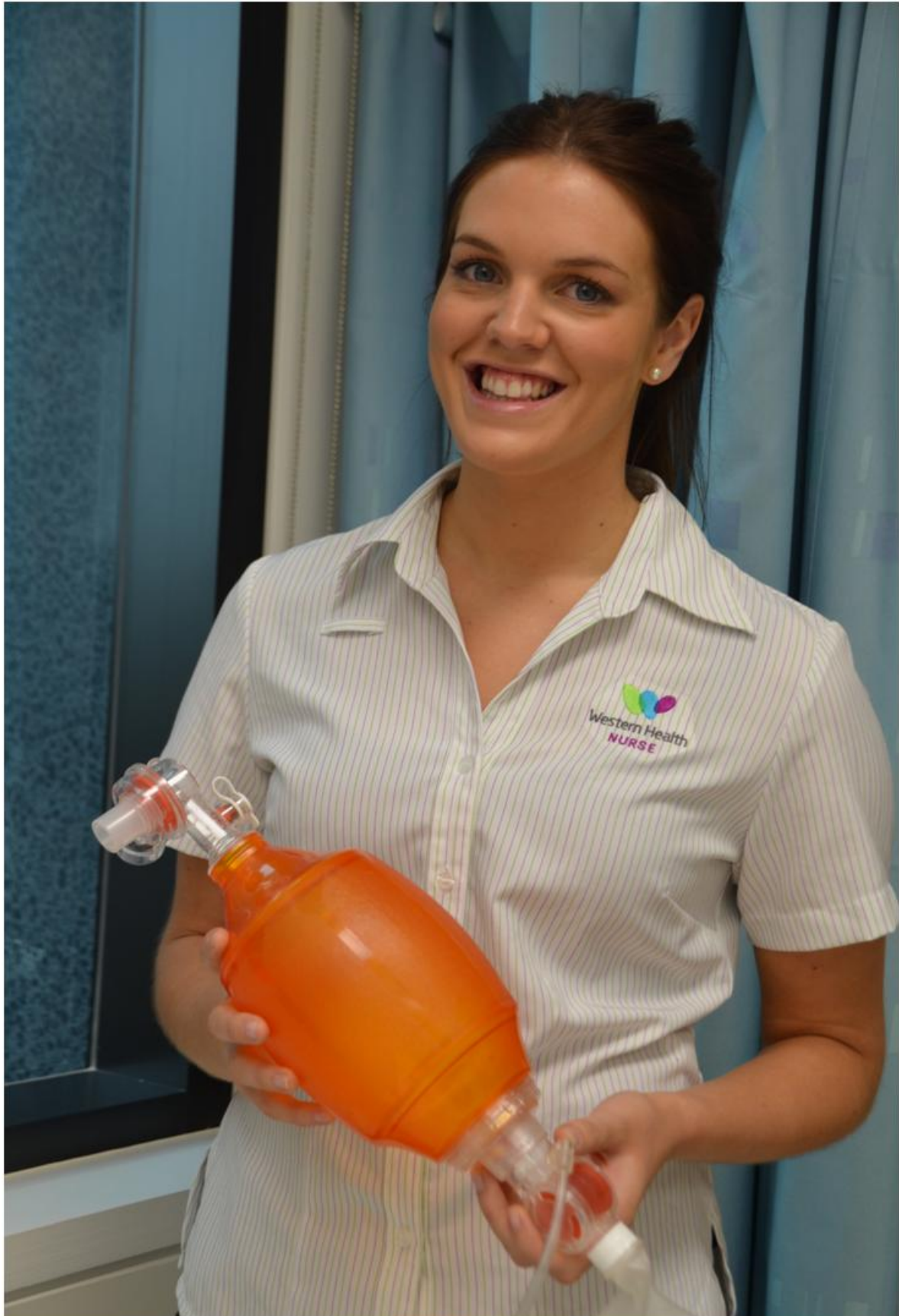
The Discovery Program is a comprehensive professional development program aimed at supporting the Registered Nurse, (Division One, Grade Two, Year Two and above) in the transition of working within specialty areas. Discovery programs are offered as 6 month fixed term contracts in ICU, Theatre, CCU and ED. The Paeds/SCN program is 12 months in duration. The programs include supernumerary time and paid study days

Successful discovery participants can apply for industry credit towards Post-Graduate studies in the related clinical areas with the relevant university.

A bridging course is offered in certain areas on completion of the discovery program to transition to post-graduate studies.



"It has been very beneficial to come together and debrief as a group at the GNP Time Outs where we discuss effective ways to work and problem solve with our graduate educators."



“Western Health was my first choice for a Graduate Program because they offered distinct rotations within a very supportive atmosphere.”



“Western Health offers a supportive environment. I really enjoyed working with other graduates and the Clinical Support Nurses. I feel privileged to be a Graduate Nurse at Western Health.”

Graduate Nurse Program Information Nights

WESTERN HOSPITAL

29 May and 5 June 2013 at 1630 - 1830 hrs

SUNSHINE HOSPITAL

6 June and 13 June 2013 at 1630 - 1830 hrs

WILLIAMSTOWN HOSPITAL

12 June 2013 at 1630 - 1830 hrs

Bookings are not required. We will meet you in the hospital foyer and will escort you to the function room. Please refer to our website for parking information. We look forward to seeing you on the night.

More Information

For more information on our Graduate Nurse Program visit our website:

www.wh.org.au

Questions:

Email: gnpinformation@wh.org.au

Phone: 03 8345 6097



“The GNP study days really enhanced my learning. We used the simulation lab regularly which allowed us to practice and extend our clinical skills in a safe and supportive environment”

How Do I Apply?

Applications are open from 24 May to 25 July 2014. Third-year nursing students applying via computer match must follow the rules and regulations as stated by the Post Graduate Medical Council of Victoria (PMCV). In addition to your PMCV application an electronic application to Western Health must also be made.

For further information visit our website www.wh.org.au

Applications uploaded electronically must include:

- ▶ Letter of application (no more than one page).
- ▶ Concise curriculum vitae including a list of 2nd and 3rd year placements (hospital, type of ward/experience and number of days).
- ▶ A certified transcript of all results (key to results to be included).
- ▶ Certified and complete copies of two recent clinical assessments, which must be from an adult acute health care setting.
- ▶ Names and accurate contact details, including phone numbers and email addresses of two nursing referees who have directly supervised your undergraduate division 1 clinical experience, which must be from an adult acute health care setting, preferably from a 3rd year placement. Please discuss any alternatives with the GNP Coordinator prior to application.
- ▶ One recent passport size photograph.

Please note: hard copies of uploaded documents and photo (name on back for ID purposes) must be supplied at interview.

Western Health will not accept any late applications.

Contact

Chelsea Cornford, Acting Coordinator, Transition to Practice Programs
Western Health, Centre for Education, Western Hospital, Locked Bag 2, Footscray 3011
Telephone: 8345 6097 | Email: gnpinformation@wh.org.au



“Excellent support and a very well run program. It provides rotations in all areas of nursing and I received clinical preferences high on my preference list.” *Source: anonymous program evaluations*

Additional Information & Benefits

Western Health's nursing & midwifery staff enjoy the following:

- ▶ A supportive and friendly working environment
- ▶ An extensive Hospital Orientation program
- ▶ A 'No Lift' policy
- ▶ Back for Life Training
- ▶ Basic Life Support Training & Competencies
- ▶ An E-Learn portal for 24 hour access to education and training
- ▶ Fire and Safety training
- ▶ IT Training
- ▶ Computer Access & Personal Email Accounts
- ▶ Salary Packaging
- ▶ Continuing Education Calendar and Ward In-Service education
- ▶ Professional Development Leave entitlements
- ▶ Eligibility for postgraduate scholarship programs
- ▶ Comprehensive Library Services

Parking

Parking at Western Health is convenient, cost effective and safe. Our Sunshine and Footscray Campus both have car parking at discounted rates for staff, which can be debited directly from your pay. The Williamstown Campus has free parking for staff.

Childcare Facilities

Childcare facilities are located close to all of Western Health's hospitals.

Professional Development

Western Health offers wide-ranging opportunities for professional development all of which are coordinated by the Centre for Education:

- ▶ Undergraduate, postgraduate nursing opportunities in general/specialised nursing
- ▶ Clinical support, professional development and continuing education for nurses, health professionals and non-clinical staff
- ▶ A multitude of short course programs on offer
- ▶ All programs incorporate information on current trends, research and best practice standards.

Discovery Programs

Western Health recognises that the transition to a specialty area of nursing can be a difficult one, which is why we have established the Discovery Programs. These programs provide a comprehensive professional development package aimed at supporting nurses who wish to work in the specialty areas. Discovery offers a six-month part time position in the following specialty areas:

- ▶ ICU
- ▶ Theatre
- ▶ CCU
- ▶ Emergency
- ▶ SCN and Paediatrics

Discovery Programs incorporate supernumerary time, study leave and rotating shifts. Most programs are now accredited with our partner universities and participants can apply for a unit of credit when undertaking post graduate study in that specialty area. Each area offers ongoing support from the Clinical Nurse Educators and provides a great opportunity to gain insight into the specialty area of your choice.

Postgraduate Specialty Positions

Western Health recognises the importance of career development for nursing staff, particularly in specialty areas, and offers a variety of opportunities for you to gain experience and postgraduate qualifications in many of the specialties offered at our hospitals.

These opportunities range from clinical placements to specialty internships or undertaking postgraduate courses while working in the specialty area of your choice.

We have a range of affiliations with universities, in and around Melbourne, with the aim of supporting education and research across the Health Service. A number of scholarships are available to provide financial assistance to nursing staff.

Peer Support

Western Health provides a Peer Support Program for staff. The program assists in maintaining the health and productivity of the workforce by providing immediate assistance for staff in an environment that is safe and supportive.

FOR MORE INFORMATION ON EMPLOYMENT OPPORTUNITIES WITH WESTERN HEALTH VISIT OUR WEBSITE ON WWW.WH.ORG.AU OR CONTACT PEOPLE SERVICES ON TEL (03) 8345 6689.



**“Get the best start”
Western Health Graduate Nurse Program!”**



Western Health

Together, caring for the West

WESTERN HOSPITAL (FOOTSCRAY)

Gordon Street
Footscray VIC 3011
Locked Bag 2, Footscray VIC 3011
8345 6666

SUNSHINE HOSPITAL

Furlong Road
St Albans VIC 3021
PO Box 294, St Albans VIC 3021
8345 1333

SUNSHINE HOSPITAL RADIATION THERAPY CENTRE

176 Furlong Road
St Albans VIC 3016
9395 9999

WESTERN CENTRE FOR HEALTH RESEARCH AND EDUCATION

Sunshine Hospital
Furlong Road
St Albans VIC 3016
8345 1333

SUNBURY DAY HOSPITAL

7 Macedon Road
Sunbury VIC 3429
9732 8600

WILLIAMSTOWN HOSPITAL

Railway Crescent
Williamstown VIC 3016
9393 0100

DRUG & ALCOHOL SERVICES

3-7 Eleanor Street
Footscray VIC 3011
8345 6682

HAZELDEAN TRANSITION CARE

211-215 Osborne Street
Williamstown VIC 3016
9397 3167

REG GEARY HOUSE

54 Pinnacle Crescent
Melton South VIC 3338
9747 0533