graduate nursing and midwifery guide
GRADUATE NURSING AND MIDWIFERY GUIDE 2012

Careers and Employer Liaison Centre
Flinders University
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Introduction

The Graduate Nursing and Midwifery Guide 2012 has been prepared for final year students completing the Bachelor of Nursing and Bachelor of Midwifery Programs at Flinders University.

This booklet provides details on application procedures and program details for all major providers of these Programs in South Australia. While the information was collected by the Careers staff and was up to date when collated, it was also clear that details may change as the year progresses. Decisions about which hospitals to lodge applications with should be made on the basis of full knowledge of the hospital’s program, individual circumstances and personal preferences.

We wish to thank all the contributors for their assistance in giving of their time and the valuable information used in this booklet. Without their cooperation it would not be possible to compile this publication.

About us

CAREERS AND EMPLOYER LIAISON CENTRE

Third Floor Student Centre (adjacent to the Sports Centre)

Phone: (08) 8201 2832
Email: careers@flinders.edu.au
Website: www.flinders.edu.au/careers

The Careers and Employer Liaison Centre is here to assist Flinders students meet their career goals. Our programs include:

Graduate Recruitment / Vacancy Information

For information on recruitment events and current vacancies visit our website at www.flinders.edu.au/careers/ - link under ‘upcoming events’ and ‘employment opportunities’.

Your job search

Needing advice, your resume / CV checked or information on writing to selection criteria? You can use our Careers Advice and Development Services. Also check out the array of articles, resources, graduate profiles and links available at our website www.flinders.edu.au/careers/ - link under ‘careers advice’.

GRADJOBS Email List

Our GRADJOBS email lists allow you to receive targeted graduate vacancies direct to your email account. Through these lists you will receive all relevant jobs sent to the Careers and Employer Liaison Centre. To subscribe go to www.flinders.edu.au/careers/ – link under ‘employment opportunities’.
## YOUR QUICK GUIDE

### GRADUATE NURSING PROGRAMS

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<th>Institution</th>
<th>Closing Date</th>
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<td>ACHA Health Hospitals</td>
<td>20(^{th}) August 2012</td>
<td>6-7</td>
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<tr>
<td>Burnside War Memorial Hospital</td>
<td>20(^{th}) August 2012</td>
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<tr>
<td>Calvary Central Districts Hospital</td>
<td>13(^{th}) August 2012</td>
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<td>Calvary North Adelaide Hospital</td>
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<td>12-13</td>
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<tr>
<td>Calvary Rehabilitation Hospital</td>
<td>13(^{th}) August 2012</td>
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<tr>
<td>Calvary Wakefield Hospital</td>
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<tr>
<td>Disability Services</td>
<td>12(^{th}) September 2012</td>
<td>18-19</td>
</tr>
<tr>
<td>Resthaven</td>
<td>Refer to website <a href="http://www.resthaven.asn.au">www.resthaven.asn.au</a></td>
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<tr>
<td>Royal District Nursing Service (RDNS)</td>
<td>Refer to website <a href="http://www.rdns.org.au">www.rdns.org.au</a></td>
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<tr>
<td>SA Health</td>
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<td>St Andrews Hospital</td>
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### GRADUATE MIDWIFERY PROGRAMS

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<tr>
<th>Institution</th>
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<tr>
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<td>SA Health</td>
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## INTERSTATE OPPORTUNITIES

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<tr>
<th>State/Specialty Area</th>
<th>Information</th>
<th>Applications Close Date</th>
</tr>
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<tbody>
<tr>
<td>Australian Capital Territory (Canberra)</td>
<td>For information about the ACT Health Graduate Nurse / Midwife Program visit <a href="http://www.health.act.gov.au/professionals/nursing-midwifery/education">www.health.act.gov.au/professionals/nursing-midwifery/education</a> click on ‘About the graduate nurse program’</td>
<td>30th July 2012</td>
</tr>
<tr>
<td>New South Wales</td>
<td>New Graduate Registered Nurse and Registered Midwife Transition Recruitment</td>
<td>9.00am Monday 16th July 2012</td>
</tr>
<tr>
<td>Northern Territory</td>
<td>Information covering the NT Graduate Nurse and Midwifery Program (GIANTS) is available from <a href="http://www.nursing.nt.gov.au">www.nursing.nt.gov.au</a></td>
<td>Tuesday 31st July 2012</td>
</tr>
<tr>
<td>Queensland</td>
<td>In Queensland Health all graduate registered nurse positions are managed through the Graduate Nurse Online Recruitment (GNOR) process which is available at <a href="http://www.health.qld.gov.au/nursing/gnor">www.health.qld.gov.au/nursing/gnor</a></td>
<td>Tuesday 31st July 2012</td>
</tr>
<tr>
<td>Tasmania</td>
<td>The Department of Health and Human Services Transition to Practice website will provide you with information covering Nursing and Midwifery graduate opportunities. Visit <a href="http://www.dhhs.tas.gov.au/nurse_transition">www.dhhs.tas.gov.au/nurse_transition</a></td>
<td></td>
</tr>
<tr>
<td>Victoria</td>
<td>Graduate Nurse/Midwife Program – GNMP Match – Hospital/health Service Directory 2012/2013</td>
<td>Thursday 26th July 2012</td>
</tr>
<tr>
<td>Western Australia</td>
<td>Information on Graduate Nurse/Midwife Recruitment through Graduate Connect is available from <a href="http://www.nursing.health.wa.gov.au/graduate/index.cfm">www.nursing.health.wa.gov.au/graduate/index.cfm</a></td>
<td>Tuesday 9th July 2012</td>
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## NURSING AGENCIES

For information on Nursing Agencies please contact the Careers and Employer Liaison Centre on 8201 2832 or email: careers@flinders.edu.au with your request.
The ACHA Health Group of Hospitals is the largest private, not for profit community hospital group in SA. It comprises Flinders Private Hospital, Ashford Hospital, and The Memorial Hospital, offering the best private acute medical and surgical care with nearly 500 beds across these three strategic sites.

AIM
To assist new graduates in their initial transition from student to beginning registered nurse. To assist the graduate nurse in consolidating their knowledge, clinical, leadership, communication and teamwork skills in a supportive and flexible learning environment that is responsive to their needs.


OBJECTIVES
At the completion of the Program, the Graduate Nurse will have consolidated their knowledge and met their responsibilities as a first level practitioner and be ready to move on to the advanced beginner level of competence.

COURSE STRUCTURE AND DURATION
The ACHA transition to professional Practice Program is a 46-week clinical program based on full-time employment, which constitutes a rotating roster of 75 hours per fortnight. Part-time positions are available and can be undertaken at no less than 6 days per fortnight. Part-time positions of less than 8 days per fortnight will extend the length of the program to 15 months.

The Graduate Nurse Program includes:
- Hospital and Graduate Nurse Program Orientation
- Professional development study days with a strong clinical focus
- Access to E-learning
- Unit orientation for each clinical rotation
- The Program is offered as either 12 or 18 months with 2 rotations or remain in a single speciality field (only available in Peri-Operative Suites or Intensive/Critical Care)
- Every effort will be made to meet identified preferences

The Program provides support to Graduates in the form of:
- On-Site Graduate Nurse Program Coordinator and Clinical Educators
- Allocated preceptor in the initial stages and peer support in the clinical areas
Performance Review
- Formal: performance appraisals
- Informal: ongoing verbal feedback

COMPLETION
- Upon successful completion of all Graduate Nurse Program requirements, the Graduate will receive an ACHA Hospitals’ Graduate Nurse Program Certificate
- Following successful completion of the Graduate Nurse Program the Executive Management Team strongly supports the opportunity for ongoing and continued employment

APPLICATION PROCESS
- Applications are invited from Monday the 16th of July 2012
- **Closing date for applications is Monday the 20th of August 2012**
- Applications will be accepted via www.seek.com.au and must include:
  - Cover Letter addressed to the site Graduate Nurse educator outlining areas if interest
  - Current Curriculum vitae, including the names of two professional referees relevant to your third year placement
  - Copies of most recent academic transcript and most recent clinical placement report
  - Preference sheet (needs to be completed, saved and attached to your application)
  - Police clearance documentation

Multiple applications must be submitted if you are applying at any other ACHA Hospital.

Perioperative Programs are advertised separately. Applications must be directed to each Hospital that you are applying to.

Interviews will be held in September 2012.

If successful, applicants will be made offers from Tuesday the 2nd of October 2012.

For further information on the ACHA Graduate Program please contact the program coordinators.

**Ashford Hospital**
- Cardiac Care
- Oncology/Palliative
- High Dependency
- Angiography
- Orthopaedics
- General Surgical
- Urology
- Coronary Care
- Cardiac Surgery
- Medical
- Emergency
- Vascular Surgery
- Peri operative
- Intensive Care

**The Memorial Hospital**
- Orthopaedics
- Rehabilitation
- Plastic Surgery
- Ophthalmology
- ENT Surgery
- Recovery
- Neurosurgery
- Neurology
- Paediatrics
- Medical
- General Surgical
- Recovery
- Peri operative
- Intensive Care

**Flinders Private Hospital**
- Cardiac Surgery
- Plastic Surgery
- Gynaecology
- Paediatrics
- Cardiology
- Urology
- Vascular
- ENT
- Orthopaedics
- General Surgery
- Oncology/Palliative
- Peri operative
- Critical Care
- Day Procedure Unit
BURNSIDE WAR MEMORIAL HOSPITAL

Contact  Tina Donaldson, Clinical Educator
Address  120 Kensington Road
          TOORAK GARDENS SA 5065
Telephone  (08) 8202 7222
Fax  (08) 8361 3172
Website www.burnsidehospital.asn.au

Burnside Hospital is a community based not-for-profit hospital. We offer private acute medical and surgical care and comprise of a total of 84 beds within our general wards, maternity and sleep studies units. Visit our website at www.burnsidehospital.asn.au to view all the services provided by the hospital.

AIM

The individualised Graduate year at Burnside Hospital is a process of enabling and empowering the Graduate Nurse to enhance upon newly gained knowledge and skills and further facilitates the development of their nursing practice. The Graduate Nurse is supported within an environment that encourages learning and skill development by competent practitioners, whilst focusing on an adult leaning and self-direction ethos.

THE PROGRAM

The Transition to Professional Practice Program at Burnside Hospital is a program of supported clinical practice, using a peer support model and non-clinical study days co-ordinated and provided by the Repatriation General Hospital (RGH) under the auspices of their Transition to Professional Practice Program.

Professional support will be available to the Graduate from people occupying the following positions:

- The Clinical Manager of the ward / unit to which the Graduate is allocated
- The ward / unit peer support nurses
- Clinical Educators
- The RGH Nurse Consultants for the Transition to Professional Practice Program

HOW LONG IS THE PROGRAM?

The Program is 52 weeks in duration, which includes 46 weeks clinical time and annual leave. Graduates are entitled to 4 - 6 weeks annual leave (pro-rata depending on area), which will be allocated in consultation with the relevant Clinical Manager. Two weeks of annual leave entitlement is rostered mid-year. Graduate Nurses will be employed over a 7 day roster (which includes early, afternoon, and night shifts depending on area).

CLINICAL ROTATIONS

If there are individual requests on clinical rotation, the Hospital, in consultation with the Graduate and Clinical Manager will assist wherever reasonable and practical to do so, to accommodate individual preferences.

NON-CLINICAL STUDY DAYS

The aims of the non-clinical study days are as follows:

- “To provide the Graduates with the opportunity to debrief, share experiences and support each other in a confidential and informal environment”
“To facilitate professional growth and the enhancement of practice through the further development of professional qualities such as problem solving and reflective practice skills”
“To provide the Graduate with the opportunity to increase their clinical knowledge in areas relevant to the patient profile at Burnside Hospital.”

Repatriation General Hospital Transition to Professional Practice Program December 2009

The number of paid non-clinical study days will be a total of five with Graduates being required to attend all study days. The non-clinical study days are conducted from 9.00am to 4.30pm and will be held at the RGH. A focus of these days is to facilitate Graduates de-briefing and engaging in discussion about their clinical experiences in a confidential and supportive environment.

CRITERIA FOR SUCCESSFUL COMPLETION

- Achievement of the Transition to Professional Practice Program (RGH) aims and learning outcomes
- Satisfactory completion of ward / unit based and clinical evaluation requirements
- Attendance at all non-clinical study days
- Completing a Critical Incident Analysis using critical reflection and presenting this to the group

WHAT IS THE SELECTION PROCESS?

The selection of graduates will be based upon the standard recruitment and selection processes of Burnside Hospital. This will involve an application, interview, reference checks, professional declaration and pre-employment work capacity assessment and employment by the Hospital is a pre-requisite for entry into the Transition to Professional Practice Program. Successful applicants must be registered with the Nursing and Midwifery Board of Australia as a Registered Nurse before the start of the program.

HOW DO I APPLY?

Graduates interested in applying for the Transition to Professional Practice Program at Burnside Hospital are required to forward the following documents (accessible on www.burnsidehospital.asn.au):

- Completed Application Form (including Professional and Immunisation Declaration sections)
- Covering Letter
- Resume
- Copy of current criminal history checks (National Police Clearance)
- Copies of Academic Transcripts
- Copies of signed 2nd & 3rd year Clinical Placement Evaluations

These documents can be posted to:
Human Resources Officer
Burnside War Memorial Hospital
120 Kensington Road
Toorak Gardens SA 5065

Or emailed to: gjelfs@burnsidehospital.asn.au

Applications close Monday 20th August 2012.

Burnside Hospital acknowledges the contribution of the Repatriation General Hospital Transition to Professional Practice Program in outlining aspects of the program above.
Calvary Central Districts Hospital is owned by the Little Company of Mary Health Care (LCMHC), which was first established in Australia in 1885. It is a service of the Sisters of the Little Company of Mary with values of respect, healing, hospitality and stewardship.

CALVARY CENTRAL DISTRICTS HOSPITAL
25-37 Jarvis Street
ELIZABETH VALE SA 5112

oneplus Graduate Nurse Program
2013

Enquiries
Kelly Richardson – oneplus Graduate Nurse Program Coordinator

Phone
(08) 8250 4111

Email
krichardson@calvarysa.com.au

Website
www.calvarycare.org.au

1 + YOU

oneplus is Calvary Health Care Adelaide’s program for outstanding graduate nurses. The program runs for one year and opens the door to exciting career opportunities.

Calvary Health Care Adelaide’s oneplus Graduate Nurse Program offers flexibility, choices and opportunities. We’re looking for the best graduate nurses in the country to join our team and we’ll give you an excellent first-year development program in return.

Calvary Central Districts is a premier boutique hospital located in a quiet hub north of the city at Elizabeth Vale. It is the only private hospital between North Adelaide and Gawler and provides valuable support to the Northern region, Barossa Valley and Northern Yorke Peninsula regions. Calvary Central Districts Hospital is committed to providing quality responsive and compassionate health care.

With 80 beds, the hospital provides acute medical and surgical services. It boasts a five bed Supportive Care Unit, a four bed dedicated high dependency unit, as well as cancer care services to the people of the north since 1981. It is ideally located to serve the local communities expanding population and health care requirements for inpatient, outpatient and day surgical procedures. Also located on site are Specialist Consulting Suites. The hospital is supported by dedicated medical, nursing, allied health and support service staff, and prides itself on providing a friendly, caring atmosphere.

1 + CONFIDENCE

oneplus offers a variety of settings with ongoing education, feedback and assessments. This means you’ll have the confidence of knowing your clinical and professional skills are meeting industry standards.
1 + SUPPORT
We want you to reach your full potential. That’s why oneplus offers a variety of clinical rotations, peri-operative specialty stream as well as ongoing mentoring, paid professional development sessions and an extensive induction program so you’ll always feel supported.

1 + LIFE
It’s really important that you balance your career with the life you want to lead. Calvary Central Districts values your commitment and offers competitive pay and conditions, salary sacrifice benefits in a values based organisation.

1 + OPPORTUNITY
When you successfully complete oneplus, you’ll have the opportunity to take up permanent employment at Calvary Central Districts and the potential to move into a speciality area.

1 + APPLICATION
Go to our website www.calvarycare.org.au for your application form.

Applications close Monday 13th August 2012.

Further enquiries to:
Loren Madsen: Professional Development Manager CHCA
Telephone: (08) 8405 3333
Email: lmadsen@calvarysa.com.au
Calvary North Adelaide Hospital is owned by the Little Company of Mary Health Care (LCMHC), which was first established in Australia in 1885. It is a service of the Sisters of the Little Company of Mary with values of respect, healing, hospitality and stewardship.

CALVARY NORTH ADELAIDE HOSPITAL
89 Strangways Terrace
NORTH ADELAIDE SA 5006

oneplus Graduate Nurse Program 2013

Enquiries Nadia Ventura – oneplus Graduate Nurse Program Coordinator
Phone (08) 8239 9100
Email nventura@calvarysa.com.au
Website www.calvarycare.org.au

1 + YOU

oneplus is Calvary Health Care Adelaide’s program for outstanding graduate nurses. The program runs for one year and opens the door to exciting career opportunities.

Calvary Health Care Adelaide’s oneplus Graduate Nurse Program offers flexibility, choices and opportunities. We’re looking for the best graduate nurses in the country to join our team and we’ll give you an excellent first-year development program in return.

As an acute care general private hospital, Calvary North Adelaide Hospital offers fantastic nursing experiences in a wide range of clinical areas. Calvary North Adelaide’s surgical specialties include Orthopaedics, Cranio–Facial, Colorectal, Women’s Health, Plastics, Urology, ENT, and Ophthalmology.

Other specialties include:
- Critical Care Unit
- High Dependency unit
- Peri – operative services – Operating theatre Suite, Day procedure Suite and Recovery
- Oncology and Haematology Unit
- Medical Services
- Palliative Care Services (Mary Potter Hospice) providing care for terminally ill
- Midwifery Unit and Level 2A Nursery

1 + CONFIDENCE

oneplus offers a variety of settings with ongoing education, feedback and assessments. This means you’ll have the confidence of knowing your clinical and professional skills are meeting industry standards.
1 + SUPPORT
We want you to reach your full potential. That’s why oneplus offers a variety of clinical rotations, peri-operative specialty stream as well as ongoing mentoring, paid professional development sessions and an extensive induction program so you’ll always feel supported.

1 + LIFE
It’s really important that you balance your career with the life you want to lead. Calvary North Adelaide values your commitment and offers competitive pay and conditions, salary sacrifice benefits in a values based organisation.

1 + OPPORTUNITY
When you successfully complete oneplus, you’ll have the opportunity to take up permanent employment at Calvary North Adelaide and the potential to move into a specialty area.

1 + APPLICATION
Go to our website www.calvarycare.org.au for your application form.

Applications close Monday 13th August 2012.

Further enquiries to:
Loren Madsen: Professional Development Manager CHCA
Telephone: (08) 8405 3333
Email: lmadsen@calvarysa.com.au
Calvary Rehabilitation Hospital is owned by the Little Company of Mary Health Care (LCMHC), which was first established in Australia in 1885. It is a service of the Sisters of the Little Company of Mary with values of respect, healing, hospitality and stewardship.

CALVARY REHABILITATION HOSPITAL
18 North East Road /
PO Box 318
WALKERVILLE SA
5081

oneplus Graduate Nurse Program
2013

Enquiries  Angela Newbound – oneplus Graduate Nurse Program Coordinator
Phone      (08) 8168 5700
Email      anewbound@calvarya.com.au
Website    www.calvarycare.org.au

1 + YOU

oneplus is Calvary Health Care Adelaide’s program for outstanding graduate nurses. The program runs for one year and opens the door to exciting career opportunities.

Calvary Health Care Adelaide’s oneplus Graduate Nurse Program offers flexibility, choices and opportunities. We’re looking for the best graduate nurses in the country to join our team and we’ll give you an excellent first-year development program in return.

Calvary Rehabilitation Hospital is a modern, purpose built 65 bed private rehabilitation facility located close to the city in the suburb of Walkerville.

Calvary Rehabilitation provides inpatient and day patient rehabilitation in-therapy departments that are equipped to high standards and staffed by well qualified health professionals. It is a centre of excellence and a leader in acute rehabilitation specializing in orthopaedic, cardiac, neurological, reconditioning and multi-trauma programs.

The hospital also offers a Geriatric Assessment Unit for elderly patients who require an individualized program of rehabilitation to enhance their safety and reduce the potential for injury, hospital admission and readmission.

As a graduate nurse at Calvary Rehabilitation Hospital you will be involved in nursing patients from the following areas; cardiology, orthopaedics, neurosurgery including strokes, spinal and reconditioning. You will also have the opportunity to work daily with the Multi-Disciplinary team and conduct visits with the Rehabilitation Assessment Nurses who visit many metropolitan hospitals.
1 + CONFIDENCE
Oneplus offers a variety of settings with ongoing education, feedback and assessments. This means you’ll have the confidence of knowing your clinical and professional skills are meeting industry standards.

1 + SUPPORT
We want you to reach your full potential. That’s why oneplus offers a variety of clinical rotations, peri-operative specialty stream as well as ongoing mentoring, paid professional development sessions and an extensive induction program so you’ll always feel supported.

1 + LIFE
It’s really important that you balance your career with the life you want to lead. Calvary Rehabilitation values your commitment and offers competitive pay and conditions, salary sacrifice benefits in a values based organisation.

1 + OPPORTUNITY
When you successfully complete oneplus, you’ll have the opportunity to take up permanent employment at Calvary Rehabilitation and the potential to move into a speciality area.

1 + APPLICATION
Go to our website www.calvarycare.org.au for your application form.

Applications close Monday 13th August 2012.

Further enquiries to:
Loren Madsen: Professional Development Manager CHCA
Telephone: (08) 8405 3333
Email: lmadsen@calvarysa.com.au
Calvary Wakefield Hospital is owned by the Little Company of Mary Health Care (LCMHC), which was first established in Australia in 1885. It is a service of the Sisters of the Little Company of Mary with values of respect, healing, hospitality and stewardship.

Calvary Wakefield Hospital
300 Wakefield Street
ADELAIDE SA 5000

oneplus Graduate Nurse Program 2013

Enquiries
Ami Rogers: oneplus Graduate Nurse Program Coordinator

Phone
(08) 8405 3333

Email
arogers@calvarysa.com.au

Website
www.calvarycare.org.au

1 + YOU
oneplus is Calvary Health Care Adelaide’s program for outstanding graduate nurses. The program runs for one year and opens the door to exciting career opportunities.

Calvary Health Care Adelaide’s oneplus Graduate Nurse Program offers flexibility, choices and opportunities. We’re looking for the best graduate nurses in the country to join our team and we’ll give you an excellent first-year development program in return.

As a 180-bed acute care private hospital, Calvary Wakefield offers fantastic nursing experiences in a wide range of clinical areas. Calvary Wakefield’s specialities include cardiology, cardiothoracic surgery, orthopaedics, neurosurgery, urology, ophthalmology, ENT, plastics, general surgery, general medicine, respiratory medicine, gastroenterology, oncology, haematology, Intensive Care and emergency.

1 + CONFIDENCE
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1 + SUPPORT
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1 + LIFE
It’s really important that you balance your career with the life you want to lead. Calvary Wakefield values your commitment and offers competitive pay and conditions, salary sacrifice benefits in a values based organisation.
1 + OPPORTUNITY
When you successfully complete oneplus, you’ll have the opportunity to take up permanent employment at Calvary Wakefield and the potential to move into a speciality area.

1 + APPLICATION
Go to our website www.calvarycare.org.au for your application form.

**Applications close Monday 13th August 2012.**

Further enquiries to:
Loren Madsen: Professional Development Manager CHCA
Telephone: (08) 8405 3333
Email: lmadsen@calvarysa.com.au
INTRODUCTION TO DISABILITY SERVICES

Disability Services assists people with disabilities and their families to access the services they need to live independently in the community by providing or funding disability services throughout South Australia. Disability Services provides a wide range of specialist services across South Australia for people with disabilities and their families including nursing support, intake and assessment, community support, community access and supported accommodation services. Each client has an individual support plan and nominated key worker. We are committed to respecting privacy, individuality and culture and ensuring the safety and wellbeing of all individuals supported by our services.

Our focus is on quality of life, maximising independence and personal skills development. Disability Services supports the involvement of family and friends in the life of a person with a disability, and encourages people to participate in their local community. In July 2008 there were over 13,300 people with disabilities registered with Disability Services and almost 10,900 of these were receiving ongoing services. Disability Services has over 2,400 staff and over 900 volunteers.

TRANSITION TO PROFESSIONAL PRACTICE PROGRAM 2013

Nursing within a disability service provides a diversity of practice that ensures a challenging work environment and enables development of close working relationships with clients, a multi disciplinary health care team and members of the community. Disability Services has a unique and valuable experience to offer you as a graduate nurse that will significantly contribute to the development of your role as a registered nurse. The Transition to Professional Practice Program within Disability Services provides a period of adjustment where the new graduate is required to bring together their theoretical and professional knowledge. This process of adjustment to the workplace practice complements organisational orientation provided during the transition year.

The variety of practice settings includes aged care, respiratory support, care of people with acquired brain injury and degenerative neurological diseases, intellectual disabilities, specialist clinics, community nursing teams and residential facilities that allows for a broad and specialist clinical skill development. These opportunities will be specifically tailored to meet your personal and professional development needs. Working with the nurse education team and clinical service coordinators your transition program is individually geared to your aspirations to ensure you develop clinical competencies in this challenging and rewarding care environment.

The transition to professional practice program is twelve months in duration. Graduates, who are employed by Disability Services, may be offered opportunities to gain experience within acute services. Graduates will be based at a primary location in Disability Services with the opportunity to be allocated across the variety of disability service areas. You can anticipate
having time to orientate to the various clinical experiences that will support the development of your nursing competence. On-going professional development study days will be organised throughout the year. In addition to the TPPP, graduate development sessions which give you an opportunity to network with other graduates in the Department will be offered. You will also be encouraged to take part in Disability Service’s nurse education program. You will be supported to develop your professional portfolio and engage in clinical supervision following a reflective practice model of personal and professional development.

EMPLOYMENT CONDITIONS
Employment is offered for a 52 week year over a 7-day roster. Annual Leave will be scheduled within the program.

On successful completion of your transition year you may be offered permanent employment within Disability Services (subject to criteria).

2013 INTAKES AND APPLICATION CLOSING DATE
Transition to Professional Practice Program intake is planned for January 2013, specific commencement dates may be negotiated.

- Applications open on August 1st 2012
- **Applications close on 12th September 2012**
- Offers for the Graduate Program will be made from the end of October 2012

TO APPLY
2. Select Graduate Careers
3. Select Apply Now

You will be required to fill out an online application form.
Established in 1935, Resthaven is an aged care community service of the Uniting Church. Resthaven employs approximately 1700 employees, who are supported by around 450 volunteers.

At Resthaven, we strive for excellence in service provision. We offer rewarding and challenging opportunities for Registered Nurses in the growth area of aged care. Resthaven offers a variety of clinical experiences and opportunities to explore broader areas of nursing. Interactive one-on-one nursing is supported and encouraged to enhance knowledge and competence.

Resthaven offers a comprehensive range of services for older people, whether they are living at home in the community or at one of our eight metropolitan and two rural residential locations.

The Registered Nurse works autonomously as a team leader, providing supervision, support and education to other team members. Graduate Nurses are mentored to assess, plan, implement and evaluate nursing care, in consultation with a multi-disciplinary health team.

We aim to:
- facilitate the transition from student to Registered Nurse with comprehensive orientation and preceptor support, further education and work placement
- introduce employees to opportunities in specialised gerontic nursing
- provide opportunities for participants to work in a multidisciplinary team and demonstrate leadership in the management of care.

EMPLOYMENT FOR NEW GRADUATES

Resthaven offers an individually tailored Transition to Aged Care Nursing Program and flexible employment opportunities for recent graduate Registered Nurses. We offer on-going education and training with ‘buddy’ support whilst competency is achieved. Graduates are offered additional training through a combination of internal staff development and collaborative ventures with external providers of quality education. Residential aged care placements may be arranged at one or more of our facilities, which offer pleasant working environments and a team approach. We value excellent communication and interpersonal skills and offer career pathways within Resthaven. Opportunities exist for full time, part time or casual employment across the organisation.
BENEFITS

- Enterprise Agreement - competitive remuneration with salary sacrifice options
- Online care planning using state of the art technology (with comprehensive training provided)
- ‘No-lift’ policy and appropriate equipment
- Career progression opportunities
- Subsidised professional development
- Free car parking
- Pleasant facilities
- An employee assistance program and employee benefits
- Comprehensive induction and orientation program
- A rewarding career that makes a real difference to the quality of life for older people

SPECIALIST AREAS

<table>
<thead>
<tr>
<th>Continence management</th>
<th>Wound Care</th>
</tr>
</thead>
<tbody>
<tr>
<td>Palliative care</td>
<td>Behaviour management</td>
</tr>
<tr>
<td>Rehabilitation</td>
<td>Chronic conditions (eg Parkinson’s disease)</td>
</tr>
<tr>
<td>Infection Control</td>
<td>Dementia</td>
</tr>
</tbody>
</table>

LOCATIONS

- Bellevue Heights
- Craigmore
- Leabrook
- Malvern
- Marion
- Mitcham
- Mount Gambier
- Murray Bridge
- Paradise
- Westbourne Park

Community Services provide home care and support throughout metropolitan Adelaide, the Adelaide Hills, Limestone Coast, Riverland, Murraylands, Strathalbyn and surrounding areas.

APPLICATIONS

Applications will be considered at any time for graduate nurses who are interested in a career in aged care. Detailed applicant information is available on our website www.resthaven.asn.au

Applications should include:

- Letter of application
- Curriculum Vitae
- Name and contact details of two current referees
- Registration details if applicable
ROYAL DISTRICT NURSING SERVICE (SA)

Telephone 1300 364 264
Applications to careers@rdns.org.au
Enquiries to peopleandculture@rdns.org.au
Website www.rdns.org.au

The Royal District Nursing Service employs Registered and Enrolled Nurses throughout the metropolitan area to provide a range of healthcare services to our clients in their home. In addition we employ nurses for our Nursing Centres, specialist teams and in our ‘Virtual Hospital’.

MINIMUM REQUIREMENTS ARE:

- Completion of a Graduate Nurse Program or a minimum of 12 months experience in the acute sector
- Current registration with AHPRA
- Current unencumbered drivers licence
- Knowledge and experience in palliative care, aged care, wound management and post-acute care

BENEFITS FOR YOU ARE:

- A comprehensive orientation program which includes clinical information sessions and preceptoring into the role of a community nurse
- Working locally
- Career opportunities
- Clinical autonomy
- Fixed hours
- Flexible work options (Days, evenings and/or weekends)
- Excellent salary packaging benefits

RDNS does not currently have a Graduate Nurse program.
SA HEALTH

2013 TRANSITION TO PROFESSIONAL PRACTICE PROGRAM FOR REGISTERED NURSES

SA Health has over 400 positions for graduate Registered Nurses across South Australia in the 2013 Transition to Professional Practice Program (TPPP). This is an exciting opportunity to transfer nursing knowledge into professional practice by building your knowledge and confidence as you develop clinical skills in a fully supported and paid program.

THE POSITIONS

The 2013 TPPP will offer over 400 positions in both metropolitan and country health unit locations. Each position will have up to three clinical rotations.

More information on the specific locations and programs will be available on 4 June 2012 when the website opens and will include:

- Frequently asked questions and answers
- Information about upcoming information sessions
- Locations and program start dates for each site
- General information about each site
- Instructions on how to apply
- Submit your question email facilities

ABOUT THE PROGRAMS

The transition from graduate to Registered Nurse, from university to clinical workplace can be daunting – but exciting. The TPPP is a real life hands on supported program with full pay as a Level 1 Registered Nurse. You will have access to:

- Dedicated TPPP Coordinator and education support team
- Professional Development Study Days
- Peer support
- Up to three clinical rotations
- Full-time and part-time positions are available – refer to site specific information for further details

The dedicated program is based on:

- Recognising the individual needs of both you as a new Registered Nurse and the patients/clients receiving care
- Acknowledging that you retain responsibility for your own professional development
- The importance of reflective practice as an essential component to your development

ELIGIBILITY

The TPPP is designed to assist graduates to transition to the role of Registered Nurse. The TPPP is open to candidates who have less than 12 months full time equivalent experience as a Registered Nurse in any health setting and have not completed a 12 month TPPP previously.

In accordance with the Immigration Department requirements priority for appointment will be to applicants who are either Australian Citizens or Australian permanent residents in the first instance. Visa holders have a right to apply, however the right to placement is secondary to local applicants (Australian Citizens or permanent residents).

TIMELINE

IMPORTANT DATES

- Applications open: 23 July 2012
- **Applications close 11:55pm**: 20 August 2012
- Offers made: early October 2012
- Offers accepted by successful candidates: mid October 2012
- TPPP positions start between: December 2012 to July 2013

HOW TO APPLY

When it’s time to apply, you will need to refer to the following documents and will be requested to upload some documents with your application:

- A current resume/curriculum vitae, including current clinical referees
- Details of academic results including your Grade Point Average (GPA)
- Your most recent and full clinical placement reports
- A performance review from a current workplace if you are an Enrolled Nurse and currently studying Nursing or Post Graduate Nursing Student and employed within the nursing profession

You can apply for all TPPP opportunities with SA Health through one easy online process from 23 July 2012.

INFORMATION SESSIONS

Should you be interested in a particular site, you may wish to attend an information session. No booking required.

<table>
<thead>
<tr>
<th>Placement</th>
<th>Location</th>
<th>Date/Time</th>
<th>Date/Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country Health SA</td>
<td>Education Development Centre, Milner Street,</td>
<td>Tuesday 24 July 09.30-10.15</td>
<td>Tuesday 24 July 11.00-11.45</td>
</tr>
<tr>
<td></td>
<td>Hindmarsh - for students interested in country</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>opportunities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Flinders Medical Centre</td>
<td>FMC Level 5 Lecture Theatre 2</td>
<td>Monday 16 July 13.30-15.30</td>
<td>Thursday 19 July 09.30-11.30</td>
</tr>
<tr>
<td>Lyell McEwin Hospital</td>
<td>Lecture Theatre Level 2 Lyell McEwin Hospital</td>
<td>Monday 16 July 15.00-16.00</td>
<td></td>
</tr>
<tr>
<td>Modbury Hospital</td>
<td>Seminar Room 2/3 Ground Floor, IMVS/Library corridor</td>
<td>Thursday 19 July 10.30-11.30</td>
<td>Thursday 19 July 16.30-17.30</td>
</tr>
<tr>
<td>Repatriation General Hospital</td>
<td>RGH SPF Hall</td>
<td>Wednesday 1 August 10.00-11.00</td>
<td>Monday 13 August 14.30-15.30</td>
</tr>
<tr>
<td>Royal Adelaide Hospital</td>
<td>Robson Lecture Theatre Level 1 Eleanor Harrald Building, Royal Adelaide Hospital</td>
<td>Wednesday 27 June 11.00-12.00</td>
<td>Wednesday 27 June 16.00-17.00</td>
</tr>
<tr>
<td>The Queen Elizabeth Hospital</td>
<td>Main Lecture Theatre Level 2 Main Building, TQEH</td>
<td>Thursday 26 July 16.30-18.30 (includes over view and optional hospital tour)</td>
<td>Wednesday 1 August 16.30-18.30 (includes over view and optional hospital tour)</td>
</tr>
<tr>
<td>Women’s and Children’s Hospital</td>
<td>Queen Victoria Lecture Theatre (Opposite Playdeck Level 1)</td>
<td>Tuesday 24 July 10.00-12.00</td>
<td></td>
</tr>
</tbody>
</table>
St Andrew’s Hospital

Enquiries to Ms Alison Sarles
Staff Development Coordinator
Telephone (08) 8408 2120
Address 350 South Terrace
ADELAIDE SA 5000
Email asarles@stand.org.au
Visit our website at www.stand.org.au

St Andrew’s Hospital is licensed for 217 beds and is an independent, private hospital dedicated to providing medical and surgical excellence. Located at 350 South Terrace in Adelaide’s CBD we overlook the South Eastern Parklands and are just around the corner from the Hutt Street shopping and dining precinct. We have 9 Operating Theatres, 2 Angiography labs, 2 Procedure Rooms, a Critical Care Unit, a Cardiac Unit, an Emergency Service, a Stomal Therapy Clinic, Pre-Admission Clinic, Breast Clinic, and a Day Chemotherapy Centre.

As a ‘not for profit’ hospital we are dedicated to reinvesting our financial surplus into new ventures to develop the hospital as a centre of excellence. We have recently opened a Cardiac Unit for acute and step down Coronary Care patients, and will be commencing cardiothoracic surgery later this year. We are the largest stand alone private hospital in the state.

GRADUATE NURSE PROGRAM

The program is of 52 weeks duration with commencement dates in January and March. You will receive up to 10 full supernumerary days including 5 study days to assist in building skills, knowledge and confidence.

If you are rostered over 7 days you will be entitled to 6 weeks annual leave. Accrued leave can be taken during your program.

Night duty is a requirement and can be rostered at times to suit you, in blocks or single shifts.

Contracted hours are either full time or part time as negotiated on employment. Continuing employment on successful completion of graduate year is considered.

CLINICAL ROTATIONS

All graduates are required to undertake two (2) clinical rotations of approximately six months duration. You can select from the following areas:

- 2nd Floor Urology, Colorectal Surgery, General Surgery
- 3A Haematology, Oncology and Medical
- 4th Floor Orthopaedics, Gynaecology, Vascular, ENT, Spinal, Plastics and Paediatrics
- Critical Care (incorporates High Dependency and Intensive Care)
- Cardiac Unit (acute and step down Coronary Care)
- Day Patient Suite
- Theatre, Recovery and Anaesthetics (as one rotation)
WHY SHOULD YOU CHOOSE ST ANDREW’S?

St Andrew’s offers its Graduate Nurses:

- A values based, customer-service focused organisation
- Flexible self rostering
- Paid Parental Leave
- A competitive Enterprise Bargaining Agreement
- Professional Staff Development Fund & Scholarship opportunities
- Opportunities to undertake a Peri-Operative Course post GNP
- 4.5 units of credit toward a Graduate Certificate in Health (Clinical Nursing) at FUSA
- A central location from any Adelaide suburb with FREE on site parking
- Salary Packaging and Long Service Leave
- A Safe Working Environment and Employee Assistance Program (EAP)
- Subsidised Corporate Membership to EFM Gymnasium
- Staff recognition program including for example free lunches, BBQ at the Zoo, Christmas Party, length of service awards/ceremony & much more

INFORMATION SESSION

An Information session will be held in the St Andrew’s Staff Development Centre at 4.30pm Wednesday 15th August. The session will cover the application process and structure of the Graduate Nurse Program. Question time, a hospital tour and afternoon tea will be provided.

APPLICATION GUIDELINES

**Applications close 25th August 2012.**

Applications should include:

- Application Form (available on website www.stand.org.au)
- Passport size photograph (or copy of passport)
- Covering Letter and Curriculum Vitae
- Copy of most recent national police certificate (or equivalent)
- Academic Transcript & GPA to date (Copy Only)
- A list of previous clinical placements and Clinical Placement reports
- 2 Professional Referees (Names and phone numbers only)

Please note: hard copy applications are preferred as some electronic applications are difficult to open and/or read.

Address applications to:

Alison Sarles
Staff Development Coordinator
St Andrew’s Hospital
350 South Terrace
ADELAIDE SA 5000

Email: asarles@stand.org.au

All short-listed applicants will be invited to attend an interview.

A pre-employment medical and reference checks form part of the application process prior to final selection.

Offers will be made during the first week of October 2012.
TRANSITION TO PROFESSIONAL PRACTICE PROGRAM FOR REGISTERED MIDWIVES

Burnside Hospital is an 84 bed community based not-for-profit hospital. We offer private obstetric, acute medical and surgical care within our maternity service, general wards, and sleep studies unit. Visit our website at www.burnsidehospital.asn.au to view more information regarding the Maternity Service.

AIM

The individualised Graduate year at Burnside Hospital is a process of enabling and empowering the Graduate Midwife to enhance upon newly gained knowledge and skills and further facilitate the development of their midwifery practice. The Graduate Midwife is supported within an environment that encourages learning and skill development by competent practitioners, whilst focusing on an adult leaning and self-direction ethos.

THE PROGRAM

The Transition to Professional Practice Program at Burnside Hospital is a program of supported clinical practice, using a peer support model and non-clinical study days co-ordinated and provided by the Lyell Mc Ewin Health Service (LMHS) under the auspices of their Transition to Professional Practice Program. Professional support will be available to the Graduate from people occupying the following positions:

- The Clinical Manager of the ward / unit to which the Graduate is allocated
- The ward / unit peer support midwives
- Clinical Educators
- The LMHS Education Consultants for the Transition to Professional Practice Program

HOW LONG IS THE PROGRAM?

The Program is 52 weeks in duration, which includes annual leave. Graduates are entitled to 6 weeks annual leave (pro-rata), which is to be taken in consultation with the Clinical Manager. Two weeks of annual leave entitlement is rostered mid-year. Graduate Midwives will be employed over a 7-day roster (which includes early, afternoon, and night shifts). Graduates will also be expected to, in time participate in the "on-call" roster.

CLINICAL ROTATIONS

Participants will gain experience in the following clinical areas at Burnside Hospital:

- Delivery Suite
- Post Natal Ward
- Nursery (Low Dependency)
In addition, Graduates will undertake a supernumery, paid clinical rotation at the Lyell McEwin Health Service in the Nursery and / or Labour & Delivery Suite. Participants will, in conjunction with the Clinical Manager Maternity Service, Clinical Educator Maternity Service and peer support, formulate learning objectives for each clinical rotation.

CRITERIA FOR SUCCESSFUL COMPLETION

- Achievement of the Transition to Professional Practice Program learning outcomes, professional portfolio, case presentation and CTG Competency Assessment
- Satisfactory completion of ward / unit based and clinical evaluation requirements
- Attendance at all study days

WHAT IS THE SELECTION PROCESS?

The selection of graduates will be based upon the standard recruitment and selection processes of Burnside Hospital. This will involve an application, interview, reference check(s), professional declaration and pre-employment work capacity assessment. Employment by the Hospital is a prerequisite for entry into the Burnside Hospital Registered Midwife Transition to Professional Practice Program. Successful applicants must be registered with the NBSA as a Registered Midwife before the start of the program.

HOW DO I APPLY?

Graduates interested in applying for the Burnside Hospital Graduate Nurse Program are required to forward the following documents (accessible on www.burnsidehospital.asn.au):

- Completed Application Form (including Professional and Immunisation Declaration sections)
- Covering Letter
- Resume
- Copy of current criminal history checks (National Police Clearance)
- Copies of Academic Transcripts
- Copies of signed 2nd & 3rd year Clinical Placement Evaluations

These documents can be posted to:

Human Resources Officer
Burnside War Memorial Hospital
120 Kensington Road
Toorak Gardens SA 5065

Or emailed to: gjelfs@burnsidehospital.asn.au

Applications close Monday 27th August 2012.
SA HEALTH

2013 REGISTERED MIDWIVES TRANSITION TO PROFESSIONAL PRACTICE PROGRAM

The SA Health Transition to Professional Practice Program (TPPP) for Registered Midwives 2013 will be offered in both metropolitan and country health unit locations. Refer to the website for specific sites and program content.

ABOUT THE PROGRAMS

The Transition to Professional Practice Programs will assist you, as a newly registered Midwife, to consolidate your knowledge and expand your clinical skills and experience as a Midwife. You will gain experience in a wide variety of clinical settings, providing you with the opportunity to consolidate theory with practice.

The program is conducted over a 12 month period (comprising clinical placements and annual leave) with the following support:

- Education support
- Strong clinical focus
- Professional development study days
- Peer Support
- Opportunity to negotiate full time or part time positions (minimum shifts will be determined by sites)

APPLICATIONS


This is an exciting time for SA Health as it continues to use one process for all Transition to Professional Practice Programs (TPPP).

This means you will only need to apply once.

More information about how to apply, the TPPP programs, locations and open days will be available at the SA Health careers website on 4 June, 2012, www.health.sa.gov.au/careers

TPPP INFORMATION SESSIONS

For further information on any of the sites:

<table>
<thead>
<tr>
<th>Placement</th>
<th>Location</th>
<th>Date/Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country Health SA</td>
<td>Contact the DONM at the location/s you’re interested in to discuss specific program information</td>
<td>TBD</td>
</tr>
<tr>
<td>Flinders Medical Centre (FMC)</td>
<td>FMC, Level 7, room 116 Enter via main entrance, go directly up stairs, proceed past court yard to lifts on right side, Lift to level 7 – watch for sign posts</td>
<td>Friday 10 August, 2012 15.30 – 16.30</td>
</tr>
<tr>
<td>Lyell McEwin Hospital</td>
<td>Lyell McEwin Hospital. Meet in the Main Hospital foyer enter from Oldham Road</td>
<td>Tuesday 14 August, 2012 10.00 – 12.00</td>
</tr>
<tr>
<td>Women’s and Children’s Hospital (WCH)</td>
<td>WCH, room 202, 2nd floor, Samuel Way Building Please register your interest in attending by emailing to <a href="mailto:cywhs.educationcentre@health.sa.gov.au">cywhs.educationcentre@health.sa.gov.au</a></td>
<td>Wednesday 8 August, 2012 14.00 – 16.00</td>
</tr>
</tbody>
</table>