

**BASS COAST HEALTH**

# GRADUATE NURSE PROGRAM



**PREPARED AND PRESENTED BY**  
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## Introduction

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Bass Coast Health is the major public healthcare provider within the Bass Coast Shire in South Gippsland. The service has provided quality service and care for residents of the Bass Coast Shire for over 100 years. It is an integrated Health Service providing Emergency services as well as Acute Medical and Surgical, Sub-acute and Residential inpatient beds along with an extensive array of Community and Primary care services. Services are provided also from a number of other sites including Wonthaggi, San Remo and Cowes.

The service is committed to working in partnership with its consumers, its community, and with other health services and all levels of government.

Bass Coast Health celebrates and supports the diverse life experiences and perspectives of everyone in our community, including, consumers, volunteers and staff - regardless of gender, sexual orientation, age, race, disability or religious belief.

## About Us

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### Vision and Values Statement

#### Vision

Excellence in Care

#### Our Mission

Delivering person centred care to improve health, wellbeing, care experience and health outcomes with our community.

#### Values

We embrace the following values to fulfil our vision:

- Wellbeing
- Equity
- Compassion
- Accountability
- Respect
- Excellence

### Purpose

To plan and develop a sub-regional health service that meets the primary health needs of the local community in addition to providing secondary and specialist care to the extended population of the Gippsland South Coast. We are committed to work with our partners to achieve appropriate sub-regional access to specialist services for the people of the South Coast.

## Graduate Nurse Program Overview

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The Graduate Nurse Program here at Bass Coast health is well established and accepts only 26 Graduates. The smaller group size allows for a more direct, personal approach in helping you achieve your professional learning goals.

The aim of the Graduate nurse Program at Bass Coast Health is to support nursing graduates on the transition from Student Nurse to Graduate Nurse. The program aims to assist in consolidating and further developing knowledge, skills and competence in a supported environment. The program aims to assist Graduate Nurses to practice as safe, confident and accountable health professionals.

Our supported and facilitated program will give you opportunities to work across a range of clinical specialties to develop and consolidate your skills, knowledge and practice.

What we offer:

- 0.8 EFT
- Pay rate as per the *Nursing and Midwives Enterprise Agreement 2020 – 2024*
- Dedicated Graduate Coordinator
- Dedicated Graduate Nurse CDN
- Two rotations (6 Months each)
- Variety of acute and specialty rotations
- Community Nursing rotations
- Comprehensive orientation program
- Supernumerary time in each rotation
- Dedicated study days
- Online learning
- Structured reflective practice
- Structured monthly education sessions
- Free Parking
- Salary Packaging

## Intake and Application Process 2024

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To apply for a graduate position at BCH:

**All applicants must be registered through PMCV Allocation & placement Service**

To be considered for 2024 Bass Coast Health Graduate Program positions all applicants must:

1. Register with [Post Graduate Medical Council of Victoria \(PMCV\)](https://gnmp.pmcv.com.au) <https://gnmp.pmcv.com.au> and rank Bass Coast Health Graduate Program if eligible to do so.
2. Collate your application documents as per the instructions outlined in the Application Process below.
3. Create an account/login on the [Bass Coast Health Mercury](#) website and apply to the relevant job advertisement prior to the closing date.

**Applications open: Monday 5<sup>th</sup> June 2023**

To be eligible to apply for these positions, candidates must meet the following criteria:

- Eligible for registration as a Registered Nurse and/or Registered Midwife with the Nursing and Midwifery Board of Australia (NMBA) by February 2024 / April 2024.
- Have not previously participated in a Graduate Nurse, Graduate Midwifery or Double Degree Graduate Program at a hospital/health service (excluding Enrolled Nursing Graduate Programs or Diploma of Midwifery Graduates who have previously completed a Registered Nurse Graduate Program.
- Completed/will complete their nursing and/or midwifery entry to practice qualification in the academic year – January 2023 to June 2024

- A one-page Cover Letter outlining why you have selected Bass Coast Health for your Graduate Year. Cover letter must include your computer match candidate number and *two areas of clinical interest*.
- A Resume containing your contact details, employment history and list of clinical placements.
- A certified copy of your most recent academic transcript with a key to results.
- Certified copies of your two most recent clinical summative appraisals. BCH is able to accept one second year clinical appraisal if necessary.
- Two clinical references who can describe your Nursing practice. Please consider the following when selecting your referees:
- A referee must be a person who has worked directly with you on clinical placement such as an Educator, Preceptor or a Senior Nurse.
- Applicants who have worked as Registered Undergraduate Student of Nursing (RUSON) may also nominate clinical supervisors (i.e. Unit Managers, Associate Unit Managers) from their RUSON employment or placements as one of their referees.

Ideally referees should be from your final undergraduate year and different placements.

- References should be from a Registered Nurse not an Enrolled Nurse.
- Please ensure that accurate and current phone and email details are provided for each referee.
- Current certified Police Check
- Current Working with Children Check (WWCC)  
Applicants are required to have an Employee WWCC by the PMCV results release date (Monday 2nd October 2023). We advise applicants to apply for their Employee WWCC as soon as possible.
- Ensure you have a pdf copy of your Medicare Immunisation History Statement showing three doses of COVID 19 vaccine

## Professional Development Days

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During the twelve-month Program there will be four educational support days, which reinforce relevant clinical knowledge and skills for professional development. Allocated study dates will be advised at commencement of your program.

### Professional Development Day 1

#### **Recognising & Responding to Clinical Deterioration with Simon Plapp.**

This will focus on developing confidence in your clinical skills including;

- Observations
- Documentation
- Communication (ISBAR and the MET response)
- Assessing & Managing the Unconscious patient
- Assessment & Management of Respiratory Failure (including COVID 19)
- Appropriate use of O2 therapy, latest evidence and new O2 therapy devices
- Vascular Assessment
- BP disorders and HR changes
- Sepsis – definition and pathophysiology of SIRS, Sepsis and Septic Shock
- Sepsis – Assessment (including multi organ failure assessment)
- Case Studies and Management

### Professional Development Day 2

#### **Interprofessional Workshop.**

This is a full day multidisciplinary team workshop. This will include further building on clinical skills and promotion of critical thinking through case studies, reflective practice and simulation.



## Professional Development Day 3

### Best practice presentation work shop.

This is a full day work shop where you have the opportunity to present a best practice presentation of your choice.

*Ask the burning clinical question.*

- Collect the most relevant and best evidence.
- Critically appraise the evidence.
- Evaluate the practice decision or change.

*Whilst using sources of knowledge which may include:*

- Experience
- Undergraduate studies
- Current policies and procedures
- Up to date literature
- Learning and Development team
- CSN

Patients who receive care based on the best and latest evidence experience better outcomes.

Healthcare providers who use an EBP approach to delivering patient care experience higher levels of satisfaction.

## Professional Development Day 4

### Experience a Day

This is your opportunity to experience a day in the Department of your choice, a full supernumerary day to explore a new and exciting area. The day is focused on GN's ongoing career development. This includes a focus on speciality areas you may choose to work in.

## Clinical Support

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### The role of your Nursing Unit Manager (NUM)

One of the most important relationships that you will form throughout your transition year will be with your NUM. The role of the NUM will be to discuss the expectations of an RN on the ward and offer a formal orientation to your unit. The NUM will be involved in supporting you to meet the standard of professional practice expected of an RN. They are responsible for rostering your shifts and therefore it is important to

communicate with your NUM regarding your mandatory requirements to attend the facilitated learning sessions and supervision. NUMs have a wealth of knowledge, and should be your first point of call for any professional concerns.

### The role of your Clinical Support Nurse (CSN)

The CSN is responsible for providing clinical education, professional development, and accreditation of nursing staff at all levels. The CSN promotes a learning environment that is evidence based and supports a culture of learning that strives for the highest possible standard of patient care. The CSN will be able to assist you in specialised clinical skills and education.

### The Graduate Coordinator (GNC)

The GNC's are available to support you in your transition into the workforce. GNC's can assist in performing clinical skills and competencies, discuss your progress and debrief. GNCs are frequently rounding on the wards to ensure that you are supported. They are contactable, email or phone.

## Clinical Rotations

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During the course of the 12 months, there will be two six-month rotations. Rotations are coordinated by the Graduate coordinator. Although we endeavour to meet requests, depending on availability this is not always possible.

The extensive range of areas across Bass Coast Heath Campus includes:

- Acute Surgical
- Acute medical
- Emergency
- Haemodialysis
- Short stay Unit
- District Nursing
- Aged Care
- Perioperative
- Sub -Acute

## Completion of the GNP

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GNP Certificate.

Completion of the Graduate Nurse Program GNP Certification.

A certificate will be awarded when the following criteria have been met:

- Completion of the requirements of clinical practice (including annual leave). An independent level of performance is achieved against the NMBA Standards for Practice (RN) at both rotation final discussion
- Successful completion of Mandatory and Graduate Nurse Program clinical competencies and theoretical components
- Attendance at all professional development days

### Graduate Ceremony:

A Graduation Ceremony is held at the conclusion of the Graduate Nurse Program and is an important part of recognising professional and personal development throughout the program. As a public acknowledgement of the achievement, Graduates are invited to celebrate surrounded and supported by fellow Graduates, friends & family. Beyond your Graduate Year Bass Coast Health prides itself on supporting the development of future nursing leaders by taking a home-first approach and growing our own. Bass Coast Health Graduates are highly sought after within the healthcare industry, with 90-97% of our Graduates electing to continue employment with Bass Coast Health. Following the Graduate Nurse Program, Graduates are encouraged and supported to gain future employment within the nursing workforce that aligns with their career aspirations. Bass Coast Health provides a range of programs to support the further education and development of our nurses, including our:

- P2P Pathway to Practice: to advance clinical practice by providing theoretical and clinical education within a number of our highly specialised areas.

- University-affiliated Post Graduate programs supporting nurses in post graduate programs in a variety of clinical areas, through the guidance and support of skilled Clinical Educators and our multi-professional team.
- BCH is developing affiliations with tertiary institutions for the provision of our Post Graduate Nursing Program.

## Key Contacts



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Delivering person centred care to improve health, wellbeing, care experience and health outcomes, with our community.