

**BASS COAST HEALTH**

# **GRADUATE NURSING/MIDWIFERY PROGRAM**



**PREPARED 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 25 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
- 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

## Graduate Nurse/Midwife Program Overview

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The Graduate Nurse/Midwife Program at Bass Coast health is accepting only 3 Graduates. 2 double degree (nursing & midwifery) Graduates and 1 direct entry (midwife only) Graduate.

The aim of the Graduate Nurse/Midwife Program at Bass Coast Health is to support nursing and midwifery graduates on the transition from Student to Graduate. 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 and Midwives 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 areas 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
- Double Degree Graduates
  - Two rotations (6 Months each)
    1. Acute/medical ward
    2. All areas of Maternity
- Midwifery Graduates
  - Full 12 months in all areas of maternity
- 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 2025

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To apply for a graduate position at BCH:

Applications open: Monday 27<sup>th</sup> May 2024

All applicants must be registered through PMCV Allocation & Placement Service

To be considered for 2025 Bass Coast Health Graduate Program positions all applicants must:

1. Register with Post Graduate Medical Council of Victoria (PMCV)

<https://gnmp.pmcv.com.au> and rank Bass Coast Health Graduate Program if eligible to do so.

- Click login -then **Candidate Login**
- **Create an account**, then login to be taken to the Applicant Portal (APS)
- Click **Apply** to the GNMP Match

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.

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 2025/ April 2025.
- 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 2024 to June 2025

- 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 WWC 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.

(For all Graduates)

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.

**For the Midwives** – we will have a full day of multidisciplinary obstetric emergency training incorporating neonatal resuscitation

## Professional Development Day 3

### Best practice presentation work shop.

(For all Graduates)

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.

**For the Midwives** – As you are already Registered in Midwifery. You will attend a full day workshop and assessment facilitated by RANZCOG in fetal surveillance.

## Clinical Support

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### The role of your Nursing/Midwifery Unit Manager (NUM/MUM)

One of the most important relationships that you will form throughout your transition year will be with your NUM/MUM. The role of the NUM/MUM will be to discuss the expectations of an RN/RM on the ward and offer a formal orientation to your unit. The NUM/MUM will be involved in supporting you to meet the standard of professional practice expected of an RN/RM. They are responsible for rostering your shifts and therefore it is important to communicate with your NUM/MUM regarding your mandatory requirements to attend the facilitated learning sessions and supervision. NUM/MUMs have a wealth of knowledge, and should be your first point of call for any professional concerns.

### The role of your Clinical Development Nurse (CDN)

The CDN is responsible for providing clinical education, professional development, and accreditation of nursing staff at all levels. The CDN 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 CDN will be able to assist you in specialised clinical skills and education.

### The Graduate Coordinator (GNC)

The GNCs 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 Health Campus includes:

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

### For the Midwives

- Double degree Graduates will complete 6 months in an acute nursing ward and 6 months in maternity.
- Midwifery Graduates will complete full 12 months in maternity.

## Completion of the GNMP

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GNMP Certificate.

Completion of the Graduate Nurse/Midwife Program GNMP 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/RM) at both rotation final discussion
- Successful completion of Mandatory and Graduate Nurse/Midwife 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/Midwife 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 and midwifery 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/midwife Program, Graduates are encouraged and supported to gain future employment within the nursing and/or midwifery 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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Joanne O'Connor  
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Delivering person centred care to improve health, wellbeing, care experience and health outcomes, with our community.