



GOULBURN VALLEY
HEALTH
CARING FOR YOUR COMMUNITY

GOULBURN VALLEY HEALTH
2009
GRADUATE NURSE PROGRAM



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GOULBURN VALLEY HEALTH

Goulburn Valley Health (GV Health) is a 280 bed acute and extended care facility which provides surgical, medical, paediatric, obstetrics and gynaecology, intensive care and psychiatry services as well as extended care and regional services. It has two smaller sites at Rushworth and Tatura with acute and aged care beds. GV Health provides community services that compliment its inpatient role, such as Hospital in the Home, diabetes education, continence and aged care assessment, home based nursing and allied health.

A high incidence of road accidents, skin cancer, farm injuries and work safety accidents occur in our region, a characteristic that we share with other rural communities.

Population numbers swell considerably during the fruit harvest season from December to March, when an estimated 10,000 itinerant workers from throughout Australia and overseas visit the region. Snake bite, cuts, scratches to the eyes from branches, injuries caused by falling from a fruit picking ladder and allergic reactions are among the most common conditions treated during the harvest season.

OVERVIEW OF GRADUATE PROGRAM

GV Health Graduate Nurse Program is recognised as an adult learning course that encourages self-directed learning. The program offers you the opportunity to practice in a supportive environment that will facilitate your transition from a student nurse to a confident practicing registered nurse. Your development of theoretical and clinical knowledge will be supported by the unit clinical area educators.

Our rural teaching hospital provides nursing graduates with a unique opportunity to broaden clinical skill and knowledge across a large diversity of clinical situations/conditions. The dedicated staff within the organisation will assist you to identify your strengths and to develop strategies for further growth by providing ongoing professional development opportunities.

ADVANTAGES OF A GV HEALTH GRADUATE PROGRAM

- Three four month rotations
- Clinical area educator in each specific area
- Individual preceptors just for you
- Comprehensive orientation program
- Progress review at the beginning of each rotation to find a starting point for your professional development
- Clinical appraisal each rotation to provide feedback and document progress
- No lift and patient transfer training

- Internet access on each unit
- Individual email address
- Seven paid study days
- Regular unit based education sessions
- Opportunities for a second year rotation to another two clinical areas
- Free staff clinic
- Free staff parking
- Salary packaging
- Study/conference leave
- Goulburn Valley Health social club opportunities
- Supernumerary days each rotation
- Information technology (IT) training available
- Fire, safety, and emergency code training
- ADO (accrued day off) once a month for full time employees
- Self rostering in some clinical areas
- Discount Aquamoves gym membership
- Certificate on completion of graduate program.

There are 20 graduate nurse positions available in 2009. Your comprehensive orientation to GV Health and the graduate program commences on the 27th January 2009.

ROTATIONS

Graduate rotations are offered in the Surgical Unit, Medical Unit, and Rehabilitation Unit. Some opportunity may be available to rotate into the specialty units such as the Emergency Department, Paediatric Unit, Theatre and Day Procedure Unit, Midwifery for double degree graduates and Mental Health Services.

You will have 3, 4-monthly rotations to provide you with enough time to consolidate your skills and knowledge across 3 diverse units.

You will be expected to work and grow as part of the nursing team within the unit you are working in. You will undertake morning, afternoon, twilight, and night duty shifts when applicable as the rest of the staff within the unit.

You will submit 3 of your clinical preferences on application. The GV Health Graduate Program endeavours to secure at least one of your preferred clinical preferences for your rotation.

Clinical Areas

- Medical Unit
- Rehabilitation Unit

- Surgical Unit

Specialty Areas

- Emergency Department
- Mental Health
- Midwifery
- Paediatric Unit
- Theatre and Day Procedure Unit

Medical Unit

The Medical Unit has the ability to care for 40 patients on a daily basis with around 1000 per year. You will have the opportunity to care for patients with a variety of medical conditions that include cardiac, diabetic, renal, neurological, respiratory, gastro, oncology, and palliative.

The Medical Unit has an extensive in-service program with a minimum of one in-service weekly. Topics vary according to the learning needs of staff.

Rehabilitation

Mary Coram Rehabilitation Unit

Mary Coram Rehabilitation Unit provides care for 700-800 patients a year, with 16 geriatric evaluation management and 24 rehabilitation patients on a daily basis. The 40 beds combined will offer the graduate nurse an opportunity to advance their rehabilitation skills in dealing with conditions such as the long term chronic obstructive pulmonary disease, Parkinson's disease, dementia, neurological, orthopaedic, cardiac, and gastroenterology. As a part of your professional development, weekly in-services are offered. Topics vary in accordance to staffing needs. There is also opportunity to attend other wards in-services if they are of interest to you.

Surgical Unit

Surgical Unit has the ability to care for 30 patients on a daily basis with around 2500 per year. There are several specialities in this unit; these include general surgery, urology, orthopaedics, ear, nose and throat, gynaecology, paediatric and oral surgery.

You will have the opportunity to attend in-services as well as encouraged to participate in external education.

Emergency Department

The Emergency Department currently provides a service to 35,000 patients a year. The department consists of twenty emergency beds and 8 emergency medical unit beds. The

Emergency Department has approximately 10,000 high acuity patients per year. The Emergency Department also provides care for approximately 10,000 children per year.

The many educational opportunities include unit education sessions, external education which graduates are encouraged to attend, and the opportunity for postgraduate studies in emergency.

Mental Health

Goulburn Valley Area Mental Health Services (GVAMHS)

Psychiatric inpatient services include 20 acute in-patient beds (15 adult and 5 psychogeriatric assessment), 8 bed sub acute Step-Up/Step-Down Pilot Program, 8 bed Specialist Residential Rehabilitation Program and 20 specialist psychogeriatric residential beds.

Psychiatric Community Programs care for adult, child, and adolescent patients.

Midwifery

The midwifery unit has the ability to care for 25 patients. This is broken down to 15 ward beds, 4 special care and 5 birth suites. Patients admitted into midwifery are mostly 20wk+ gestation, however often women with gynaecological conditions are cared for in this unit. There are approximately 1,000 births per year.

A clinical area educator is available within the unit. This specialised unit offers ongoing education and competencies in:

- Vaginal examinations
- Epidural management
- Preceptorship program
- LUSCS attendance
- Fetal surveillance (monitoring)
- Neonatal resuscitation
- Neonatal venepuncture
- Breast feeding in-services
- Weekly ward in-services.

Paediatrics

Paediatric unit is able to care for 24 patients on a daily basis with around 1500 patients per year. The unit caters for children from birth to 17 years across most paediatric medical and surgical specialties including oncology, orthopaedics, ear nose and throat. Paediatric home and community nursing, paediatric diabetes and asthma education programmes and paediatric outpatient services are also run from the ward.

Theatre

The combined operating room complex includes Day Procedure Unit, Theatre and Central Sterilising Services Department.

There are 3 operating theatres, with a 6 bay recovery room.

Day Procedure consists of 12 beds, 4 reclining chairs and a treatment room.

Central Sterilising Services Department (CSSD) caters for the cleaning, decontamination, packaging, tracking and subsequent sterilisation of theatre instruments and linen and provides a service for areas external to the operating suite.

Theatre performs approximately 6000 procedures for patients per year. You will have the opportunity to attend all in-services with in the unit as well as encouraged to attend external education.

SUPPORT FOR GRADUATES

Clinical Area Educator

The Clinical Area Educator is primarily a teaching resource for you and nursing students undertaking programs and courses conducted by GV Health. Clinical Area Educators assist in the provision of high quality clinical area orientation, ongoing theoretical development and evaluation and in the professional development of staff.

Preceptorship

GV Health strives to develop a positive clinical learning environment for you. The preceptorship model allows you to feel supported within the clinical environment. You will have at least one preceptor, who works shift work. This alone enhances the support for the graduate in all hours of the day or night.

Clinical Support Nurse

A clinical support nurse works in the afternoons and on some weekends to support new staff and graduates in the organisation.

Orientation

Your first week at GV Health will include a comprehensive orientation program run by the Human Resources department and the Centre for Nursing Practice, Education and Research. The orientation program is the same as all employees receive, however as you are a beginning practitioner, nursing offers a little extra to get you up and going.

Supernumerary Days

Each graduate is allocated supernumerary time. During this time the graduate works closely with the Clinical Area Educator to assist with their transition into the clinical environment.

EDUCATION

Graduate Study Days

The Graduate Nurse Program offers 5 paid study days during the 12 month period. The study days consist of both theoretical and clinical content, which is based on the individual learning needs of the graduates. Previous topics held include time management, documentation, loss and grief, fluid management, medication management, post operative pain management, wound management, blood alcohol testing, acute myocardial infarction, pulmonary embolisms, blood transfusions, pain management, electro cardio graph interpretation, drug and alcohol withdrawal. Each session is conducted by experienced nurses within the specific field. Graduates also have the opportunity to use the on-campus University of Melbourne clinical skills laboratory to practice their nursing skills.

The Centre for Nursing Practice Education and Research

GV Health is proud to be a teaching hospital. Nurses are expected to undertake the core competency educational requirement of all GV Health nurses, as well as participate in courses to maintain professional development.

Core Competency

- Drug calculations
- Basic life support
- No lift
- Fire Training

SECOND YEAR ROTATION

Have you got future goals of undergoing postgraduate studies but are a little unsure of what area? Or would you like to further your experience in a specific general ward? If so then this may be the perfect solution for you.

Goulburn Valley Health offers a second rotation year. This is a unique program offered by Goulburn Valley Health to facilitate the second year nurse in experiencing additional work areas.

Areas available to rotate through include: Theatre, Intensive Care, Emergency Department, Mental Health, Paediatrics, Rehabilitation, Medical Unit, Surgical Unit, Day Procedure Unit, Oncology, Dialysis, and District Nursing.

The second year rotation is tailored to suit your needs as a second year nurse, therefore each individual nurses request for rotation are reviewed on the individual basis by the unit managers, Human Resources department and the Chief Nursing Officer.

Throughout this program the clinical area educators and unit managers will be able to guide you in undertaking relevant internal study days and external study days available.

REMUNERATION AND CONDITIONS

All registered nurses employed within Victorian public hospitals work under the Victorian nurse's award. The pay rate and conditions will be the same across the state.

Accrued day off (ADO)

If you work full time you will accrue 4 hours of ADO hours. Therefore each month you will have one paid day off.

Pay rates

As per victorian nursing award.

Penalties

Weekend rates are time and a half.

Public holiday rates are double time.

Every afternoon shift you work you will receive an additional \$18.50.

Every night duty shift you work you will receive and additional \$46.50.

Sick leave

You are entitled to 12 days per year, pro-rata with a medical certificate.

Salary Packaging

GV Health is a public benevolent institution which is exempt from paying the usual level of fringe benefits tax. Management of the hospital wishes to pass the tax savings on to its valued employees, so the first \$17,000 of grossed up fringe benefits are tax free. You will need to discuss salary package options with Human Resources at orientation.

Uniform/ Laundry Allowance

As per GV Health policy.

RECRUITMENT AND SELECTION PROCESS DURING 2008

All prospective graduate nurses wanting a graduate nurse position at GV Health are required to apply through the Postgraduate Medical Council of Victoria (PMCV) computer match process. This process allows students to apply to only 4 hospitals.

PMCV can be contacted on (03)94191248 or via email: pmcv@pmcv.com.au

It is important to note, that prospective graduates must also apply directly to each of the four individual hospitals they have nominated.

Monday 19th May

Online registration of candidates opens at the PMCV computer matching service website: <http://computermatching.pmcv.com.au>

Thursday 31st July

Closing time for online submission of candidate priority list at the PMCV website.

Friday 1st August

Hospital administration users can logon and download a list of candidates who have nominated that hospital/health service as a preference.

Candidates will be requires to log onto the GV Health website to apply online.

<http://www.gvhealth.org.au/>

2nd August – 26th September

GV Health will be conducting interviews.

Thursday 2nd October

Closing time for hospitals to nominate prospective graduates.

Monday 20th October

Computer match has taken place, and results are released to the hospitals and candidates.

APPLICATION PROCESS

All applicants will be required to apply online.

<http://www.gvhealth.org.au/>

Required documents for online applications include:

- Cover letter
- Certified copy of your academic transcript with results legend
- 2 clinical referees
- Employment history
- Passport photo

The Interview

Conducted between August 1st and September 25th.

GV Health conducts their interviews individually. There will be an interview panel made up of the graduate program coordinator, unit managers, and nurse educators, with a maximum of 3 interviewers on each panel.

All applicants are required to bring:

- 2 most recent clinical appraisals
- Copy of current CV
- Academic transcript
- Nursing registration

A basic drug calculation test is required upon completion of your interview.

Each applicant will be scored on:

- Academic ability
- Drug calculation test
- Interview
- Application presentation

POST GRADUATE OPPORTUNITIES

GV Health has close affiliation with both Melbourne University and La Trobe University offering post graduate opportunities. Post graduate opportunities include:

- Postgraduate Certificate in Nursing Practice
- Postgraduate Diploma in Nursing Practice
- Postgraduate Diploma in Nursing
- Advanced Clinical Nursing - Child Health
- Advanced Clinical Nursing - Mental Health
- Postgraduate Diploma in Midwifery

FACILITIES & SERVICES

Accommodation

GV Health can provide a list of real estate agents upon request from reception at Elsie Jones Education Centre. While we do not provide any accommodation on site; we are happy to assist with finding accommodation close to the hospital.

Free car parking

GV Health provides free car parking to staff. The car park is accessed by the swipe tag which is given to you on orientation.

Library

The library has a broad range of books, journals, and audiovisual materials for loan. All staff can use the library to access the internet, fee-paying photocopiers, colour printers, bibliographic databases and the Clinician's Health Channel.

Speciality Shops

On-campus there is a well recommended cafeteria and a coffee shop located on ground floor available to all staff and public.

Shepparton Website

Visit the Shepparton website for information about the opportunities and life-style to be experienced in the Greater City of Shepparton.

www.shepparton.vic.gov.au

FURTHER INFORMATION

You can obtain further information by viewing our internet site – www.gvhealth.org.au or by calling the graduate nurse program coordinator on (03) 58322435, or emailing kate.moroney@gvhealth.org.au