



Bass Coast Health Graduate Nurse Programs Information Booklet

About us

Bass Coast Health (BCH) is the major public healthcare provider within the Bass Coast Shire in South Gippsland. It is an integrated health service providing a range of acute, sub-acute, ancillary medical, aged and ambulatory care services. BCH is fully accredited by the Australian Council on Health Care Standards (ACHS) and is equipped to offer a broad range of specialist medical, surgical and obstetric services including orthopaedics, ophthalmology, gynaecology, paediatrics, urology and rehabilitation.

Aged Care residential services are provided in the Kirrak House residential care facility located on the Wonthaggi campus and Griffith Point Lodge Hostel situated at San Remo, overlooking Cape Woolamai. All residential aged care services are accredited through the Australian Aged Care Quality Agency (AACQA).

BCH offers a wide range of community and welfare services that are provided at Wonthaggi, San Remo, Inverloch, Grantville, Corinella and Cowes. BCH's Community Services provide a wide range of allied health and clinical nurse consulting services that include assessment and treatment to clients within the Gippsland South Coast. These services are delivered in a variety of settings including inpatients, outpatients, residential aged care facilities and in clients' homes and embraces the Active Service Model as its underlying philosophy. All community services are accredited through ACHS or AACQA.

BCH is committed to working collaboratively and in partnership with other health services, local government and state government and is an active member of the South Coast Health Services Consortium and the Gippsland Health Alliance.

BCH is committed to working in partnership with consumers and actively encourages involvement of patients, residents, clients and families in all aspects of their own care as well as in the planning, delivery and evaluation of health services.

Overview of graduate program

The graduate program at BCH offers you a dynamic, well-structured and supported year. As a beginning practitioner we aim to transition you from student to a Registered Nurse by providing a structured clinical support program within a theoretical framework. At BCH we provide opportunities to build on your existing knowledge and skills in a friendly and well-supported environment over 52 weeks.

- BCH is excited to offer 10 positions for 2019



Five streams with two rotations providing a divided six months experience in each rotation.

- Perioperative / Surgical
- District Nursing / Aged care
- Emergency / Medical
- Haemodialysis / Sub acute
- Emergency / Sub acute

Your rotations aim to provide you with enough time to consolidate your skills and knowledge across the diversity of each unit. 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 and night duty shifts. You will be required to rank your clinical preferences upon application. The BCH Graduate Program endeavours to secure at least one of your preferred clinical rotations.

Advantages of BCH graduate program

- ✓ A variety of rotations
- ✓ Preceptors in each clinical area
- ✓ 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
- ✓ Six paid study days
- ✓ Regular unit-based education sessions
- ✓ Free immunisation
- ✓ Free staff car parking
- ✓ Salary packaging
- ✓ Study/conference leave as per EBA
- ✓ Supernumerary time at the commencement of each rotation
- ✓ Information technology (IT) training available
- ✓ Fire, safety, and emergency code training
- ✓ Self rostering in some clinical areas
- ✓ Discounted gym membership
- ✓ Certificate on completion of graduate program



Support for graduates

Clinical Area Portfolio holder

The clinical area portfolio holder is primarily a resource and support for you. Clinical area portfolio holders assist in the provision of high quality clinical area orientation.

Preceptorship

BCH 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 Development Nurse

Clinical Development Nurses work Monday to Friday. They provide ongoing theoretical development, coordination of study days, evaluation and feedback on the professional development of graduate nurses.

Orientation

BCH will include a comprehensive orientation program run by the Human Resources Department and the Learning and Development Department. You will participate in the same orientation program that all employees are offered, with further days provided 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 portfolio holder and preceptor to assist with their transition into the clinical environment.

Education

Graduate Study Days

The Graduate Nurse Program offers four paid study days during the twelve month period. The study days consist of both theoretical and clinical content, which is based on the individual learning needs of the graduates. Each session is conducted by experienced nurses within the specific field. Included within these days is the opportunity for each graduate to experience a day in any clinical area of their choosing. Some of the areas chosen in the past include: midwifery, mental health, health services coordination, emergency. Graduates also have the opportunity to use the on-site simulation room to practise their nursing skills and have access to a computer room for further theory development.

The Learning and Development Department

BCH is proud to be a teaching hospital. Graduates are expected to complete the mandatory training requirements for nurses/midwives as directed within the BCH educational framework. Graduate nurses are also encouraged to complete

recommended educational training available that as part of their professional development.



Remuneration and conditions

All registered nurses employed within Victorian public hospitals work under the Victorian Nurse's Award.

Pay rates

As per Victorian Nurse's Award.

Penalties

- As per Victorian Nurse's Award
- Weekend rates are paid at time and a half
- Public holiday rates are paid at double time
- Additional penalties apply for afternoon shifts and night duty shifts

Personal Leave

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

Salary Packaging

BCH is a public benevolent institution which is exempt from paying the usual level of fringe benefits tax and BCH wishes to pass these tax savings on to its valued employees. Maxxia provides this service to our organisation and appointments can be made on a monthly basis. Information will be provided to you on orientation.

Uniform/ Laundry Allowance

As per BCH policy.



Recruitment and selection process

All prospective graduate nurses wanting a graduate nurse position at BCH are required to apply through the Postgraduate Medical Council of Victoria (PMCV) computer match process. At BCH we abide by the rules of PMCV and expect our prospective graduates to follow the same process.

Further details for PMCV can be found on below website

<http://computermatching.pmcv.com.au/>

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

Bass Coast Health nurse graduate application requirements

Each Candidate will be required to email or send applications attention to our Human resources centre

- pat.grasby@basscoasthealth.org.au
- 235 Graham Street Wonthaggi, 3995

- To be included for selection, your application *must* include the following information:
 - Letter of application
 - Current resume
 - Two clinical referees
 - A passport photo
 - Current academic transcript (certified)
 - Copy of 2 most recent clinical appraisals

Computer matching results are available to candidates and hospital administrators via the PMCV computer matching website (login required).

Candidates who decline their matched offer are NOT eligible to apply for another position from another health service.

The Interview

BCH conducts their interviews individually. There will an interview panel made up of the graduate program coordinator, unit managers, and nurse educators, with a maximum of 2 interviewers on each panel. Candidates will be notified for which interview they have been selected, so they can prepare accordingly.

All applicants are required to bring:



- 2 most recent clinical appraisals
- Copy of current resume
- Academic transcript
- Nursing / Midwifery registration details (if available)

Each applicant will be scored on:

- Academic ability
- Interview
- Application presentation

Post graduate opportunities

BCH has close affiliation with Deakin University, Monash University and Federation University who offer post graduate opportunities. Post Graduate Certificate and Diploma in Nursing Practice opportunities include:

- Critical care
- Perioperative
- Community Nursing
- Midwifery

Further information

You can obtain further information by:

- ✓ viewing our website www.gha2.net.au/bch
- ✓ by calling the Graduate Nurse Program Coordinator on **5671 3280**
- ✓ emailing education@basscoasthealth.org.au