



Graduate Nurse Program Information

ABOUT US

Gippsland Southern Health Service is a major provider of healthcare in the South Gippsland Shire. GSHS offers a broad range of services that meet the needs of a diverse and sparsely populated area with many small rural communities.

With two main acute facilities based at Leongatha and Korumburra and servicing a community health centre at Tarwin Lower, GSHS offers a broad range of specialist, general, acute, subacute, primary healthcare, residential aged care and community services.

GSHS employs 240 EFT, with a total of 450 staff across all sections of the organisation. A significant capital development was completed in December 2013 with the \$35M rebuild of the acute, subacute and primary health facilities at Leongatha.

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IMPORTANT DATES

10/6/2019

Computer Match open to candidates

19/7/2019

Computer Match closes for a week of administration

29 Jul to 13 Sep

Send cover letter, CV etc to GSHS. Attend interviews.

13/9/19

Computer Match closed

3/2/2020

Start date at GSHS

CONTACT

Address

Att: The Education Department
GSHS
Private Bag 13
LEONGATHA 3953

Website

www.gshs.com.au

Email

education@gshs.com.au

Telephone

03 5667 5502



OVERVIEW OF GRADUATE PROGRAM

The graduate program at GSHS 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 GSHS we provide opportunities to build on your existing knowledge and skills in a friendly and well-supported environment over 52 weeks.

Intake number: 4 positions commencing 3/2/20
2 positions commencing in Aug 2020

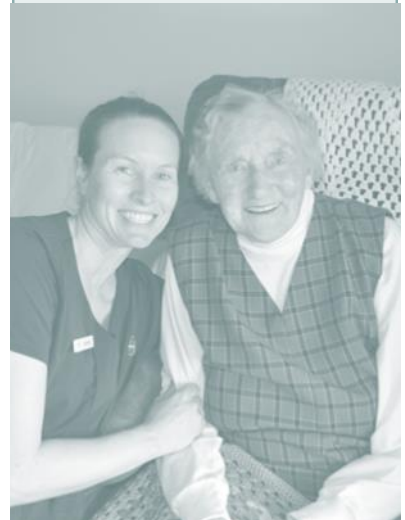
Graduates rotate through all clinical areas at both Korumburra and Leongatha campuses. This includes:

- Medical/Surgical
- Residential Care
- Operating Suite
- District Nursing

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. Shifts include morning, afternoon and night duty.

ADVANTAGES OF GSHS 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
- Five 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



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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

GSHS 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

GSHS 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 five 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. 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.

Mandatory Competencies

GSHS is proud to be a teaching hospital. Graduates are expected to complete the mandatory training requirements. Graduate nurses are also encouraged to complete recommended educational training available as part of their professional development.

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REMUNERATION & 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.

Leave

You are entitled to 8 days personal leave per year, pro-rata with a medical certificate. Annual leave is rostered midway and at the completion of your graduate year as 5 weeks.

Salary Packaging

All staff employed at GSHS are eligible for salary packaging. Eziway provides this service to GSHS. Information may be found on their website at www.eziway.net.au or during your orientation day.

RECRUITMENT & SELECTION PROCESS

All prospective graduate nurses wanting a graduate nurse position at GSHS are required to apply through the Postgraduate Medical Council of Victoria (PMCV) computer match process. At GSHS we abide by the rules of PMCV and expect our prospective graduates to follow the same process. Visit www.computermatching.pmcv.com.au for more information.

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

Application Process

Each candidate will be required to email or send applications to:

The Education Department
Gippsland Southern Health Service
Private Bag 13
Leongatha 3953

To be included for selection, your application must include the following:

- Letter of application
- Current resume
- Two clinical referees
- Passport photo
- Certified copy of your current academic transcript
- Copy of your 2 most recently 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.

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The Interview

GSHS conducts their interviews in groups of a maximum of four candidates. 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. Candidates will be notified for which interview they have been selected, so they can prepare accordingly.

All applicants are required to bring:

- Current resume
- Certified copy of your current academic transcript
- Copy of your 2 most recently clinical appraisals.
- Nursing/Midwifery AHPRA registration details (if available)

Each applicant will be scored on:

- Academic ability
- Interview
- Application presentation

POST GRADUATE OPPORTUNITIES

GSHS 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:

- Perioperative
- Community Nursing
- Midwifery
- Residential Care
- RIPERN

Further Information

You may obtain further information by emailing the Education Team at education@gshs.com.au.

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