Transition to Practice Program
New Graduate Registered Nurse

Transitional Registered Nurse Handbook
2012
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Introduction

Welcome to the Transition to Practice Program for New Graduate Registered Nurses in the Far West Local Health District (FWLHD). We welcome you to our team who work at 7 facilities throughout the LHD with 1 base hospital and 6 Multi purpose and primary care facilities.

Our population is dispersed across a large geographic area with our base hospital located at Broken Hill. Our staff work in a variety in rural and remote settings at Tibooburra, Broken Hill, Wilcannia, Menindee, Ivanhoe, Wentworth and Balranald.

The Base Hospital for the Far West LHD is Broken Hill. Which is in far western NSW, 50 kms east of the South Australian border. Broken Hill Health Service is a major rural referral centre and provides a range of inpatient and outpatient services including emergency, general medical and surgical, mental health, maternity, gynaecology, paediatrics, renal dialysis, rehabilitation, critical care, diagnostic services, cancer care and palliative care. It also provides a wide range of primary and community health services.

The Transition to Practice Programs are designed to enable the newly graduated Registered Nurse to be a confident, safe and caring practitioner, utilising knowledge and skills, to provide best practice nursing care to our community.

Thank you for choosing to join our unique workforce and help make a difference to our culturally diverse communities. You will find this year to be exciting and challenging which will provide you with wide scope for learning opportunities and experiences.

If you find that at any time during the post graduate year, you are unable to meet the requirements of the program, please notify the Coordinator of Registered Nurse Programs as every effort will be made to implement alternative arrangements to support you.

Good Luck and enjoy your nursing in the Far West LHD.

Kerry Shanahan
The Transition to Practice Program

The Far West LHD offers a number of different graduate programs including the unique rural and remote program. The programs are designed to facilitate the newly graduated (transitional) Registered Nurse to become a confident, safe and competent practitioner. Your program allows you to integrate and consolidate theoretical and practical skills to provide best practice nursing care to the community.

There is a strong focus on the special skills required by Registered Nurses practicing in rural and regional settings, which enhances and consolidates your nursing knowledge.

Our Philosophy
Nurses should be nurtured and encouraged to achieve their full potential. The Transition to Practice Program provides a supportive environment through which learning and skill development is promoted.

Our Aims
The program aims to support new transitional Registered Nurses as they integrate theoretical and practical skills and knowledge. We aim to provide a flexible, individualised and professional program, which is responsive to the needs of transitional nurses and the health service.

Our Objectives
- To facilitate the development of confidence in the clinical care setting.
- Facilitate the building of critical thinking in the clinical care setting.
- Facilitate the development of professional practice skills.
- Enable nurses to choose a career pathway that will provide job satisfaction and appropriate skill development.
- To retain at least 70% of transitional Registered Nurses beyond the Transition to Practice Program.
- To provide transitional nurses with a range of rural nursing experiences; including encouraging these nurses to gain experience in Primary Health Care and Remote Area Nursing.

Length of the Program
Generally the Transition to Practice Program is conducted over a 12-month period. However, in some circumstances experienced Enrolled Nurses completing their Bachelor of Nursing may have elected to participate only in a 6-month program.

The program can be completed on Full time or part time basis. This is outlined in your letter of offer. It is not possible to complete the program on a casual basis.

Transitional Registered Nurses are welcome to apply for other positions within Far West LHD, however a minimum of 6 months completion of the program is preferred prior to taking up these positions.

Should you choose to leave Far West LHD the Coordinator of Registered Nurse Programs will conduct an exit interview with you.
**Employment**
You are currently employed on a temporary 12-month contract. At the completion of the Transition to Practice Program, transitional Registered Nurses will be offered full or part time permanent employment, subject to satisfactory performance, as per the offer of employment letter. Where there are no vacancies at the employing facility, consideration is given to employing the transitional Registered Nurse at another LHD facility.

Present employees of Far West LHD (eg EN/EEN) who commence as a transitional Registered Nurse will be transferred to a Registered Nurse position and will not have their continuity of service affected.

**Health Services Included in the Program**
- Broken Hill is involved in the Transition to Practice Program (Registered Nurse). Small rural facilities and multipurpose services participate to some extent.

- Rural (MPS) Health Services / Clinical Rotations
  Clinical rotations can take place in all Health Services within Far West LHD. Transitional Registered Nurses who are based at Rural (MPS) Health Services are assessed for the skills and knowledge they require to be safe practitioners and may complete a clinical rotation at Broken Hill base Hospital if need be.
Clinical Rotations
Every effort has been made to provide requested clinical rotations. Generally you have up to 2 rotations, which are a combination of General, Specialist and/or Rural/Remote Health Services.

General Rotations
Clinical Rotations (listed below) are subject to availability and organisational need. The local Nurse Managers are responsible for clinical rotations at their Health Service:

- Surgical Ward
- Medical Wards
- Operation Theatre
- Rural and Remote

Specialist Rotations
Specialist clinical rotations may include the following departments:

- Emergency Department
- Intensive Care Unit
- Operating Theatre
- Mental Health Inpatient Unit
- Paediatrics
- Renal Dialysis Unit
- Community Health

Change of Clinical Rotations
Once clinical placements have been arranged they are difficult to alter due to rostering requirements, and thus may not always be possible. Rotations are subject to negotiation with the facility HSM/DON (or designate) or the Coordinator of Registered Nurse Programs. ‘Swapping’ rotations with other transitional Registered Nurses will be considered.

Any changes to clinical rotations should be approved by the local DON / HSM / Nurse Manager. Where a change of rotation includes another facility, the Health Service Manager/Nurse Educator must also contact the Coordinator of Registered Nurse Programs.

Evaluation of Clinical Rotations
Evaluation is one of the critical elements in the ongoing success of the Transition to Practice Program. A formal evaluation is requested following each rotation and at the end of the year. Evaluation forms are provided and should be sent via internal mail to the Coordinator of Registered Nurse Programs.
Orientation
All Registered Nurses who join the Transition to Practice Program have a 5-day Far West LHD orientation week. Formal orientation weeks are held in February and August each year in Broken Hill. These days will include:

- LHD Transition to Practice Program Orientation, Clinical Skills Assessment - Mandatory Training, Ward Orientation.
- Ward / Health Service orientation will be held in the first 2 days on the ward. These days you will be rostered as ‘supernumerary’
- At the commencement of each new clinical rotation you will be offered 2 days supernumerary.
- If you are expected to work in other areas of the Health Service, then a 1-day orientation to these ward areas should be sought.

Mentors & Preceptors
Far West LHD facilities will provide you with a mentor/preceptor. Your mentor/preceptor has been nominated by the Health Service Manager or Nurse Education Manager/Nurse Educator. The mentor should be identified at the beginning of the Clinical Rotation and continue throughout. Please ask if you are not aware who has been identified as your mentor/preceptor. For your information, mentors / preceptors should have read Mentoring Made Easy: a Practical Guide. The mentor agreement located in this booklet should be signed by you and your mentor.

Calendar
A provisional calendar of rotations and study days for the year has been developed and distributed at orientation. Dates are subject to change but these will be communicated in advance.

Study Days / In-service
There are a minimum of three formal study days during the year, which will be convened at Broken Hill. You are required to attend these days and Health Services are required to release you from rostered duties in order to attend these days. In addition, every effort should be made to allow and encourage you to attend at least 24 hours of In-services held at local Health Facilities. You are strongly encouraged to seek as many educational opportunities as possible in this post-graduate year. The Centre for Rural and Remote Education provides a range of educational opportunities via face-to-face and e-learning modules. The education calendar is updated on a regular basis and can found on the Centre for Rural and Remote Education webpage on the Far West LHD intranet.

Travel Time
Travel time will be given to you as ‘on duty’ to attend study days / In-services, and to move from one rotation to another (where these are in different towns/cities). Payment of travel time will be provided according to NSW Nurses Award rates.

- Payment of travel time will be the responsibility of the Health Service releasing you to attend the study day.
- The receiving Health Service will provide payment of travel time between placements.
Clinical Competencies
Portfolios of Professional Practice
You have received a Far West LHD Transitional Registered Nurse Portfolio of Professional Practice. This includes mandated competencies for new nurses employed in Far West LHD. These competencies must be completed within the first 3 months of employment. The Transitional Registered Nurse Portfolio of Professional Practice contains some additional competencies, which must also be completed. There may also be additional clinical competencies that relate directly to the clinical stream you are working in. It is expected that all the clinical competencies will be completed at the conclusion of the relevant rotation.

Should you be deemed ‘not yet competent’ in any mandatory clinical competency, you will be given additional training, education and support as required.

Failure to complete Clinical Competencies will result in unsuccessful completion of the Transition to Practice Program.

Clinical Competency Assessments
It is recommended that a senior member of Nursing Staff assess the clinical competencies. These may include:
- The nominated Mentor / Preceptor
- Nurse Educators
- Clinical Nurse Educators
- Clinical Nurse Specialists
- Clinical Nurse Consultants
- Nursing Unit Manager
- Or any registered nurse delegated that responsibility by the Nursing Unit Manager.

Transitional Registered Nurse Development Plans
A development plan will be initiated with you during orientation. This plan is based around a self assessment of your learning and skill development needs and is to be used in conjunction with your performance appraisals. The development plan, along with the ANMC competency self assessment will form the basis for an action plan to address identified needs. The development plan should be completed by yourself, in conjunction with your local Nurse Manager/Nursing Unit Manager/ Nurse Educator.

Verbal performance feedback will be provided within the first month of each rotation.

Appraisals
Performance Appraisals will be conducted at the 3 monthly intervals during the program and at the end of the program. The Far West LHD Transitional Registered Nurse Appraisal Form (provided) should be used for these appraisals. A template for New Graduate Registered Nurse can be found in your Portfolio of Professional Practice. You will need to complete the employee section of this form prior to your scheduled performance appraisal.

A copy of all your appraisals and performance development plan should be given to the local Nurse Manager/ Nurse Education Manager to be kept in your staff personnel file.

Failure to complete appraisals and development plans will result in unsuccessful completion of the program.
Learning Support
Far West LHD is committed to providing learning support in the clinical environment. To ensure you are a confident, competent and safe practitioner, the following staff are available to provide additional learning support during the transitional year (and throughout your Registered Nurse career). Please do not hesitate to ask for support or assistance at any time.

- A nominated Preceptor
- A nominated Mentor
- Registered and Enrolled Nurses
- Clinical Nurse Specialists
- Clinical Nurse Educators
- Nurse Educators
- Nurse Unit Manager
- Nurse Education Managers
- Health Service Manager
- Clinical Nurse Consultants
- Coordinator of Registered Nurse Programs
- Any member of the Directorate Nursing & Midwifery Services staff.

Debriefing
Regular debriefing opportunities have been identified as critical for transitional Registered Nurses. Thus, all transitional Registered Nurses will be offered debriefing weekly for the first 4 weeks and then monthly for the remainder of the program. Debriefing will occur at ‘handover’ time and attendance should be ‘on duty’. You are not expected to attend on ‘days off’, however you are welcome to do so if you choose. Debriefing is not mandatory but is encouraged. Debriefing schedules will follow.

Annual Leave
Two weeks annual leave will be negotiated at the beginning of the program and may be taken after 6 months. Requests for leave will need to be applied for, in writing, to the Health Service Manager or Nurse Manager of the facility where you will be working when leave is required or requested. A maximum of 4 weeks annual leave is recommended during the program although you will accrue 6-8 weeks paid leave.

Accommodation at Rural Health Service Rotations
If you are rotating to a rural or remote health service, the Health Service will provide accommodation for the duration of the rotation, upon request. Rent will not be charged where you are maintaining a home at your place of residence. In other circumstances rent will be charged at the NSW Nurses Award rates. Please contact the health service prior to your rotation to confirm your accommodation requirements.

Rural & Remote Rotation Responsibilities
If you are rotating to different facilities or towns, please ensure the following

- Contact the HSM or Nurse Manager at least 2 weeks in advance to confirm your roster
- Identify your allocated a preceptor and/or mentor
- Request an orientation manual to the Health Service
- You should not to be rostered in charge unless prearranged with you and a support person is identified and available
- Roster allows for orientation / study days / travel days.
Certificates
A certificate of attainment will be awarded at the successful completion of the Transition to Practice Program provided:

- The agreed program has been completed.
- The Core Clinical Competences have been completed
- A Development plan has been completed
- A performance appraisal for each clinical rotation has been completed.

Certificates will be presented at a ‘Graduation’ morning or afternoon tea.

Assistance & Support
Should you require assistance or support during the year please do not hesitate to ask. Please discuss any concerns, problems or difficulties with the facility manager in the first instance. Alternatively, please contact the Coordinator of Registered Nurse Programs.

Additionally assistance can be sought from the Employee Assistance Program (EAP), which is a free and confidential service for both work place and personal issues (brochure and contact details provided).

If you find at any time during the transitional year, you are unable to comply with the requirements of the program, please notify the Coordinator of Registered Nurse Programs in writing. Every effort will be made to make alternative arrangements to support you and resolve any difficulties you may experience.

We wish you all the best and hope you enjoy you first year as a Registered Nurse.
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<thead>
<tr>
<th>Health Facility - Hospital</th>
<th>Contact Numbers</th>
<th>HSM / DON / Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Centre for Rural &amp; Remote Education ‘Parkview’, Bloomfield Campus Orange NSW 2800</td>
<td>☎️ (02) 6360 7969  📞 (02) 6361 4126  📡 0448 482 720</td>
<td>Jacqui Blackshaw  A/Manager  <a href="mailto:Jacqueline.Blackshaw@gwahs.health.nsw.gov.au">Jacqueline.Blackshaw@gwahs.health.nsw.gov.au</a></td>
</tr>
<tr>
<td>Directorate Nursing and Midwifery Services  A/Co-ordinator Registered Nurse Programs</td>
<td>☎️ (02) 63707806  📞 (02) 63727465  📡 0439041795</td>
<td>Kerry Shanahan  Manager Nursing and Midwifery Professional Policy  <a href="mailto:Kerry.shanahan@gwahs.health.nsw.gov.au">Kerry.shanahan@gwahs.health.nsw.gov.au</a></td>
</tr>
<tr>
<td>Balranald District Hospital  Court Street (P O Box 10)  Balranald NSW 2715</td>
<td>☎️ (03) 5020 1606  📞 (03) 5020 1499</td>
<td>Elizabeth Harrison  Health Service Nurse Manager  <a href="mailto:BHarrison@gwahs.health.nsw.gov.au">BHarrison@gwahs.health.nsw.gov.au</a></td>
</tr>
<tr>
<td>Broken Hill Base Hospital  Thomas Street (PO Box 457)  Broken Hill NSW 2880</td>
<td>☎️ (08) 8080 1459  📞 (08) 8080 1195</td>
<td>Rebecca Dalwood  Clinical Nurse Educator  <a href="mailto:RDalwood@gwahs.health.nsw.gov.au">RDalwood@gwahs.health.nsw.gov.au</a>  Dale Sutton – Director of Nursing</td>
</tr>
<tr>
<td>Ivanhoe Health Service  Colombus Street  PO Box 1  Ivanhoe NSW 2878</td>
<td>☎️ (02) 6995 1133  📞 (02) 6995 1304</td>
<td>Marie Kelly  Health Service Manager  <a href="mailto:MKelly@gwahs.health.nsw.gov.au">MKelly@gwahs.health.nsw.gov.au</a></td>
</tr>
<tr>
<td>Menindee Health Service  Perry Street  PO Box 25  Menindee NSW 2879</td>
<td>☎️ (08) 8091 4209  📞 (08) 8091 4521</td>
<td>Marie Kelly  Health Service Manager  <a href="mailto:MKelly@gwahs.health.nsw.gov.au">MKelly@gwahs.health.nsw.gov.au</a></td>
</tr>
<tr>
<td>Tibooburra Health Service  Sturt Street  Tibooburra NSW 2880</td>
<td>☎️ (08) 8091 3302  📞 (08) 8091 3357</td>
<td>Ralene Ogilvy  A/Health Service Manager  <a href="mailto:ROgilvy@gwahs.health.nsw.gov.au">ROgilvy@gwahs.health.nsw.gov.au</a></td>
</tr>
<tr>
<td>Wentworth District Hospital &amp; Health Service  Silver City Highway (PO Box 38)  Wentworth NSW 2648</td>
<td>☎️ (03) 5027 2345  📞 (03) 5027 3099</td>
<td>Judy Lamb  Health Service Nurse Manager  <a href="mailto:JLamb@gwahs.health.nsw.gov.au">JLamb@gwahs.health.nsw.gov.au</a></td>
</tr>
<tr>
<td>Wilcannia Health Service  Ross Street (PO Box 123)  Wilcannia</td>
<td>☎️ (08) 8083 8777  📞 (08) 8091 5895</td>
<td>Glynis Thorp  Health Service Manager  <a href="mailto:gthorpe@gwahs.health.nsw.gov.au">gthorpe@gwahs.health.nsw.gov.au</a></td>
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Applications

Transition to Practice Programs commence in the Far West Local Health District in February and August each year. Other commencement dates are negotiable.

If you would like further information regarding Far West LHD Transition to Practice Programs or facilities.

Please contact:
Kerry Shanahan – A/Coordinator Registered Nurse Programs
Nursing and Midwifery Directorate Western NSW LHD
Ph: (02) 6370 7806     Fax: (02) 6372 7465
Email:  Kerry.Shanahan@gwahs.health.nsw.gov.au

Applications must be lodged via the NSW Health Nursing Website

Applications for Commencement in 2012
Open 6th June 2011 and close 9am Monday 18th July 2011.

Outside advertised closing dates, applications should be lodged directly via the NSW Local Health District website.
Evaluation of Clinical Rotation – Transitional Registered Nurse

Far West Local Health District – TRANSITION TO PRACTICE PROGRAM

CLINICAL ROTATION EVALUATION

NAME: ___________________________________________ GROUP: ___________________________________________

HOSPITAL (Employing): ______________________ CLINICAL PLACEMENT: ___________ WARD: ___________

DATE of CLINICAL PLACEMENT: From ___/___/_____ to ___/___/_____

Based on your experience at work, please indicate your response to the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My clinical placement was well organised (at Hospital/ Ward level)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>2. My expectations were met during this clinical placement</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>3. I had the opportunity to discuss my goals &amp; objectives with the NUM/Preceptor</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>4. I was encouraged to participate in ward activities</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>5. I had an identified RN preceptor</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>6. I had the opportunity to work the same shift as my preceptor</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>7. I had adequate support and guidance from other RNs</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<td>8. I had the opportunity to learn new skills in my job</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>9. I worked in a safe environment</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>10. I had the equipment I needed to do my job properly</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>11. I had the skills, knowledge and training required to do my job</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>12. I felt part of the team</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>13. Employees treated each other with respect.</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>14. I believe the overall quality of care for clients/patients/ is good</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<td>15. Overall, I am satisfied with my clinical rotation</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
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</tbody>
</table>
16. Did you experience bullying/harassment in the workplace during this rotation?

○ yes, from staff  ○ yes, from management  ○ no

If yes, you may specify:

○ same team/department  ○ another team/department  ○ supervisor  ○ line manager  ○ site manager

○ General Manager  ○ Senior Medical Officer  ○ Junior Medical Officer  ○ Other

Please add further comments:

17. If yes, what action did you take?

18. What do you like most about this clinical rotation?

19. What do you like least about this clinical rotation? What is it? And how can it be resolved?

20. Please feel free at add any further comments:

Please return the completed evaluation to:

Post: Directorate Nursing and Midwifery Services
PO Box 29
MUDGEE 2850
Fax: (02) 63727465
Email: kerry.shanahan@gwahs.health.nsw.gov.au
Name (Optional): ________________  Phone (Optional):________________ Email (Optional): _____________________

When did you commence the Transition to Practice Program? ___________________

Which Health Service/s were you employed with?
____________________________________________________________________________________________________
____________________________________________________________________________________________________

Which Wards / Health Services did you complete a clinical rotation?
____________________________________________________________________________________________________
____________________________________________________________________________________________________

The Program: Based on your experience at work, please indicate your response to the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The Graduate Program met your expectations.</td>
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<tr>
<td>2. I was made to feel welcome on arrival at Far West LHD.</td>
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<tr>
<td>3. I had enough access to education opportunities</td>
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<tr>
<td>4. Overall I was well supported during the Transition to Practice Program</td>
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<tr>
<td>5. Employees treat each other with respect</td>
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<tr>
<td>6. I am proud to be part of the organisation</td>
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<tr>
<td>7. I believe the overall quality of care for clients/patients/ is excellent</td>
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<tr>
<td>8. There is someone at work I can confide in</td>
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<td></td>
<td></td>
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<tr>
<td>9. I have the information I need to do my job properly</td>
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<td>10. In general, my workload is just right</td>
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<td>11. I can keep a reasonable balance between work and personal life</td>
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<td>12. My organisation respects my personal and family commitments</td>
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13. Everyone has the same chance for advancement
   ○ ○ ○ ○ ○ ○

14. I am satisfied with the way performance appraisals were done
   ○ ○ ○ ○ ○ ○

15. I tell my friends that this is a good place to work
   ○ ○ ○ ○ ○ ○

16. My organisation respects the cultural diversity of staff
   ○ ○ ○ ○ ○ ○

17. Overall, I am very satisfied with my job
   ○ ○ ○ ○ ○ ○

18. Have you experienced bullying/harassment in the workplace during the program? ○ yes, from staff ○ yes, from management ○ no
   If yes, you may specify: ○ same team/department ○ another team/department ○ supervisor ○ line manager ○ site manager ○ general manager ○ Senior Medical Officer ○ Junior Medical Officer ○ Other
   ○ ○ ○ ○ ○ ○

   If yes, what action did you take?

19. What did you like most about the Transition to Practice Program?

20. What did you least like about the Transition to Practice Program? Do you have suggestions regarding how can it be resolved?

21. What were the main reasons for choosing a Graduate Program in the Far West Local Health District?

22. Of the new skills that you achieved, which ones have been the most beneficial to you and why?

23. Could you suggest any changes that may improve the Transition to Practice Program?
The Future:

24. Where do you wish your nursing career to be in 5 years?

25. Have you secured a position in Far West LHD at the conclusion of your Transitional Registered Nurse Support Program?
   
   If yes. where will you be working?

   If not please go to Question 27 and please take the time to complete the Far West LHD Exit Interview Form

26. Would you like to nominate yourself to be a Mentor / Preceptor for future Transitional Registered Nurses, Student Nurses & Trainee Enrolled Nurses?

27. Are you interested in a position within Far West LHD?

28. Will you consider returning to Far West LHD in the future? Why or why not?

29. Would you like to be notified of future nursing positions and education opportunities via email / SMS?

Thank you for taking the time to complete this evaluation

We wish you all the best for your future nursing career.
Thank you for choosing Western NSW LHD to undertake your Transition to Practice Program.

Please return the completed evaluation to:
Post: Directorate Nursing and Midwifery Services
      PO Box 29
      Mudgee 2850
Email: kerry.shanahan@gwahs.health.nsw.gov.au
Fax: (02) 63727465