Transition to Professional Practice Programs

New Graduate Registered Nurses & New Graduate Registered Midwives

Information for prospective applicants

2015
Introduction

Thank you for considering the Western NSW Local Health District Transition to Professional Practice Programs for New Graduate Registered Nurses & New Graduate Midwives.

Western NSW Local Health District is geographically the largest health service in NSW. Our health services include facilities in more than 40 geographical locations. These facilities offer an extensive range of services including mental health, dental, allied health, public health, Aboriginal health and multicultural health services. Western NSW Local Health District aims to provide good experiences for people using public health services by making sure these services are of high quality, appropriate, safe, available when and where needed, and coordinated to meet each individual’s needs.

Our major Rural Referral Hospitals are located at Bathurst, Orange and Dubbo. District Health Services are located at Forbes, Parkes, Cowra and Mudgee.

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

Good luck with your application. We hope to welcome you in the Western NSW Local Health District Health.

Jacqui Blackshaw
Manager, Nursing & Midwifery Transition and Education
Overview Western NSW LHD Transition to Professional Practice Programs

Western NSW LHD offers a number of different transition programs including:

- **Base Hospital Program (Dubbo, Orange & Bathurst)**
- **Mental Health Program (Bloomfield Hospital Orange)**
- **Mental Health / Base Hospital Exchange (6 months in each Bloomfield & Orange Hospitals)**
- **Regional Hospitals Program (Mudgee, Cowra & Parkes/Forbes)**
- **Rural & Remote Program (facilities by negotiation)**
- **Rural / Metropolitan Exchange (6 months in each a rural and Sydney metropolitan facility)**
- **Midwifery Program (B. Mid Graduates; Dubbo & Orange)**
- **Midwifery Rural / Metropolitan Exchange (B. Mid Graduates; 6 months in either Bathurst or Forbes and 6 months in Sydney metropolitan facility)**

These programs are designed to give a broad range of clinical experiences in order to equip newly registered nurses and midwives with the necessary skills and confidence required to practice as a competent professional. There is a strong focus on the special skills required by registered nurses and midwives practicing in rural and regional settings, which enhances and consolidates your nursing/midwifery knowledge. Programs are available either part-time or fulltime with some flexibility regarding clinical rotations.

The goals of the Transition to Professional Practice Programs are to provide role models and a supportive environment in which newly graduated Registered Nurses/Midwives:

- develop clinical competence
- exhibit professional practice behaviors
- experience job satisfaction and
- establish organizational commitment.

We aim to provide a nurturing environment where newly graduated Registered nurses and midwives can ‘find their feet’ and develop clinical skills and competence.

Our Philosophy

Nurses and Midwives should be nurtured and encouraged to achieve their full potential. The Transition to Practice Programs provide a supportive environment through which learning and skill development is promoted.

Aims

Programs aim to support new transitional Registered Nurses/Midwives as they integrate theoretical and practical skills and knowledge. We aim to provide a flexible, individualised and professional program which is responsive to the need of the transitional nurse/midwife and the health service.
Objectives

- Incorporate new nurses/midwives into the workforce as quickly as possible
- Facilitate development of confidence in the clinical care setting
- Expedite development of critical thinking in the clinical care setting
- Facilitate development of professional practice skills and behaviours
- Enable nurses/midwives to choose a career pathway that will provide job satisfaction and appropriate skill development
- Enhance clinical competency
- Retain new nurses/midwives beyond the transition year
  - Provide transitional nurses/midwives with a range of rural nursing experiences

Intakes (Commencement Dates) & Duration of the Program

Transition to Professional Practice Programs are conducted over a 12-month period. The program can be completed on a full time or part time basis but it is not possible to complete the program on a casual basis. Commencement dates for 2015 are 9 February and 10 August. Please note, applicants are advised not to plan holidays that coincide with commencement dates. Failure to be available to commence orientation on these dates may result in positions being withdrawn.

Ongoing Employment

Transitional RNs/RMs are employed on a temporary 12-month contract. Permanent ongoing employment is available at the completion of the Transition to Professional Practice Program (subject to satisfactory performance and vacancies). Permanent employment is possible either in the employing facility or in other Western NSW Local Health District facilities, subject to vacancies.

Facilities Involved in the Program & Commencement Intakes

Transition to Professional Practice – Nursing Positions

<table>
<thead>
<tr>
<th>Facility</th>
<th>Commencement</th>
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<tbody>
<tr>
<td>Bathurst</td>
<td>February</td>
</tr>
<tr>
<td>Bloomfield (Mental Health)</td>
<td>February &amp; August</td>
</tr>
<tr>
<td>Bloomfield / Orange Exchange</td>
<td>February</td>
</tr>
<tr>
<td>Cowra</td>
<td>August</td>
</tr>
<tr>
<td>Dubbo</td>
<td>February &amp; August</td>
</tr>
<tr>
<td>Forbes</td>
<td>February</td>
</tr>
<tr>
<td>Mudgee</td>
<td>February</td>
</tr>
<tr>
<td>Orange</td>
<td>February</td>
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<tr>
<td>Parkes</td>
<td>August</td>
</tr>
<tr>
<td>Rural /Metro Exchange</td>
<td>February</td>
</tr>
<tr>
<td>Rural &amp; Remote Transition</td>
<td>February</td>
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</tbody>
</table>
Please note the Rural & Remote Transition to Professional Practice Program is negotiated on an annual basis and can vary from year to year. These positions are subject to negotiation with applicants and may include Narromine, Blayney, Wellington, Trundle, Bourke, Brewarrina, Collarenebri, Nyngan, Warren, Gilgandra, Coonamble, Coonabarabran and Molong.

Transition to Professional Practice – Bachelor Midwifery Positions

<table>
<thead>
<tr>
<th>Facility</th>
<th>Commencement</th>
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<tbody>
<tr>
<td>Bathurst / Metropolitan Exchange</td>
<td>February</td>
</tr>
<tr>
<td>Dubbo</td>
<td>February</td>
</tr>
<tr>
<td>Lachlan / Metropolitan Exchange</td>
<td>February</td>
</tr>
<tr>
<td>Orange</td>
<td>February</td>
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Rural / Metropolitan Exchange Programs

The Rural / Metropolitan Exchange program provides applicants with the opportunity to spend 6 months in a Rural or Remote facility and 6 months in a metropolitan facility within Sydney Local Health District. These programs give applicants the ‘best of both worlds’. Applicants can have larger hospital experience as well as experience in a smaller facility where you will learn advanced practice skills while enjoying a rural lifestyle.

- Applicants are employed on a 12 month contract at the first district /facility and seconded to the second district for the second 6 month rotation
- The Exchange program will only proceed if positions at matching sites are filled. Where there is a vacant ‘half’, every effort will be made to recruit to the vacant position to enable to Exchange program to go ahead. However, if this is not successful, the applicant would remain at the first district/facility for 12 months
- Other than in exceptional circumstances, successful applicants are not able to withdraw from the Exchange program once commenced, as it impacts on the other employee in the Exchange arrangement
- A contribution towards travel costs will be made by Nursing & Midwifery Office (NSW Health) to successful applicants on commencement of the second rotation. This scholarship is paid directly by NSW Health and is based on the costs of travel between Exchange facilities
- Employees will be allocated one or two paid working days (depending on distance) to relocate between the Metropolitan and Rural locations
- Nurses home type accommodation available for the duration of the rotation in Western NSW Local Health District.
Nurses’ Home and Rental Accommodation

Accommodation is available at most facilities within the Local Health District. The type and availability of accommodation varies between facilities and includes:

- 1 and 2 bedroom self-contained flats
- Single room in fully shared house
- Single room in traditional ‘Nurses quarters’
- Most accommodation comprises of shared facilities (bathrooms, lounge rooms, kitchenettes and laundry), and central heating. Basic cutlery, crockery, cooking utensils, linen and towels are provided, or alternatively staff may use their own
- Most accommodation is not suitable for couples and families
- Accommodation may be available short and/or long term; some facilities have very limited availability
- Most locations have residential rental properties available through local real estate agents
- Accommodation charged at NSW Nurses’ Award rates (currently approx. $64 per week for separate room; $78 per week for self-contained flat)

Clinical Rotations

Transitional Registered Nurses/Midwives will be offered clinical rotation preferences and may request up to 2 rotations. Every effort will be made to provide requested clinical rotations. However, preferences cannot be guaranteed. Generally transitional Registered Nurses will have up to 2 rotations, which are a combination of General, Specialty and/or Rural/Remote Health Services. Rotations are subject to negotiation with the facility manager.

Specialty Rotations (RNs)

Clinical rotations in specialty areas are encouraged and made available wherever practical. In allocating rotations in specialty areas, consideration is given to future staffing requirements of the facility as well as development needs, clinical skills and preferences of the transitional Registered Nurse. Rotations may include the following departments:

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

All Registered Nurses/Midwives who join the Transition to Practice Program will have a 5-day formal orientation week before commencing on the ward. Formal orientation weeks are held in February and August each year in Dubbo and Orange.

Facility Based Orientation

- Ward / Health Service orientation will be held in the first 2 days on the ward. These days are rostered as ‘supernumerary’
- At the commencement of each new clinical rotation transitional RNs/RMs will be provided 2 days supernumerary.

Mentors & Preceptors

Western NSW Local Health District facilities provide a mentor/preceptor for all transitional Registered Nurses/Midwives in the program.

Ongoing Education - Study Days / In-services

There are a minimum of four formal study days during the year. In addition, transitional Registered Nurses/Midwives are strongly encouraged to attend at least 24 hours of In-services held at local Health Facilities.

Portfolio of Professional Practice & Development Plans

Transitional RNs/RMs will receive a Western NSW Local Health District Portfolio of Professional Practice at Orientation. It is expected that these competencies will be achieved within the first 3 months of employment. There may also be additional and advanced clinical competencies related to the clinical stream or facility the nurse/midwife is working in.

A development plan will be initiated with transitional Registered Nurses/Midwives. The development plan is used to identify development needs and develop action plans to address identified needs.

Learning Support

Western NSW Local Health District is committed to providing learning support in the clinical environment. All staff will provide additional learning support during the transitional year. There are also Clinical Nurse Educators on almost every ward/facility.
Debriefing

Transitional Registered Nurses/Midwives are offered group debriefing sessions weekly for the first 4 weeks and then monthly for the remainder of the program. Additionally, District Nurse Educators are also available anytime as required.

Annual Leave

It is possible to take annual leave during the transition year; however, this will need to be approved by the facility manager (applicants should not book holidays until it has been approved by the employing facility). Two weeks annual leave will be negotiated at the beginning of the program and may be taken after 6 months employment. A maximum of 4 weeks annual leave is recommended during the program although transitional Registered Nurses/Midwives will accrue 6-8 weeks paid leave. Applicants must be available to commence on the advertised commencement date.

Certificates

A certificate of completion will be awarded at the successful completion of the Transition to Professional Practice Program provided:

- The agreed program has been completed.
- The core Clinical Competencies have been completed
- A Development Plan has been completed
- A performance appraisal for each clinical rotation has been completed.

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

Assistance & Support

Should the transitional Registered Nurse/Midwife require assistance or support during the year there is much assistance and support available. Every effort will be made to make alternative arrangements to support and resolve any difficulties you may experience.

Applications

Applications are received only via the NSW Health Centralised on-line recruitment system. Applications open 2nd June 2014 and close at 1000 on 1st July 2014. To apply, please go to: www.health.nsw.gov.au/nursing
Further Information & Contact Details

Should you have any questions or need assistance with the application process, please contact:

Jacqui Blackshaw
Manager, Nursing & Midwifery Transition and Education
E jacqui.blackshaw@health.nsw.gov.au
P 02 6339 5546
M 0417 816 289
<table>
<thead>
<tr>
<th>Health Facility - Hospital</th>
<th>Contact Numbers</th>
<th>Accommodation &amp; Contact</th>
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</thead>
</table>
| Bathurst Base Hospital     | *(02) 6330 5311  
(02) 6330 5281* | Contact: Chris Tabone, Deputy Director of Nursing & Midwifery  
Accommodation: Single room shared bathroom shared kitchen. Short term only. |
| Blayney Hospital & Health Service | *(02) 6368 9000  
(02) 6368 3051* | Contact: Kath Hillier, Health Service Manager  
Accommodation: 2 rooms available short term. |
| Bloomfield Hospital        | *(02) 6360 7700  
(02) 6361 3512* | Contact: Richard Whitton, Nurse Educator  
| Bourke District Hospital & Health Service | *(02) 6870 8888  
(02) 6870 8844* | Contact: Sally Torr, Health Service Manager  
Accommodation: 2 bedroom flats fully self-contained in Hospital grounds. Available for 12 months |
| Brewarrina Hospital & Health Service | *(02) 6830 5000  
(02) 6830 5055* | Contact: Heather Finlayson, Health Service Manager  
Accommodation: 2 bedroom flats fully self-contained in Hospital grounds. |
| Collarenebri Multi Purpose Service | *(02) 6756 4888  
(02) 6756 2282* | Contact: Suzanne Mahoney, Health Service Manager  
Accommodation: Available for 12 months |
| Condobolin Health Service  | *(02) 6895 2600  
(02) 6895 2592* | Contact: Kate Power, A/ Health Service Manager  
Accommodation: 2 bed room self-contained house on hospital grounds |
| Coonabarabran Health Service | *(02) 6842 6408  
(02) 6842 5289* | Contact: Tracey Wood, Health Service Manager  
Accommodation: Single flats on hospital grounds. |
| Coonamble Health Service   | *(02) 6822 1133  
(02) 6822 1942* | Contact: Libby Burnheim, Health Service Manager  
Accommodation: Old house with single rooms; shared bathroom and kitchen on grounds. |
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<th>Health Facility - Hospital</th>
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<tr>
<td>Cowra Health Service</td>
<td>(02) 6340 2300</td>
<td>Contact: Wendy Hyde, Nurse Manager</td>
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<tr>
<td>Liverpool Street (P O Box 44) Cowra NSW 2794</td>
<td>(02) 6340 2331</td>
<td>Accommodation: Available</td>
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<tr>
<td>Dubbo Base Hospital</td>
<td>(02) 6885 8666</td>
<td>Contact: Leonie Beashel, Deputy Director of Nursing &amp; Midwifery</td>
</tr>
<tr>
<td>Myall Street (PO Box 739) Dubbo NSW 2830</td>
<td>(02) 6882 9034</td>
<td>Accommodation: Nurses home shared bathroom &amp; kitchen. Very limited</td>
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<tr>
<td>Forbes (Lachlan) Health Service</td>
<td>(02) 6850 2000</td>
<td>Contact: Liz Mitchell, Health Service Manager</td>
</tr>
<tr>
<td>Elgin Street (P O Box 534) Forbes NSW 2871</td>
<td>(02) 6852 3078</td>
<td>Accommodation: 2 single rooms available for 12 months</td>
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<tr>
<td>Gilgandra Multi Purpose Health Service</td>
<td>(02) 6847 2366</td>
<td>Contact: Maryanne Chatfield, Health Service Manager</td>
</tr>
<tr>
<td>Chelmsford Avenue (PO Box 12) Gilgandra NSW 2827</td>
<td>(02) 6847 2754</td>
<td>Accommodation: Shared units owned by council. Limited availability. Available short term only</td>
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<tr>
<td>Molong Health Service</td>
<td>(02) 6392 3300</td>
<td>Contact: Susan Harrison, Health Service Manager</td>
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<tr>
<td>King Street (PO Box 128) Molong NSW 2850</td>
<td>(02) 6366 8750</td>
<td>Accommodation: Rooms available shared bathroom &amp; kitchen on grounds.</td>
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<tr>
<td>Mudgee Health Service</td>
<td>(02) 6378 6222</td>
<td>Contact: Jo Whitson, A/Nurse Manager</td>
</tr>
<tr>
<td>Cnr Smeares &amp; Lewis Streets (PO Box 29) Mudgee NSW 2850</td>
<td>(02) 6372 3587</td>
<td>Accommodation: 2 bedroom flat shared bathroom &amp; Kitchen on grounds.</td>
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<tr>
<td>Narromine Health Service</td>
<td>(02) 6889 1377</td>
<td>Contact: Jodie Wason, Health Service Manager</td>
</tr>
<tr>
<td>128 Cathundral Street (PO Box 318) Narromine NSW 2821</td>
<td>(02) 6889 2371</td>
<td>Accommodation: 2 bedroom unit on grounds, own bathroom shared living/kitchen area. Available 12 months</td>
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<tr>
<td>Nyngan Health Service</td>
<td>(02) 6835 1700</td>
<td>Contact: Jenny Griffiths, Health Service Manager</td>
</tr>
<tr>
<td>15 Hoskins Street (PO Box 96) Nyngan NSW 2825</td>
<td>(02) 6832 2015</td>
<td>Accommodation: Rooms available shared bathroom &amp; kitchen on grounds.</td>
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<tr>
<td>Orange Base Hospital</td>
<td>(02) 6393 3000</td>
<td>Contact: Mark Telford, Deputy Director of Nursing &amp; Midwifery</td>
</tr>
<tr>
<td>Forest Road (P O Box 319) Orange NSW 2800</td>
<td>(02) 6393 3593</td>
<td>Accommodation: No accommodation (limited access to Gosling Creek, refer to Bloomfield).</td>
</tr>
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2015 Transition to Professional Practice Programs (Registered Nurse & Registered Midwife): Information for Prospective Applicants
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<tbody>
<tr>
<td>Parkes (Lachlan) Health Service</td>
<td>(02) 6862 1611</td>
<td>Contact: Ali Rendall, Nurse Manager</td>
</tr>
<tr>
<td>Coleman Road (P O Box 103) Parkes NSW 2870</td>
<td>(02) 6862 3921</td>
<td>Accommodation: Single rooms &amp; 2 bedroom house, available short term only</td>
</tr>
<tr>
<td>Trundle</td>
<td>(02) 6892 1051</td>
<td>Contact: Samantha Teague, Nurse Manager</td>
</tr>
<tr>
<td>44 Brookview Street Trundle NSW 2873</td>
<td>(02) 6892 1233</td>
<td>Accommodation: Available for 12 months</td>
</tr>
<tr>
<td>Walgett Health Service</td>
<td>(02) 6828 6000</td>
<td>Contact: Stephen Joyce, Health Service Manager</td>
</tr>
<tr>
<td>141 Fox Street (PO Box 21) Walgett NSW 2832</td>
<td>(02) 6892 2194</td>
<td>Accommodation: Available 12 months</td>
</tr>
<tr>
<td>Warren Multi Purpose Health Service</td>
<td>(02) 6847 4303</td>
<td>Contact: Alison Payne, Health Service Manager</td>
</tr>
<tr>
<td>Dr Kater Drive (PO Box 246) Warren NSW 2824</td>
<td>(02) 6847 3099</td>
<td>Accommodation: Self-contained flat on grounds.</td>
</tr>
<tr>
<td>Wellington Health Service</td>
<td>(02) 6840 7200</td>
<td>Contact: Narelle Ford, Health Service Manager</td>
</tr>
<tr>
<td>Gisborne Street (PO Box 321) Wellington NSW 2820</td>
<td>(02) 6845 2100</td>
<td>Accommodation: 2 bedroom flat walking distance to hospital.</td>
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