Thank you for considering Western NSW Local Health District GradStart program for graduate Registered Nurses and Registered Midwives.

Western NSW Local Health District is geographically the largest health service in NSW with a landmass the size of Germany that delivers innovative health services in more than 40 geographical locations to an estimated resident population of approximately 276,000 people.

Western NSW Local Health District is diverse in the health care it delivers boasting the largest rural mental health service in Australia, three major rural referral hospitals at Orange, Dubbo and Bathurst, 50 community health centres which provide access to a wide range of multidisciplinary primary, and community health services, 38 inpatient facilities including 25 Multipurpose Services (MPSS) and District Health Services at Mudgee, Cowra, Parkes and Forbes.

WNSWLHD boasts a diverse, passionate and professional nursing and midwifery teams, committed to improving the health and wellbeing of rural and remote communities.

Our highly skilled workforce will help you build on the foundations of your university studies to support your transition from a new graduate to becoming a competent Registered Nurse or Midwife with a rewarding and exciting career.

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

Jackie Corliss
Manager, Nursing & Midwifery Transition and Workforce
Overview Western NSW LHD GradStart for Nurses & Midwives

Western NSW Local Health District (WNSWLHD) offers transition to professional practice programs for new graduate registered nurses and midwives in our GradStart program.

- Health Services (Bathurst, Dubbo and Orange)
- Mental Health (Bloomfield Campus, Orange)
- Mental Health/Health Service Exchange (six months each at Bloomfield Campus & Orange Health Service)
- Central Cluster
- Southern Cluster
- Northern Cluster
- Rural/Metropolitan Exchange (six months each in a Rural and Sydney metropolitan facility)
- Midwifery

The goals of the GradStart program are to provide role models and a supportive environment in which new graduate Registered Nurses & Midwives can:

- Develop clinical competence
- Exhibit professional practice behaviors
- Experience job satisfaction
- Establish organisational commitment

We aim to provide a nurturing environment where the new graduates can ‘find their feet’ and develop clinical skills and confidence.

Positions are available either full time or part time with some flexibility regarding clinical rotations.

Our Philosophy

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

- Support transitional Registered Nurses & Midwives as they integrate theoretical and practical skills and knowledge.
- Provide a flexible, individualized and professional position which are responsive to the needs of the transitional Nurse/ Midwife and the Health Service.
- Nurses and Midwives are the foundations on which our communities build their health experiences. Nurturing our new graduates to reach their full potential ensures our communities experience the best health possible.

Objectives

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

Intakes (Commencement date) & Duration of the Positions

GradStart positions are conducted over a 12 month period. The position can be completed on a full time or part time basis; it is not possible to complete the position on a casual basis. Intakes occur in February, May, July and August, depending on the program.

Note: Applicants are advised not to plan holidays that coincide with commencement dates. Commencement dates are not negotiable and failure to be available to commence Orientation may result in the positions being withdrawn.

Ongoing Employment

Graduates are employed on a Temporary 12 month contract. Permanent ongoing employment may be available at the completion of the GradStart program (subject to satisfactory performance and vacancies). Permanent employment may be possible either in the employing facility or in other Western NSW Local Health District facilities (subject to vacancies).
Facilities involved in the Positions & Commencement Intakes

GradStart Nursing positions:

<table>
<thead>
<tr>
<th>Facility</th>
<th>Commencement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bathurst</td>
<td>February &amp; July</td>
</tr>
<tr>
<td>Dubbo</td>
<td>February &amp; July</td>
</tr>
<tr>
<td>Orange</td>
<td>February &amp; May</td>
</tr>
<tr>
<td>Bloomfield (Mental Health)</td>
<td>February</td>
</tr>
<tr>
<td>Bloomfield/ Orange Exchange</td>
<td>February/ August Exchange</td>
</tr>
<tr>
<td>Central Cluster</td>
<td>February &amp; July</td>
</tr>
<tr>
<td>Northern Cluster</td>
<td>February &amp; July</td>
</tr>
<tr>
<td>Southern Cluster</td>
<td>February &amp; July</td>
</tr>
<tr>
<td>Rural/ Metropolitan Exchange</td>
<td>February/ August Exchange</td>
</tr>
</tbody>
</table>

GradStart Midwifery positions:

<table>
<thead>
<tr>
<th>Facility</th>
<th>Commencement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bathurst</td>
<td>February</td>
</tr>
<tr>
<td>Cowra</td>
<td>February</td>
</tr>
<tr>
<td>Dubbo</td>
<td>February</td>
</tr>
<tr>
<td>Orange</td>
<td>February</td>
</tr>
<tr>
<td>Parkes/ Metro Rural Exchange</td>
<td>February/ August Exchange</td>
</tr>
<tr>
<td>Mudgee/ Metro Rural Exchange</td>
<td>February/ August Exchange</td>
</tr>
</tbody>
</table>

Rural/ Metropolitan Exchange Positions

The Rural Exchange program provides applicants with the unique opportunity to experience health care through a diverse hospital environment.

- Applicants are employed on a 12 month contract at the first district/facility and seconded to the second district/facility for the second 6 month rotation.
- The Exchange position 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 the Exchange position to go ahead. If this is not successful, the applicant may remain at the first district/facility for 12 months.
- Other than in exceptional circumstances, successful applicants are not able to withdraw from the Exchange position 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.

In 2019 the following Nursing Exchange positions were available:

<table>
<thead>
<tr>
<th>Rural Facility</th>
<th>Metropolitan Facility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blayney</td>
<td>Concord</td>
</tr>
<tr>
<td>Bourke</td>
<td>Royal Prince Alfred</td>
</tr>
<tr>
<td>Coonamble</td>
<td>Canterbury</td>
</tr>
<tr>
<td>Gilgandra</td>
<td>Concord</td>
</tr>
<tr>
<td>Lightning Ridge</td>
<td>Royal Prince Alfred</td>
</tr>
<tr>
<td>Walgett</td>
<td>Royal Prince Alfred</td>
</tr>
</tbody>
</table>

In 2019 the following Midwifery Exchange positions were available:

<table>
<thead>
<tr>
<th>Rural Facility</th>
<th>Metropolitan Facility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mudgee</td>
<td>Royal Prince Alfred</td>
</tr>
<tr>
<td>Parkes</td>
<td>Royal Prince Alfred</td>
</tr>
</tbody>
</table>

**Accommodation**

Several of our more remote health services have supported accommodation. The type and availability of accommodation varies between facilities and can include:

- 1 and 2 bedroom self-contained flats.
- Single rooms in shared houses.
- Most accommodation comprises of shared facilities (bathrooms/ lounge rooms, kitchenettes & laundry) and central heating. Basic cutlery, crockery, cooking utensils, linen and towels are provided or alternatively staff may use their own.
- To arrange accommodation you will need to make contact with the Manager of the facility where you will be employed to determine availability and cost.

**Clinical Rotations**

Transitional Registered Nurses maybe offered clinical rotation preferences. Every effort will be made to provide requested clinical rotations, however, preferences cannot be guaranteed. Transitional Registered Nurses will have up to 2 rotations which are a combination of General/ Specialty and/or Rural/ Remote Health Services. Rotations are subjected to negotiation with the Facility Manager.

**Specialty Rotations for Registered Nurses**

Clinical rotations in specialty areas are made available wherever practical. In allocating rotations in specialty areas, consideration is given to future staffing requirements of the facility as well as the developmental needs, clinical skills and preferences of the graduate. Rotations vary between specific facilities and may include the following departments:
• Emergency Department
• Intensive Care Unit
• Operating Theatre
• Mental Health Inpatient Unit
• Pediatrics/ Special Care Nursery
• Renal Dialysis Unit
• Community Health

**Specialty Rotations for Registered Midwives**

Dependent on the role delineation and capacity of the Maternity service Midwives will have to opportunity to work across all areas of Midwifery practice. These may include:

• Antenatal clinics
• High risk antenatal clinics
• Birthsuite
• Postnatal ward
• Postnatal clinics
• Outpatient clinics
• Outreach / group practice
• Special Care Nursery

**Orientation**

All Registered Nurses and Midwives who obtain a new graduate position will have a 5 day formal Orientation prior to commencement. Formal orientation weeks are held centrally in Dubbo and Orange. This will be followed by local orientation at your chosen facility.

For new graduates who will be working in Remote or Mental Health facilities will be provided a further week of Orientation.

**Facility Based Orientation**

At the commencement of each new clinical rotation graduates will be provided 2 days Supernumerary to allow for the Orientation process.

**Mentors & Preceptors**

Western NSW Local Health District facilities will provide a mentor/ preceptor for all graduates to support your development whilst in the clinical area. These mentors/ preceptors will be introduced during your Orientation process.
Ongoing Education – Study Days/ In-Services

There are a minimum of four formal study days during the year. In addition, graduate are encouraged to attend In-Services held at Local Health facilities to further enhance their clinical professional development. Opportunities to engage in conferences, study groups and peer mentoring is encouraged.

Portfolio of Professional Practice & Development Plans

Graduates will receive a Western NSW Local Health District Portfolio of Professional Practice at Orientation. This portfolio will identify the current competencies and standards expected of their employment.

Learning Support & Debriefing

Western NSW Local Health District is committed to providing learning support within the clinical environment. All graduates will be provided additional learning support throughout their transitional year. Clinical Nurse Educators are available for consultation, education and support at almost every ward or facility.

Graduates are offered group debriefing sessions weekly for the first 4 weeks following Orientation and then monthly for the remainder of their transitional year. Additionally, District Nurse Educators are available anytime as required for consultation, education and support.

Applications

Applications are received via the xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx

To apply please go to: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx

Further information and contacts

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

Jackie Corliss
Manager Nursing & Midwifery Transition & Workforce
Email: WNSWLHD-GradRecruitment@health.nsw.gov.au
Phone: (02) 6330 5825
Mobile: 0417 816 289

Cath Ryan
District Clinical Midwife Consultant
Email: cath.ryan@health.nsw.gov.au
Mobile: 0400 580 693
Tracy Sherlock
Clinical Support Officer Nursing & Midwifery Transition & Workforce
Email: WNSWLHD-GradRecruitment@health.nsw.gov.au
Phone: (02) 6330 5927