

## Application Process and Requirements:

- Direct applications to Grampians Health - Ballarat ( [www.bhs.org.au](http://www.bhs.org.au) and add graduate program in the search bar) when position is advertised through the careers section of the GH-B website

## Application Prerequisites:

- Enrolled Nurse Registration with Australian Health Practitioner Regulation Agency (AHPRA)
- No more than 12 months experience post-registration
- Meet particular Health Service HR requirements health & capacity declaration, police check, Commonwealth Stat declaration and immunisation records according to Grampians Health -Ballarat criteria
- Application letter
- Curriculum Vitae / 2 professional referees
- Passport size photo (optional)
- Academic Records and clinical appraisals

## Additional Information

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## Grampians Health -Ballarat

Grampians Health Ballarat is the largest regional health service within the Grampians region and is the principal referral hospital. Ballarat admits in excess of 36,000 acute inpatients, performs more than 7,300 surgical operations, delivers greater than 1,500 babies and treats in excess of 61,000 patients through the Emergency Department per annum.



The Centre for Education & Training (CET) aims to build and support the clinical skills and professional development of current and future health care professionals. The vision is to lead in the design, delivery and evaluation of regional health education and clinical skills training for nursing, medical and allied health professionals of healthcare and members of the community. Other than the EN Graduate Transition to Practice Program, the CET offers education and training in a number of key specialty areas of nursing practice (affiliated with various universities) and conducts regular specialised short courses and study days.

# GRAMPIANS HEALTH BALLARAT

**Centre for Education  
& Training**

**Enrolled Nurse - Graduate  
Transition to Practice  
Program**

## Aims:

- Provide support and guidance to the beginning practitioner
- Develop confidence, clinical competence and skills related to the multi-faceted professional role of a Graduate Enrolled Nurse.
- Provide realistic learning experiences to consolidate professional and personal development.

## Duration:

- One intake annually –April
- Approx. 6 participants in the program
- Fifty-two (52) weeks duration (incorporating rostered annual leave.
- Three (3) clinical rotations (acute, subacute and residential)

## Employment:

- 0.84 EFT
- Contract of employment for duration of the program and opportunities for the future.

## Theoretical Component:

The program is centred on three major areas:

- The multifaceted professional role of the graduate nurse
- Clinical competence
- Professional development

Theoretical Hours - New Staff Induction included:

- Initial Four (4) days study block (32 hours)
- Five (5) Professional development days (40 hours)

## Clinical Component - clinical experiences may be in the following areas:

- Inpatient Rehabilitation Unit
- Inpatient Complex Care Unit
- Acute Medical
- Care Communities (Residential facilities)



## Program includes the following elements:

- Attendance & participation at professional development days.
- Clinical performance & development reviews in all clinical areas
- Mandatory skills checks including
  - Clinical Deterioration & Basic Life Support
  - Safe Patient Handling & Mobility
- Mandatory & Organisational Specific self-directed learning
- Case Study
- Article Reviews

## Support:

Participants are supported by:

- Graduate Transition Lead
- Dedicated Clinical Support Nurses
- Preceptors and Mentors

Grampians Health -Ballarat has an Employee Assistance Program (EAP) that is available to staff if required.

## Award:

- Grampians Health -Ballarat EN Graduate Transition to Practice Certificate
- Opportunities to remain as an employee with the organisation

