



**Swan Hill**  
District Health

Connected Care. Best Experience.



# Graduate Nurse Program 2027 for Registered and Enrolled Nurses Information Booklet

# Welcome to Swan Hill District Health



Swan Hill District Health offers a diverse range of health care services. Please see more information on our website [www.shdh.org.au](http://www.shdh.org.au) We have many onsite and offsite campuses that service our surrounding areas. We have free staff off street car parking, which is lit up at night time for your safety.

The advantages of working at Swan Hill District Health are that you have access to free services at the Well Women's Clinic, Diabetes Education, Dietetics, Podiatry, Physiotherapy, Speech Pathology, Occupational Therapy, Alcohol and Other Drug Services, Counselling and Financial assistance.

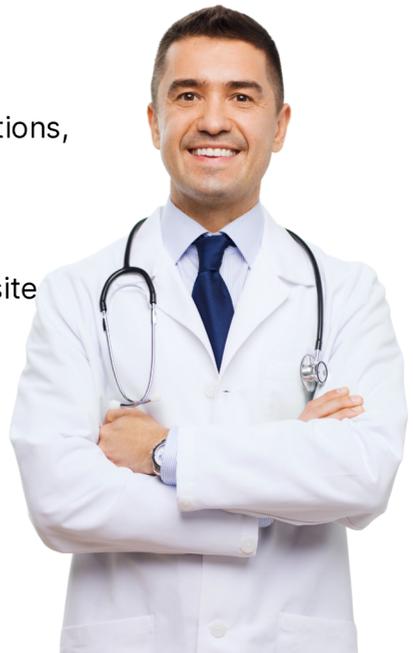
Financial assistance at Swan Hill District Health offers, under the following policies:

- Salary packaging
- Study scholarships
- Employee relocation assistance
- Meal & Entertainment allowance

Swan Hill District Health also offer subsidy for gym memberships at Swan Hill Aquatic and Recreation Centre, Specialised Fitness and Voyage Fitness Swan Hill.

We also have access to free staff immunisations, including the annual influenza vaccination program.

Swan Hill District Health provides home cooked meals for staff on duty from the onsite kitchen at a small cost. We have a staff cafeteria on the main campus with well priced, healthy meals.



# Welcome to Swan Hill



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There is plenty to do and see in the Swan Hill region. We are situated in the north west of Victoria on the picturesque Murray River and service a population of around 32,000 people. Swan Hill has a very relaxed way of life where you live not far from where you work. We have beautiful scenery, affordable housing, excellent health care and fantastic educational facilities.

Swan Hill has a hot, dry summer averaging around 35-40 degrees, with mild temperatures at night. We have cool winter days, with the temperature averaging around 10-15 degrees through the day. Attractions in Swan Hill include...

- Art Gallery
- Performing art groups and live music
- Pioneer Settlement / Heartbeat of the Murray Laser Show
- Swimming pools
- Walking and cycling trails
- Sporting and recreation clubs
- Skate parks
- Parks
- Farmers' markets
- Many preschools, primary and secondary schools and a TAFE.
- Award winning Golf courses and Tennis courts
- River and lakes nearby



# More About Swan Hill



Sports are very popular in the Swan Hill region. We have the Central Murray Football and Netball League, with residents from towns around the region travelling near and far to compete.

Swan Hill also have clubs for boxing, bowls, golf, harness racing, cricket, squash, bowling, swimming, car, gymnastic, tennis and croquet, little athletics, badminton, canoe, basketball, calisthenics, pony, soccer, clay target, yacht, fishing.

Swan Hill also has a range of farmer's markets around the district on most weekends.

Swan Hill also has a large range of restaurants and cafes in which to indulge. We also have an indoor cinema and, in the warmer months, an outdoor cinema.

# Accommodation during employment



Swan Hill District Health does not offer accommodation to staff. You will need to find your own accommodation. We have many real estate agents to contact around town:

Ray White Swan Hill	<a href="http://raywhiteswanhill.com.au/">raywhiteswanhill.com.au/</a>
Graeme Hayes Real Estate	<a href="https://www.ghrealestate.com.au/">https://www.ghrealestate.com.au/</a>
LJ Hooker Swan Hill	<a href="http://swanhill.ljhooker.com.au/">swanhill.ljhooker.com.au/</a>
Noel Watson	<a href="http://noelwatson.com.au/">noelwatson.com.au/</a>
Broad Realty	<a href="https://broad-realty.com.au/">https://broad-realty.com.au/</a>
Real Estate	<a href="http://realestate.com.au/rentals">realestate.com.au/rentals</a>

There is a new residents' guide to Swan Hill. You can visit [here](#). This website contains everything you need to know about Swan Hill.

# RN Graduate Program Rotations



Swan Hill District Health offers its Registered Nurse Graduate Nurse Program over 52 weeks at eight days per fortnight. We select up to 15 RN Graduates, including one combined Nursing/Midwifery Graduate, from the PMCV Allocations and Placement Service [site](#)

Each RN GNP will have three rotations. Depending on the amount of Graduates we employ, those placements include:

- Acute Ward—A mixture of medical, surgical and paediatric patients in a 25 bed ward with both public and private rooms.
- Emergency Department—A brand new facility operating with Medical Officers 24/7
- Operating Theatre—Cases include general, orthopaedic, ophthalmic, gynaecological, urology, ear, nose and throat.
- Sub Acute—a 14 bed unit including rehabilitation, geriatric evaluation and management, transition care programs, palliative beds and a therapy area. This is a multidisciplinary area where you will work with a range of expert staff.
- Community Mental Health—supported rotation in case managing clients in the Swan Hill region and also improve your mental health skill set for future rotations and employment.
- District Nursing—A community nursing placement where you will be supported by a team of long term employees.
- Logan Lodge – 1 of 2 of our Aged Care Facilities. This is also a new facility with 45 beds.
- Jacaranda Lodge - our 30 bed Aged Care Facility which is located 27km north of Swan Hill.
- Swan Hill Primary Health Medical Centre: Working alongside nursing and medical staff in community-based procedures, immunisations, and wound care.

Once probationary period is successfully completed, employment will be ongoing onto a rotating roster, unless you apply for a specific role being advertised.

Annual leave will be negotiated throughout the program.

# EN Graduate Program Rotations



Swan Hill District Health offers its Enrolled Nurse Graduate Nurse Program over 26 weeks at eight days per fortnight. We will advertise 2 times per year as we now have two intakes of up to 16 Graduates per year.

Each EN Grad will have two rotations over their employment contract.

Depending on the amount of graduates we employ, those placements include:

- Acute Ward—A mixture of medical, surgical and paediatric patients in a 25 bed ward with both public and private rooms.
- Sub Acute—a 14 bed unit including rehabilitation, geriatric evaluation and management, transition care programs, palliative beds and a therapy area. This is a multidisciplinary area where you will work with a range of expert staff.
- Logan Lodge – 1 of 2 of our Aged Care Facilities. This is also a new facility with 45 beds.
- Jacaranda Lodge - our 30 bed Aged Care Facility which is located 27km north of Swan Hill.

Once probationary period is successfully completed, employment will be ongoing onto a rotating roster, unless you apply for a specific role being advertised.

Annual leave will be negotiated throughout the program.



# RN/RM Graduate Nurse Program Overview



Swan Hill District Health offers its Registered Nurse/Midwife Graduate Nurse Program over 52 weeks at eight days per fortnight. In line with the RN Graduate Program, we select from the PMCV Allocations and Placement Service site. We have one intake per year.

Our Midwifery Unit is a fully contained four bed facility with two labour wards. You will look after all patients in, pre and post natal, all in one shift.

You will have

- Plenty of supernumerary time
- Four allocated midwifery specific study days
- One graduate study day
- Regular debrief sessions with Clinical Midwifery Educator

A Midwifery Clinical Educator is based on the ward 3 days a week to provide guidance and support throughout the graduate year. There is also a team of educators across the organization that can provide further education in other areas if required. The midwives working within the department are there to guide and support the graduate midwives, with preceptors being allocated to each graduate as someone they can go to for any help or support.

Criteria for completions -

- Completion of clinical hurdles
- Satisfactory performance reviews
- Participation in specialty study days

The combined Nursing /Midwifery Graduate will complete two rotations between Midwifery and Acute Ward.

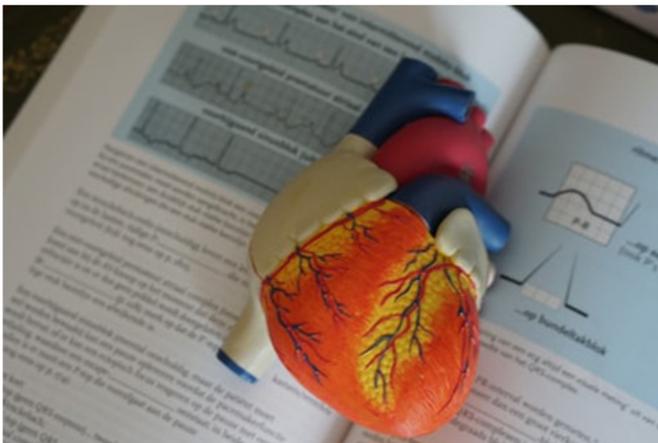


# Graduate Nurse Program Overview



Swan Hill District Health supports our Graduate Nurses with:

- Clinical Nurse Educators—a team of highly skilled nurses within most clinical areas to support you through your graduate year.
- Orientation and supernumerary time—Swan Hill District Health allows extensive orientation and supernumerary time at the start of the year and before each placement.
- RN graduates are allocated many in house study days with a range of guest speakers and specialty days throughout the year.
- EN Graduates are allocated 6 in house study days with a range of guest speakers specialty education.
- Debrief sessions - regular confidential debrief sessions.
- Access to eLearning suite of courses—SHDH have their own eLearning portal completely controlled by the Education Support Officer and can be programmed to suit you.
- Internal in-service education—every department at SHDH holds education in their handover time on specialty subjects which you can attend no matter where you are on the day. We circulate education calendars for each department. These are made available for all staff to view.
- Night duty—There may be night duty included in your Graduate year.
- Award— You will be paid in accordance with the Nurses and Midwives—Victorian Public Sector EBA.



# Graduate Nurse Program Support



During your graduate year, you will have:

- The enthusiastic staff from all across Swan Hill District Health, including experienced and committed Educators who are readily available to support you.
- Informal and formal feedback throughout the year.
- Learning objectives set prior to each rotation and keep a reflective journal through your whole journey as a GNP.
- Undertake a supported learning program delivered by highly skilled Clinical Nurse Educators.
- A diverse experience in a range of diverse clinical areas.
- Regular group debrief sessions with your peers in a safe environment to discuss any aspect of the program, including positive or negative.
- One on one mentoring sessions.
- In most areas, you will have team nursing.

We have tailored the Graduate Nurse Program at Swan Hill District Health to be as interactive as possible. Each study day commences with an informal debrief session where you can discuss anything that has occurred through the month that you would like to ask advice about. However, if you can't wait for the monthly study days, there will be opportunity to catch the graduate educator for a chat.



# Information Sessions



We hold information sessions for you to meet with our Education Manager and Graduate Nurse Educator. This is your opportunity to ask questions and get to know the Education Team at Swan Hill District Health.

**2026 Graduate Program Information Session dates are scheduled!**  
**Via Zoom - Friday 15<sup>th</sup> May at 11am and Tuesday 19<sup>th</sup> May at 10am. – please email us at [GProgram@shdh.org.au](mailto:GProgram@shdh.org.au) for the link.**

**OR**

**Face to Face— Thursday 21<sup>st</sup> May at 1pm. in our Education Centre, 62 McCrae Street, Swan Hill. Please email [GProgram@shdh.org.au](mailto:GProgram@shdh.org.au) to register your attendance.**

We are also happy for you to ring or email the Education Centre at any time for questions or information. Our details are on the back of this booklet.

We will put up as much information as we can on SHDH Facebook page and Website so keep an eye out.



# How to apply



## RN and RM Graduates:

1. Register with the PMCV Allocations and Placement Service at <https://www.pmcv.com.au>

2. Email your application to [GProgram@shdh.org.au](mailto:GProgram@shdh.org.au) addressed to: Ms. Jayne Stead —Education Manager

Your application to SHDH must include; Letter of Application / Cover letter, a small photo, resume and two to three referees from previous employers and preceptors.

Applications due as per PMCV Allocations and Placement Service timeline.

## EN Graduates:

When you see the advertisement for our EN Grad Program, apply via our website. Please address the application to:

Ms. Jayne Stead —Education Manager

Your application to SHDH must include; Letter of Application / Cover letter, a small photo, resume and two to three referees from previous employers and preceptors.

If you need any assistance, please feel free to call the Education Centre at Swan Hill District Health, 50339310 or email [GProgram@shdh.org.au](mailto:GProgram@shdh.org.au)



# Beyond the Grad Year



Beyond your graduate year there are multiple opportunities available.

We have:

- Post Graduate courses in the Emergency Department, Theatre and Acute with the support of our Clinical Nurse Educators.
- Paid Midwifery Student Model—two employees chosen per year to work and study in the Midwifery Unit eight days per fortnight for twelve months. After completing this year, you will be supported into a midwifery role for your future.

Please note that ongoing employment after your graduate year is upon successful application.



# Graduate Nurse Testimonials



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*"Due to the unwavering encouragement, understanding and support of the educators, doctors and nurses at the SHDH, my dream of being a good nurse has been realised. Yours can also as this hospital offers a diversity of nursing fields and training within them all fully supported by the best."*

Alicia, participant in SHDH Graduate Nurse Program 2024

*"The Graduate Nurse Program at the SHDH provided for me a platform to springboard from being a student to working independently in my scope as an Endorsed Enrolled Nurse. The program helped me with my confidence and knowledge base and having the educators on the wards to help with any questions, providing support and encouragement was excellent. The designated study days were so valuable as well to reinforce basic and extended skills. To anyone who has just finished their training I would encourage them to enrol in the Graduate Nurse Program – you will be so glad you did."*

Julie, participant in SHDH Enrolled Nurse Graduate Nurse Program 2023

*"Moving to Swan Hill to complete my graduate year was literally life-changing. I moved 4 hours away from home and my partner to begin my career as a Registered Nurse. Embarking on this journey was incredibly daunting, but thankfully the people and dedicated team at Swan Hill District Health made the transition seamless. With endless support available throughout the graduate program, I was instilled with the confidence I needed to successfully transition from student status to the valued and capable nursing professional I am today."*

Kayla, participant in SHDH Graduate Nurse Program 2020



# The Education Centre



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**Contact us →**

**P : (03) 5033 9310**

**A : 62 McCrae Street. Swam Hill, Vic**

**E : [GProgram@shdh.org.au](mailto:GProgram@shdh.org.au)**

**W : [www.shdh.org.au](http://www.shdh.org.au)**



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