

FOR MORE INFORMATION CONTACT:

Education Centre | Swan Hill District Health

Address: 62 McCrae Street, Swan Hill, Vic, 3585

Phone: (03) 5033 9310

Email: GProgram@shdh.org.au

Web: www.shdh.org.au



Registered and Enrolled Nurse Graduate Nurse Program 2025 Information Booklet

Our Vision and Values



Our Vision is...

Connected Care. Best Experience.

- We are united by our common purpose to create a health service that makes our people feel connected, and provides the best experience for them.
- We believe every person deserves the best care experience we can provide at every encounter.
- We will connect people with each other and with the right information to give them the best experience.

Our Values are...

**INCLUSIVE**

We provide an experience that welcomes and values everyone.

**COMPASSIONATE**

We respond to our people with understanding, empathy and kindness.

**PROGRESSIVE**

We continue to strive for the best experience outcomes.

**ACCOUNTABLE**

We personally commit to taking responsibility for all of our decisions and actions.

Beyond your grad year



Beyond your graduate year there are multiple opportunities available.

We have:

- ◆ A Discovery Year in the Emergency Department—eight days a fortnight for six months working exclusively in the Emergency Department to help you decide if you want to complete further study in ED.
- ◆ 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 Program Testimonials

"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

"I thoroughly enjoyed my grad year. Especially since I was an EN upskilling to an RN and was a Grad at my workplace. Many new friendships were formed and we have remained connected since finishing the year. During the Grad we had the opportunity to gather socially for meals and fun evenings, and felt 'involved' with our learning. Our facilitators were actively involved with our learning curve both in class and on the job."

Rhonda, participant in SHDH Graduate Nurse Program 2018

"I found the support from the clinical educators invaluable but I guess it was a little different for me as I already knew everyone and the "hospital's ways & protocols" because of working here for so long."

Sue, participant in SHDH Graduate Nurse Program 2017

"I thoroughly enjoyed my grad year here at SHDH, I had the opportunity to rotate to every department (ED, Acute, Dialysis, & Theatre). The clinical nurse educators (Jayne & Maryjane) were extremely supportive, and always available when we required assistance"

Zoe, participant in SHDH Graduate Nurse Program 2015

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About 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 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. We have a staff cafeteria on the main campus with well priced, healthy meals.



How to apply

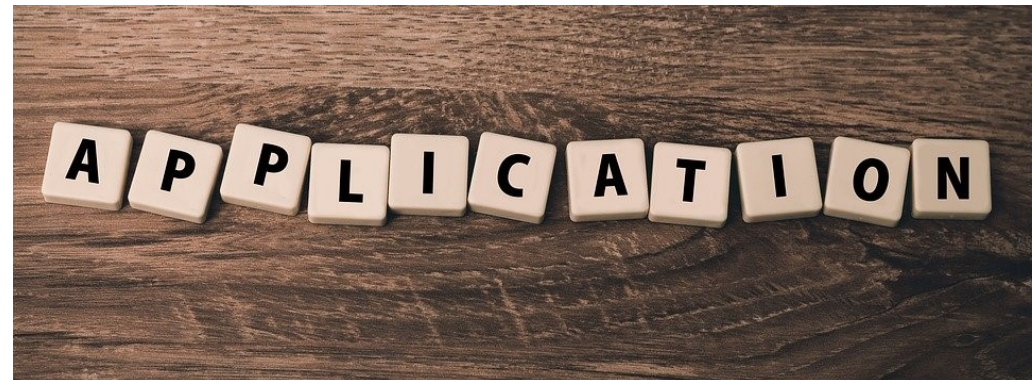
1. Register with the PMCV Allocations and Placement Service at grads.pmcv.com.au
2. List Swan Hill District Health as one of your 4 preferences.
3. Email your application to GProgram@shdh.org.au addressed to:
Ms. Jayne Stead —Education Manager

Your application must include:

- ⇒ Letter of Application / Cover letter
- ⇒ A small photo
- ⇒ Resume
- ⇒ Two to three referees from previous employers

Applications due as per PMCV Allocations and Placement Service timeline.

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



Information Sessions

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

2025 Graduate Program Information Session dates are scheduled!

Via Zoom - Thursday 16th May at 10am OR Tuesday 28th May at 2pm – please email us at GProgram@shdh.org.au for the link.

OR

Face to Face— Tuesday 4th June at 1pm in our Education Centre, 62 McCrae Street, Swan Hill. Please email 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.



About Swan Hill



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 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.
- ◆ Golf courses
- ◆ River and lakes nearby

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.



Swan Hill District Health does not offer accommodation to staff. If you are looking for somewhere to rent, we have many real estate agents to contact around town:

raywhiteswanhill.com.au/

<https://www.ghrealestate.com.au/>

swanhill.ijhooker.com.au/

noelwatson.com.au/

<https://broad-realty.com.au/>

realestate.com.au/rentals

There is a new residents' guide to Swan Hill. You can visit

<https://www.swanhill.vic.gov.au/community/your-community/new-residents>

This booklet contains everything you need to know about Swan Hill.

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 Graduate Coordinators 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 GNP 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 coordinator for a chat.

We hope that our Graduate Nurse Program brings new friendships in a team learning environment on our Graduate Study Days.



RM Graduate Nurse Program Overview

Swan Hill District Health offers its Registered Nurse 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:

grads.pmcv.com.au

We have one intake per year.

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



RN Graduate Nurse 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:

grads.pmcv.com.au

We now have two intakes per year.

Each RN GNP will have three rotations. 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—An eight bed 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.
- ◆ Midwifery Unit (Combined Program only) —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.

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

Application for ongoing employment near the completion of the program is required.

Annual leave will be negotiated.

EN Graduate Nurse Program Rotations

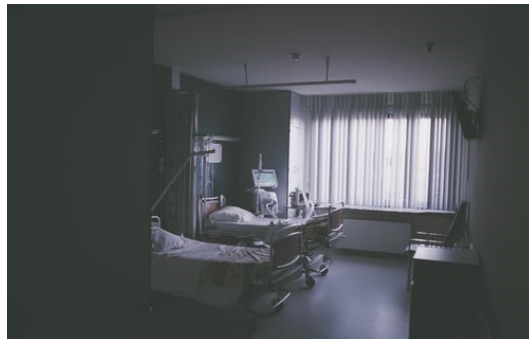
Swan Hill District Health offers its Enrolled Nurse Graduate Nurse Program over 26 weeks at eight days per fortnight. We will advertise 2 times per year as we now have two intakes of up to 16 Graduates per year.

Each EN Grad will have two rotations over their employment contract. Those placements include:

- ◆ Acute Ward—A mixture of medical, surgical and paediatric patients in a 30 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—our 45 bed Aged Care Facility which is designed to be more like home where residents are supported to maintain links with the community.
- ◆ Jacaranda Lodge—our 30 bed Aged Care Facility which is located 27km north of Swan Hill.

Application for ongoing employment near the completion of the program is required.

Annual leave will be negotiated.



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.
- ◆ Plenty of paid study days—
RN graduates are allocated up to 12 in house study days with a range of guest speakers and specialty days throughout the year including in depth Advanced Life Support near the end of the year.
EN Graduates are allocated up to 6 in house study days with a range of specialty education.
- ◆ 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 2021-2024.

