

WESTERN HEALTH

# Education & Learning

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## Graduate Nurse Program Year 1 Grad+ Year 2 Information Handbook



Western Health



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# ACKNOWLEDGEMENT OF COUNTRY



*Western Health acknowledges the Traditional Custodians of all the lands and waterways on which Western Health staff, volunteers and consumers and caregivers come together. As we work, learn and grow we pay our respects to the Elders and Traditional Custodians past, present and emerging of the Wurundjeri Woi-Wurrung, Boon Wurrung, Bunurong and Wadawurrung Countries of the greater Kulin Nation. We are committed to the healing of country, working towards equity in health outcomes, and the ongoing journey of reconciliation. Western Health is committed to respectfully listening and learning from Aboriginal and Torres Strait Islander people and we are guided by the values of relationship, responsibility and respect.*

## OUR VISION

Together, caring for the West

Our patients, staff, community and environment

## OUR VALUES

### Compassion

Consistently acting with empathy and integrity.

### Accountability

Taking responsibility for our decisions and actions.

### Respect

Respect for the rights, beliefs and choice of every individual.

### Excellence

Inspiring and motivating, innovation and achievement.

### Safety

Prioritising safety as an essential part of everyday practice.

## OUR PURPOSE

Working collaboratively to provide quality health and well-being services for the people of the West.

## OUR PRIORITY



Safe and effective patient care



People and culture



Community and partnerships



Research and learning



Self-sufficiency and sustainability

# About Us

Western Health provides a comprehensive, integrated range of services from its various sites; ranging from mental health and wellbeing services, and acute tertiary services in areas of emergency, medicine, intensive care, medical and surgical services, through to subacute care and onsite and virtual ambulatory clinics.

Western Health's specialised services include oncology, renal, women's health including maternity, chronic disease, geriatrics and cardiology.

Western Health provides a combination of hospital, community-based and in-reach to aged, adult and paediatric patients and newborn babies and also provides the primary health care service at the Dame Phyllis Frost Centre and community Drug Health services.

Employing over 12,500 staff, Western Health has a strong philosophy of working with its local community to deliver excellence in patient care. Western Health has long-standing relationships with health providers in the Western region of Melbourne and strong affiliations with numerous colleges and academic institutions.

## Our community:

- Is amongst the fastest growth corridors in Australia
- Has a population in excess of 900,000 people
- Has a diverse social and economic status making it one of the most culturally diverse communities in the state with more than 150 different languages and dialects
- Western Health's catchments include the following local government municipalities:
  - Brimbank
  - Hobsons Bay
  - Maribyrnong
  - Melton
  - Moonee Valley
  - Moorabool
  - Hume
  - Wyndham



### Closing the Gap

Western Health is committed to achieving equality in health status between Aboriginal and Torres Strait Islander peoples and non-indigenous Australians, improving the health of Indigenous Australians residing in the Western suburbs.

Western Health is one of the largest providers of healthcare in Victoria. It manages four acute public hospitals: Footscray Hospital, Sunshine Hospital, Williamstown Hospital and Bacchus Marsh Hospital. It also operates at various other sites committed to providing Best Care to communities across Melbourne's west, improving health outcomes for all.

## Our sites:

- Sunshine Hospital
- Sunshine Joan Kirner Women's & Children's
- Footscray Hospital
- Williamstown Hospital
- Bacchus Marsh Hospital
- Melton Regional Hospital

## Western Health also operates:

- Mental Health and Wellbeing Centre (*new* in Sunshine)
- Bacchus Marsh Community Health Centre
- Grant Lodge Residential Aged Care (Bacchus Marsh)
- Melton Health & Community Services
- Caroline Springs Community Health Centre
- Sunbury Community Hospital



Joan Kirner  
Women's & Children's



Sunshine Hospital



Williamstown Hospital



Bacchus Marsh



Melton Health Hub



## **Western Health is fast growing and expanding its sites !**

### **New Footscray Hospital**



**The Victorian government has provided up to \$1.5 billion to deliver a new Footscray Hospital.**

The new Footscray Hospital- the largest ever health infrastructure investment in the State - will have an increase of nearly 200 beds, and will treat approximately 15,000 additional patients and enable around 20,000 additional people to be seen by the emergency department each year. Construction is almost complete, with the hospital on track to open in 2025.

### **New Melton Hospital**



**The Victorian government has committed more than \$900 million to deliver a new Melton Hospital.**

Victoria's first all-electric hospital will support the growing and diverse communities in Melbourne's west. Generating more than 3,975 healthcare related jobs, it will have the capacity to treat 130,00 patients each year and 60,000 patients in the ED department alone. Construction is now underway, with the hospital expected to open in 2029.

# Graduate Nurse Program Year 1

## Grad+ Year 2

We offer a comprehensive program, to assist you with transitioning to the role of registered nurse. This program will enable you to deliver safe, effective patient care in a supportive environment.

### Aim

The aim of this program is to develop graduate nurses who are resilient, reflective practitioners whilst learning clinical reasoning skills and demonstrating safe and effective care of patients at all times.

### Learning Outcomes

By the completion of your graduate program you should be able to:

- Demonstrate resilience in your working life and have developed strategies to deal with difficult situations
- Effectively plan for the day and seek help at appropriate times
- Demonstrate the ability to perform all the clinical skills you have learnt during the program
- Demonstrate the ability, at a beginning level, to utilise clinical reasoning in your daily practice
- Reflect on your practice and strive towards constant improvement

### Support

We are committed to offering a supportive program during your graduate years:

- A hospital orientation day and two graduate study days when you commence
- In each of your rotations you will be allocated a preceptor
- On each ward there is a ward based educator who will assist you in your transition and offer you a range of learning experiences throughout the program
- Your ward educator will complete your appraisals
- Five supernumerary days for your first rotation, and two for your second rotation
- Two further graduate specific study days
- Regular debrief sessions throughout the program
- A monthly debrief and regular on-line mini-modules with associated bedside coaching for the remainder of the program of the first year
- Two academic subjects that attract university credit in your second year (Grad+)

## Grad+ Year 2



## Year 1 and Grad+ Year 2 Expectations

### Graduate Nurse Program Year 1:

- Attendance at all graduate study days
- Completion of all mandatory competencies
- Completion of a project each rotation
- Successful completion of all elements of the graduate nurse year

### Grad+ Year 2:

#### \*Optional

Following the completion of Year 1, graduates have the option to apply to participate in an extended Grad+ Year 2 program.

- Completion of additional rotation/s
- Successful completion of all elements of Grad+ Year 2

Participants offered option to stream into areas of interest

Participants offered up to two additional rotations in areas of your choice

Participants to complete up to two university accredited subjects at no cost

Participants to receive individualised career planning to assist with career goals.







**Continue your  
Journey with  
Western Health**

## **Graduate Nurse Program Year 1 Rotations**

Western Health offers two (2) rotations during the first 12 months, with the view to consolidate nursing knowledge and skills within a supportive environment.

We offer a wide range of clinical environments for graduates to work in. Graduates will be asked to nominate rotation preferences to be considered when allocating rotations for the year.

Participants can choose from a wide selection of rotations during their first year program:

- General Medicine
- General Surgical
- Acute Aged Care
- Infectious diseases
- Oncology
- Orthopaedics
- Palliative Care
- Plastics
- Rehabilitation
- Urology
- Respiratory Medicine
- Sub-Acute Care
- Plastics
- Neurology/Stroke
- Transition Care
- Drug & Alcohol
- Emergency
- Theatre
- CCU
- DPU
- Radiology
- Mental Health
- POOL



## **Grad+ Year 2 Rotations in areas of your choice**

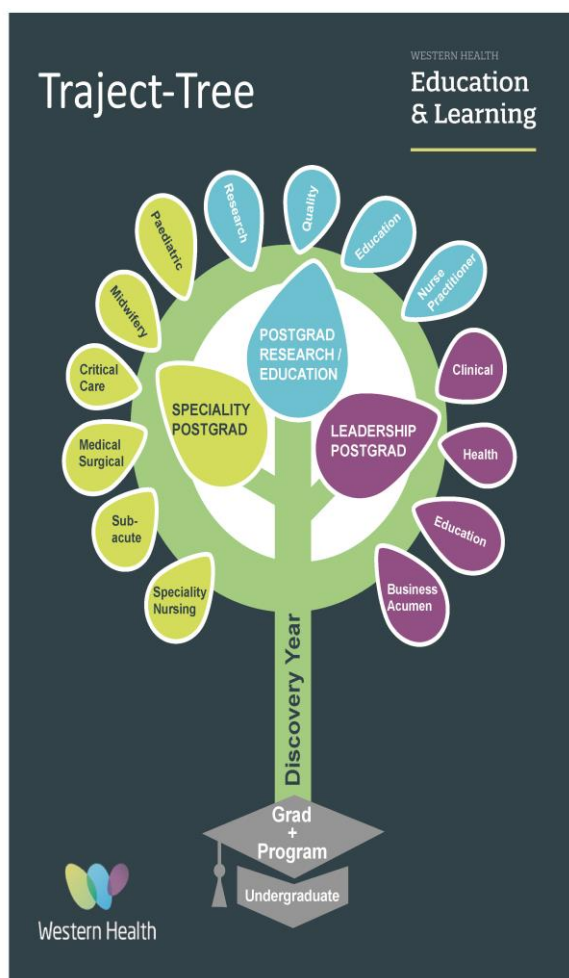
Participants will be offered two further rotations:

- Drug and Alcohol
- CCU
- ICU
- Dialysis
- Theatres
- Emergency
- Paediatrics
- Newborn Services
- Oncology
- Radiology
- Acute Surgical
- Acute Medical
- Community
- Custodial Health



## PROGRAM OVERVIEW:

Program Duration	53 weeks (x2 six month rotations)
Program Intake	2026 intakes: January Further intakes to be confirmed
Induction / Orientation	Structured Induction & Orientation Program:  1 Corporate/Hospital Orientation Day (Day 1)  2 Graduate Specific Study Days
Supernumerary Days	5 Supernumerary Days (Rotation 1)  2 Supernumerary Days (Rotation 2)
Clinical Support	Assigned Preceptor  Assigned ward based Clinical Nurse Educator/ Clinical Support Nurse  Nurse Unit Manager
Study Days & Education Sessions Debrief Sessions	2 Study Days (additional days during GNP)  Regular graduate specific education sessions  Monthly group debrief sessions
Professional Development Days	1 Professional Development Day in a clinical area of your choice  1 Professional Development Day shadowing an ANUM/NIC
Employment	As per Nurses (Victorian Health Services) Award 2010  Part-time employment (64 hours/fortnight)  5 weeks annual leave  Rotating roster  Permanent ongoing employment  Western Health promotes and supports work-life balance
Beyond the Graduate Nurse Program	Postgraduate opportunities



## PROFESSIONAL DEVELOPMENT DAYS

Western Health offers wide-ranging opportunities for professional development all of which are coordinated by the Education and Learning Department.

### Professional development days during your graduate program:

One professional development day in a clinical area of your choice that you are interested in working.

One professional development day shadowing the ANUM/Nurse-in-Charge to develop your leadership skills.

## ONGOING SUPPORT & LEARNING

Graduate Online Learning Portal

Mini Modules

Education Plans

Clinical Skills Days

Transition Plan

## BEYOND THE GRADUATE PROGRAM

Western Health is a **Registered Training Organisation** that provides staff with an opportunity to complete accredited training on-site. We are pursuing multi-disciplinary approaches, patient-centred care and lifelong learning to develop & foster a highly skilled workforce which will support excellence in practice and career progression opportunities.

Postgraduate programs and short courses are available to staff. All programs incorporate content on current trends, research and best practice standards and utilise the services of suitably qualified and vocationally experienced educators and clinicians.

Postgraduate study scholarships are also on offer for those undertaking formal postgraduate programs to receive financial assistance to support the cost of their studies.

## GNP INFORMATION NIGHTS

Sessions will be held via Teams. Links will be published on Western Health GNP webpage.

**Dates:** Thursday 22 May 2025 4:30 pm  
 Thursday 29 May 2025 4:30 pm  
 Friday 30 May 2025 1:00 pm (EN to RN information session)

Visit the GNP webpage for online links and further details.

## TESTIMONIALS



"I found that overall, Western Health offered great support and provided me with an opportunity to consolidate my skills and further my knowledge. I have also made lifelong friends and networks..." *C.L Nursing Graduate*



"I chose Western Health as it offered a wide range of clinical areas in a multi-culturally diverse community. I liked the six month rotations as it was an adequate period of time to settle in, consolidate and develop my skills whilst having a real sense of belonging. *M.N Nursing Graduate*



"It has been very beneficial to come together and debrief as a group at the GNP Time Outs where we discuss effective ways to work and problem solve with our graduate educators and preceptors." *C.G Nursing Graduate*



"I love the culture at Western Health. I feel really supported and I am looking forward to my future opportunities here. The new Footscray Hospital is exciting and I can't wait to be part of what will be a state-of-the-art healthcare precinct." *A.A Nursing Graduate*



## How Do I Apply?

Information sessions and details of the application process are available at our Graduate Nurse Program webpage



[www.westernhealth.org.au](http://www.westernhealth.org.au)



## For more information email:



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