



# Graduate Nurse and Midwife Program

## Information Handbook

Supporting graduates to grow and develop  
as a valued member of our team

# Peninsula Health Strategic Priorities

## OUR CARE

We will create an inspiring and supportive culture that fosters high-quality care which is safe, personal, effective and connected, and has a strong focus on the consumer experience.

## OUR PEOPLE

We will create remarkable opportunities for the development and wellbeing of our people who together contribute to improving the health of our community.

## OUR WORKPLACE

We will design and build contemporary facilities, which integrate the use of technology and data to support the provision of high-quality, connected care.

## OUR COMMUNITY

We will work together with our community and partners to become the leader for integrated healthcare.

## OUR IDEAS

We will harness the great ideas from our people to help us to learn, improve, innovate and deliver exceptional care.

## OUR VISION

To provide exceptional health and community care

## OUR PURPOSE

We work together to build a healthy community

## Our Values



### BE THE BEST

We strive for excellence in all that we do.



### BE A ROLE MODEL

Together, our behaviours build our culture.



### BE OPEN AND HONEST

We are transparent, accountable and innovative.



### BE COLLABORATIVE

Our impact is better and stronger when we are inclusive and engaging of a broad network of people.



### BE COMPASSIONATE AND RESPECTFUL

We embrace diversity, advocate and care for our consumers, support our peers and grow our teams in a safe, kind and meaningful way.

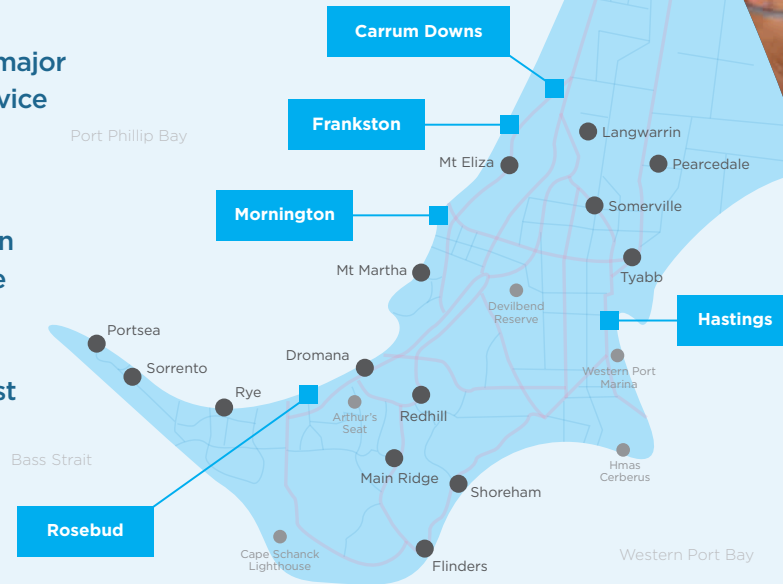


# About Us

## PENINSULA HEALTH MAJOR SITE LOCATIONS

Peninsula Health is the major metropolitan health service for Frankston and the Mornington Peninsula.

We care for a population of 300,000. We provide a safe and inclusive workplace where our values are more than just words, they represent our work culture.

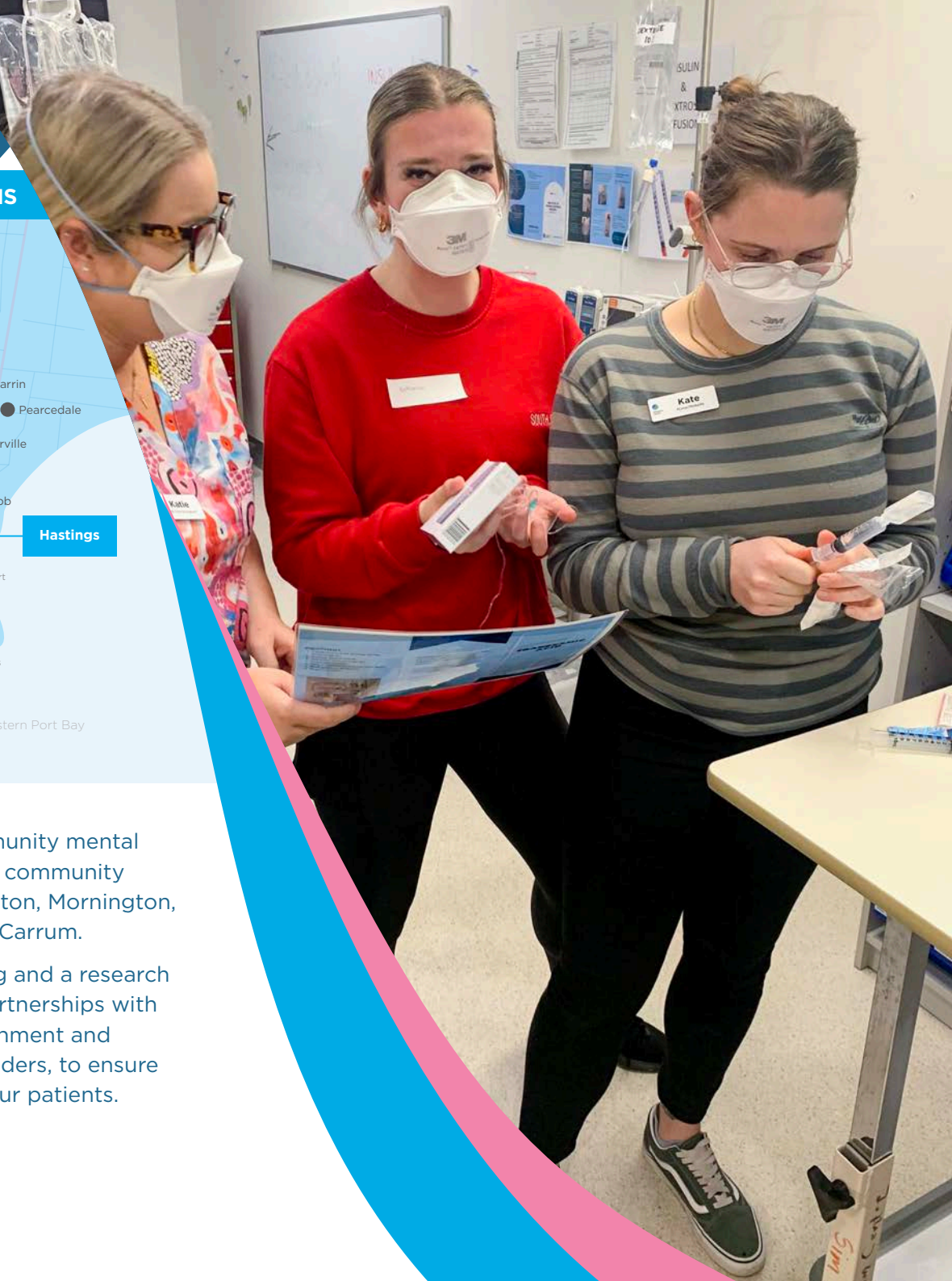


We provide care to local residents from birth through to end-of-life care, and a comprehensive range of sub-specialties including emergency medicine, intensive care, obstetrics and gynaecology, aged care, rehabilitation, oncology, mental health, and care in the home.

Our service consists of four major hospitals: Frankston Hospital, Rosebud Hospital, Golf Links Road Rehabilitation Centre and The Mornington Centre.

We also have five community mental health facilities and five community health centres in Frankston, Mornington, Rosebud, Hastings and Carrum.

We are a major teaching and a research hospital, with strong partnerships with universities, local government and community-based providers, to ensure we meet the needs of our patients.



# Peninsula Health Graduate Programs

## OUR AIM

Our Graduate Nurse and Midwife Programs provide newly registered nurses, enrolled nurses and midwives with a safe and positive environment, supporting the development of skills and confidence to provide excellent patient care.

We recognise all graduates are not the same. We will work with our graduates to provide a program that considers individual needs.

We offer graduate programs in general nursing, mental health and midwifery in both straight and combined streams.

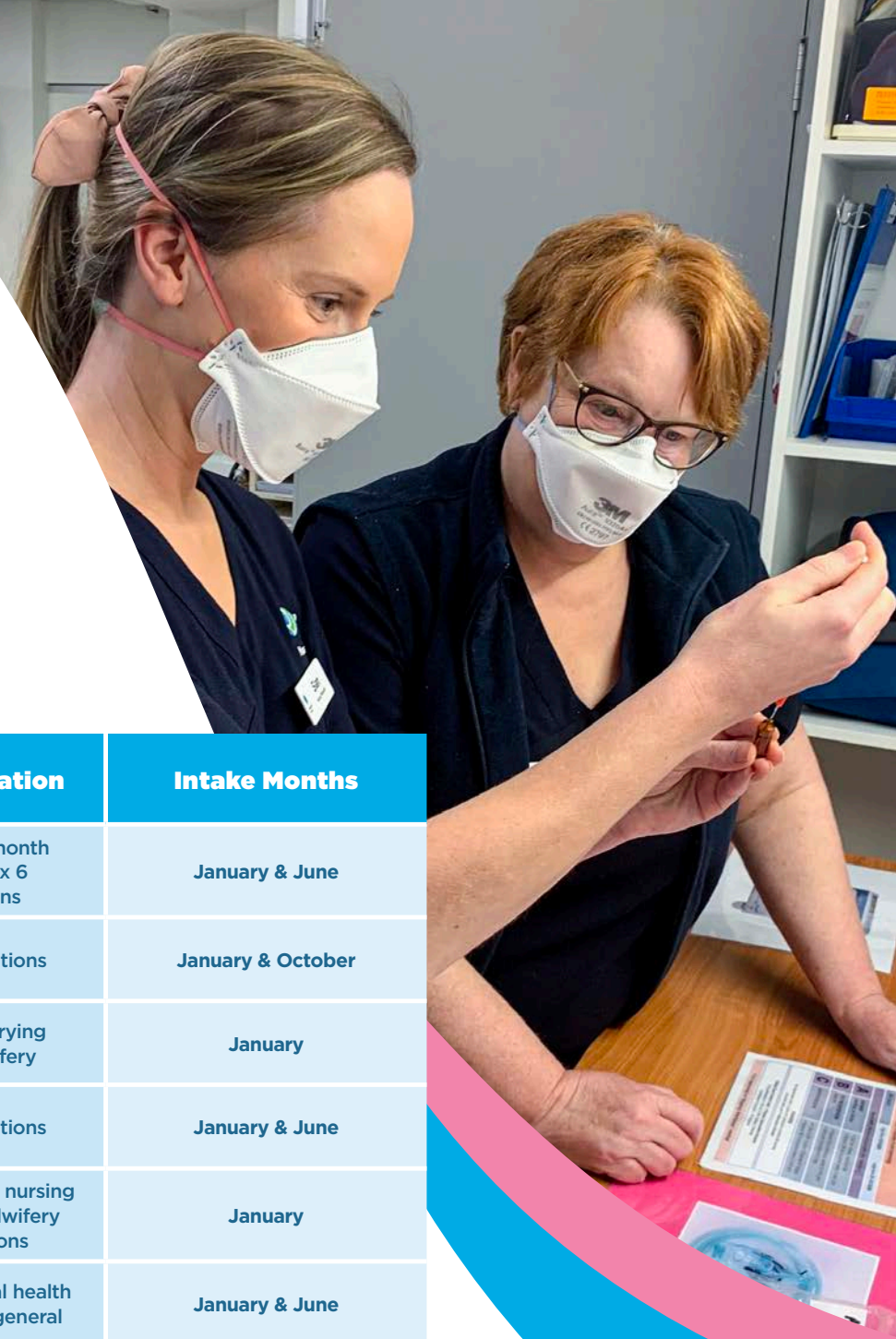
Acceptance into our graduate program provides graduates with a permanent, ongoing position at Peninsula Health. On completion of the 53 week program, graduates will remain a valued member of the Peninsula Health team, with an opportunity to express interest in preferred ward or units.

## 53 Week Program

## WHAT OUR GRADUATE PROGRAMS PROVIDE

- A comprehensive orientation program
- Graduate-specific study days
- Support and mentoring
- Dedicated educators
- Clinical support nurses and midwives
- Regular debrief sessions
- Ongoing learning opportunities

Program Streams	Length of rotation	Intake Months
General Nursing	Choice of 3 x 4 month rotations, or 2 x 6 month rotations	January & June
Enrolled Nursing	2 x 4 month rotations	January & October
Midwifery	5 rotations of varying length in midwifery	January
Mental Health	2 x 6 month rotations	January & June
Combined Nursing & Midwifery	1 x 3 month general nursing and 9 months midwifery across 5 rotations	January
Combined Mental Health/ General Nursing	1 x 6 months mental health and 1 x 6 months general	January & June






# Peninsula Health Graduate Program Streams

## GENERAL NURSING (RN)

Our structured program assists graduates to build on their strengths and support areas of further development. Our variety and flexibility of rotations provides a graduate program that meets individual needs.

- Choice of 2 x 6 month rotations or 3 x 4 month rotations
- Two days orientation
- Supernumerary shifts on all rotations
- Supervision for each rotation
- Four study days, a mixture of online learning, workshops and simulation
- Regular in-services
- **LEAP program** — spend a supernumerary day in an area you would like to try out — more than 30 areas available
- Free internal courses available to allow graduates to continue to expand their knowledge and skills e.g. *IV cannulation, PICC, cardiac monitoring*
- Requests can be made for rotation, with 24 areas to choose from
- Clinical support available Monday to Friday, with morning and afternoon shifts and weekends from educators or clinical support nurses





# Peninsula Health Graduate Program Streams

## ENROLLED NURSE (EN)

Our structured 8 month EN graduate program supports the newly registered EN to consolidate their knowledge and skills in both acute and subacute areas.

- 2 x 4 month rotations
- 2 days orientation
- Supernumerary shifts on all rotations
- Clinical support available Monday to Friday, with morning and afternoon shifts and weekends from educators or clinical support nurses
- Study days
- Regular in-service sessions
- **LEAP program** – spend a supernumerary day in area you would like to try out
- Free internal courses available to enable graduates to continue to expand your knowledge and skills



# Peninsula Health Graduate Program Streams

## MENTAL HEALTH & GENERAL NURSING

All mental health graduates complete 2 x 6 month rotations. In the combined mental health/general program, six months is spent in general nursing and six months is spent in mental health.

All mental health graduates enrol in the Masters of Mental Health Nursing with commitment to complete the Graduate Diploma of Mental Health. Affiliated universities include Monash, RMIT, La Trobe and Federation.

- 2 x 6 month rotations
- One day orientation to Peninsula Health and three day orientation to Mental health on commencement
- 2-4 supernumerary shifts in all rotations
- Nine mental health nursing study days, with a mixture of face-to-face and online
- **Free internal courses** — expand your knowledge and skill e.g. *IV cannulation*
- Support and mentoring
- Clinical Supervision
- Regular debrief sessions
- Support from the Early Career Development Team
- **LEAP Program** — spend a day in an area you would like to try out



# Peninsula Health Graduate Program Streams

## MIDWIFERY GRADUATE PROGRAM AND MIDWIFERY / GENERAL COMBINED

Graduate midwives work in a highly supportive environment, with the opportunity to apply theoretical knowledge and practical skills in a variety of areas of midwifery.

- Comprehensive orientation
- Clinical rotations of varying length
- Minimum five paid midwifery specific professional development days
- **FSEP** and **PROMPT** professional development days
- Graduate nursing professional development days (optional)
- Regular debriefing offered
- Free internal courses available as you continue to expand your knowledge and skills e.g. *IV cannulation, perineal suturing, water birth, and newborn examination*
- Dedicated supernumerary days for each rotation
- Support and mentorship
- Midwifery educators and clinical support midwives available in clinical areas
- Permanent positions following graduate year

### ROTATIONS OFFERED TO GRADUATES:

- Birthing Suite
- Inpatients Unit
- Pregnancy Assessment Unit
- Women's Services
- Special Care Nursery (*elective rotation*)
- Nursing (*if applicable*)





# Peninsula Health Graduate Program Streams

## CLINICAL ROTATIONS

All graduates are asked for a list of preferences for clinical rotations. We will try to meet as many preferences as possible, to ensure the graduate program is tailored to your individual needs. We also offer **LEAP** days so you can spend a day supernumerary in a new ward to try it out or increase your knowledge.

General Graduate RN Rotations	
Medical	General Surgical
Paediatrics	Operating Suite
Haemodialysis	Outpatients
Infusion Centre	Day chemotherapy
Emergency Care	Cardiac Care
Rehabilitation	Palliative Care
Oncology	Orthopaedics
Neurology	Geriatric and Evaluation Medicine (GEM)
Respiratory	Radiology
Hospital in the Home	Mental Health

Graduate Enrolled Nurses	
Medical	General Surgical
Oncology	Neurology
Respiratory	Orthopaedics
Rehabilitation	Geriatric and Evaluation Medicine (GEM)

Midwifery Rotations	
Birthing Suite	Special Care Nursery
Inpatient Unit	Women's Service
Pregnancy Assessment Unit	Midwifery Home Care

Mental Health Rotations	
Acute adults Inpatient Unit (2 West)	Acute Aged Inpatient Unit (1 West)
Community care Unit (CCU)	Psychiatric and Assessment Planning Unit (PAPU)
Access and Assessment Team (AAT)	Carinya
Adult Prevention and Recovery Centre (APARC)	Intensive Recovery Team (IRT)
Consultation Liaison Inpatient Psychiatry Service (CLIPS)	

# Peninsula Health Graduate Programs

## BEYOND THE GRADUATE YEAR

Peninsula Health provides a workplace that values and promotes lifelong learning, providing our community with highly trained staff who provide excellent patient care. All graduate nurses have a permanent position at Peninsula Health on completion of the program.

Once graduates have completed the program, they are asked to provide a list of areas they would like to continue to work for their permanent position. A cover letter, CV, copies of the Performance Development Reviews and a video interview are sent to the Managers for selection.

There are many opportunities for continuous growth and development with our Transition to Specialty Practice (TSP) and post graduate courses:

### TRANSITION TO SPECIALTY PRACTICE (TSP)

- Emergency and Intensive Care

### POSTGRADUATE COURSES

- Emergency
- Intensive care
- Cardiac care
- Medical/surgical nursing
- Mental health
- Midwifery

Peninsula Health is affiliated with the following highly respected universities to provide post graduate nursing and midwifery qualifications:

- Monash University
- Deakin University
- La Trobe University



**Continuous  
growth and  
development  
at Peninsula  
Health**



# Peninsula Health Graduate Program Application Process

## HOW TO APPLY

All graduate nurse positions for Peninsula Health are advertised through eRecruit <https://peninsula.mercury.com.au/>.

If you would like to apply for more than one stream you will need to complete separate applications for each.



### COVER LETTER – 1 PAGE

- **Postgraduate medical council of Victoria (PMCV)** number if applicable
- Stream i.e. *general, enrolled nurse midwifery, midwifery/general combined, mental health or mental health/general combined*
- Describe why you would like to complete your graduate year at Peninsula Health
- State at least one of Peninsula Health's values and provide examples of how you will meet this value



### RESUME/CV – 2 PAGES

- Information listed in reverse chronological order (most recent at top) including:
  - › Education qualifications
  - › Clinical placements
- Employment history and relevant voluntary work
- **Provide two clinical referees** – relevant to stream EN/RN/ midwife clinical educator, facilitator or preceptor
- Referees must be from two different placements

- **Midwifery** – minimum one referee must be from a midwifery placement
- **Mental health** – one referee must be from a mental health placement
- Include name, organisation, role, date of placement, email address and phone number



### ACADEMIC TRANSCRIPT

- Copy of most recent academic transcript, including grading key
- If units were credited from previous courses, please also include these transcripts ie. *Diploma of Nursing*



### INTERVIEWS

- Meet our friendly transition to practice team
- Interviews are online via MS Teams with 2 interviewers

- Tell us about yourself
- We will ask a number of questions related to the graduate nurse role, including a clinical scenario
- Once the interview is completed we will provide you with details about the program and you can ask us any questions



### SELECTION

- Graduate RN, Mental health and midwifery programs follow the **PMCV** process for program allocation
- Refer to the **PMCV** website for allocation dates and availability of **non-PMCV** positions
- Graduate Enrolled Nurse applicants are selected on documents provided and interview. Successful applicants will be notified via phone

**For any questions contact  
us at [gnmp@phcn.vic.gov.au](mailto:gnmp@phcn.vic.gov.au)  
or call 9784 8366**

### **Contact us**

**For further information on  
our graduate nurse programs,  
please contact us:**

**Email: [gnmp@phcn.vic.gov.au](mailto:gnmp@phcn.vic.gov.au)**

**Phone: 03 9784 8366**