

COUNTRY HEALTH SA

TRANSITION TO PROFESSIONAL PRACTICE 2010

A PROGRAM TO FACILITATE THE TRANSITION TO PROFESSIONAL PRACTICE (TTPP) FOR REGISTERED NURSES

The Transition to Professional Practice (formerly the Graduate Nurse Program, GNP) is a broad program covering theoretical as well as clinical aspects of the registered nurse role that facilitates your professional and personal growth.

Country Health SA TTPP programs offer a unique and valuable experience to graduate nurses which will significantly contribute to the development of your role as a registered nurse.

Rural nursing provides diversity of practice that ensures a challenging work environment and enables development of close working relationships with a multitude of health professionals and members of the community. The variety of practice settings includes surgical, medical, midwifery, aged care, paediatrics, theatre, emergency and community health that allows for broad clinical skill development.

Challenges exist for new graduates to develop their knowledge and skills with particular emphasis on the unique role of registered nurses in the rural setting.

General Overview

The TTPP is of twelve months duration.

Graduates will be employed by one of the nominated Health Service's, although opportunities will arise to gain experience in other health units within the region which will expose graduates to the diversity of rural nursing

Clinical Placement will be determined by the employing health service and negotiated with the graduate nurse to ensure a balance between the learning needs identified by the graduate and the needs of the health service.

Each graduate nurse will be provided with a performance appraisal tool to be used throughout the graduate year to provide professional and personal development. This tool includes self-assessment and preceptor assessment as set out in the ANMC Competency Standards for Registered Nurses.

Graduates will be assigned a Preceptor to support their transition from student to that of registered nurse. The Preceptor becomes a key person in the assessment of base line competency skills, provides feedback on performance, reports outcomes to the CNM/DON and liaises with the Professional Development Coordinator.

All participants are required to attend professional development days which occur throughout the program's duration and participants will be given paid study leave in health service time.

The TTPP Coordinator is responsible for the coordination of the program.

Employment conditions:

Must complete 12 month program on either a full time or part time basis, negotiated with the employing health service.

Salary in accordance with the Nurses (SA Public Sector) Award 2007 and the Nurses/Midwives (SA Public Sector) Enterprise Agreement, 2007.

All other standard conditions of employment apply.

Further information:**SELECTION AND APPOINTMENT PROCEDURES:**

1. On receipt, all applications received will be acknowledged by mail or e-mail (if an e-mail address is provided).
2. The selection process will be conducted based on current practice within SA Government and the "merit" principle will be applied.
3. Successful applicants will be notified by the employing health unit and a process for formalising the 12 month contract will be negotiated. If a position is declined second round offers to other suitable applicants who meet the selection panel criteria will be made and so on until all positions are accepted.

This will include consideration of:

Merit - which is defined as the extent to which each of the applicants has the abilities, aptitude, skills, qualifications, knowledge, experience (including community experience), and personal qualities relevant to the position. This could also encompass the potential for development of the applicants.

- The provision of equal opportunities for employees to secure promotion and advancement, together with the valuing of diversity.
- Ensuring that all decisions and processes embody the principles of natural justice, are free from bias, patronage and nepotism, and are appropriately documented and capable of review.
- As part of the recruitment process you will need to undertake a police record check.
- You will need to meet with the Health Unit Director of nursing or delegate at this time to finalise the following documentation.

- Contract of employment
- Position description for the position of Graduate Nurse.

Closing Date for applications: Monday August 31st, 2009

Offer date to graduate places Tuesday October 6th, 2009