



The Sydney
children's
Hospitals Network
care, advocacy, research, education



FIRST YEAR REGISTERED NURSE

Sydney Children's Hospitals Network GradStart Program



Sydney Children's Hospitals Network

Sydney Children's Hospitals Network is the largest paediatric healthcare entity in Australia, with 50,000 inpatient admissions, 95,000 Emergency Department presentations and over one million outpatient occasions of service each year across The Children's Hospital at Westmead and Sydney Children's Hospital, Randwick. Bear Cottage, Newborn and Paediatric Emergency Transport Service (NETS), Pregnancy and Newborn Services Network (PSN) and the Children's Court Clinic are also part of Sydney Children's Hospitals Network. The team of 7,400 staff across the Network are committed to providing world-class paediatric health care in a family-focused, healing environment.

Sick children have access to the best facilities across the Network, with speciality care available for children with conditions such as cancer, heart problems, severe burns, HIV/AIDS and children needing organ, bone marrow or cordblood transplants.

Ground-breaking research into the causes, treatments and cures of many childhood illnesses is undertaken within the Network, changing the face of healthcare on an international scale. Hundreds of staff are committed to undertaking world leading research, much of which can be directly translated into enhanced clinical care.

The Children's Hospital at Westmead

The Children's Hospital at Westmead is a public hospital with 4,200 staff working in 150 departments. More than 80,000 sick children and their families are cared for each year in a family-focused, healing environment – this includes 33,000 inpatient admissions, 58,000 Emergency Department presentations and almost 860,000 outpatient occasions of service.

The Hospital was first established in Glebe as Sydney Hospital for Sick Children in 1880. In 1904 it became Royal Alexandra Hospital for Children, relocating to Camperdown in 1906 where it remained until the relocation to Westmead in 1995.

Children with problems such as severe burns, major heart conditions and liver and kidney diseases are referred to The Children's Hospital at Westmead because it houses leading specialty units within the Hospital grounds. The Children's Hospital at Westmead is home to the NSW Paediatric Burns Unit, the Paediatric Liver Transplant Unit, the National Centre for Immunisation Research and Surveillance, the first Paediatric Tumour Bank in the southern hemisphere, the NSW Newborn Screening Service and the NSW Poisons Information Centre. An exciting new acute care services building will be opened in 2020 with further new buildings being established across the Westmead precinct in coming years.

Research is one of the key ways in which the Hospital provides the highest standard of care and treatment to sick children and their families. Kids Research undertakes cutting edge research into childhood diseases, resulting in significant advances in the treatment of cancer, obesity, kidney, heart and respiratory problems, diabetes and muscular dystrophy.



Sydney Children's Hospital, Randwick

Sydney Children's Hospital, Randwick is located in the Randwick Hospitals Campus, adjacent to the adult Prince of Wales Hospital, the Royal Hospital for Women and the Prince of Wales Private Hospital, in close proximity to the University of New South Wales.

The Hospital is home to the largest integrated children's cancer service and research centre in the southern hemisphere, where the first double cord blood transplant for a child in Australia and the first successful bone marrow transplant for childhood leukaemia in Australasia took place. The Hospital is also home to the Sydney Cord Blood Bank and the first and only dedicated paediatric HIV/AIDS Unit in Australia.

Sydney Children's Hospital, Randwick began functioning in the 1870s as the Catherine Hayes Hospital at Randwick. In 1964 it became the teaching hospital for the University of New South Wales' Sydney Children's Hospital, Randwick School of Paediatrics. It adopted the name Prince of Wales Children's Hospital in 1976, before one final name change in 1996 – Sydney Children's Hospital, Randwick.

Today, the Hospital attends to 37,000 children via its Emergency Department, admits more than 18,000 children for care and provides almost 280,000 outpatient occasions of service each year.

Specialist focus at Sydney Children's Hospitals Network

The Children's Hospital at Westmead and Sydney Children's Hospital, Randwick beds are divided into specialist areas such as:

Emergency, intensive care, cardiology, neonatal intensive care, neurology and neurosurgery, oncology, haematology, renal, ENT, ophthalmology, kidney transplantation, cochlear implants, gastroenterology, endocrinology, respiratory, genetics, surgical (including orthopaedics, trauma and rehabilitation), mental health, recovery, day surgery, medical day unit, outpatients, early childhood services, Hospital in the Home and ambulatory services.

GradStart Program

The Program has been designed to provide a valuable and varied experience in the first 12 months in the role of a registered nurse. The first year registered nurse will acquire experience and knowledge within a supportive environment, enabling them to become a professional, competent and effective paediatric health care practitioner.

The goal of the GradStart Program is to teach participants to apply theoretical knowledge to clinical practice in a supportive environment, whilst transitioning to the registered nurse role in a specialist paediatric hospital.

The program will enable participants to provide person-centred care to children and their families by developing a philosophy and personal model of children and adolescent nursing.

The first year registered nurse will be encouraged to develop advanced critical thinking and problem-solving skills throughout their program and into their professional careers. They will also learn invaluable skills for communicating with children and families.

Program structure

During the program, the first year registered nurse has the opportunity to consolidate practice in the clinical setting.

The Children's Hospital at Westmead

Participants are given an opportunity to indicate their ward preferences during the 12 month program:

- The perioperative service stream (anaesthetics, recovery, scrub/scout and day stay)
- ambulatory services
- adolescent/mental health stream
- oncology/haematology
- burns/plastic surgery
- neuroscience
- cardiothoracic
- surgical,
- orthopaedic
- medical
- isolation/infectious diseases
- day stay/medical and surgical
- renal/liver/kidney/transplants
- gastroenterology/ endocrinology/rheumatology and neonatal high dependency
- emergency department
- paediatric intensive care unit

Sydney Children's Hospital, Randwick

Participants are given an opportunity to indicate their ward preferences during the 12 month program:

- recovery
- ambulatory services
- adolescent mental health
- medical
- surgical
- orthopaedic/neurosurgery
- oncology/haematology
- cardiac/renal/infant toddler
- endocrinology/general medical
- isolation/infectious diseases
- day stay/medical and surgical
- emergency department
- paediatric intensive care unit

Honours program with the Sydney Children's Hospitals Network

Sydney Children's Hospitals Network offers first year registered nurses the opportunity to undertake their honours program through their chosen university while continuing to work as a first year registered nurse.

Program participants will be employed on either a 12-month full-time or a 24-month part-time contract.

The Hospitals will support program participants through the provision of study leave to attend their university commitments and participants are encouraged to apply for nursing scholarships at the Hospital.

The honours program is supported by the Nursing Research and Practice Development Unit who assist participants with their project through supervision, regular meetings and workshops. Honours program participants will have the opportunity to rotate through general and specialty areas in the Hospital.

Educational opportunities

The first year registered nurse is provided with a number of educational study days throughout the year which are designed to complement the clinical placement.

The GradStart Program encourages participants to attend clinical support sessions to foster reflective practice. A strong element of the program is to encourage the program participant to use reflection as a means of gaining a greater awareness of their performance and their personal and professional self to ensure they are providing quality, person-centred nursing care.

Each clinical area offers organisational and specialty education sessions. All program participants are encouraged to participate in these learning opportunities.

Learning experiences

The GradStart Program will challenge participants to think critically about current knowledge, practice and the implementation of evidence-based practice in the clinical setting. The participants will be encouraged to be ongoing and self-directed in their learning and supported in identifying their own learning objectives and goals. All program participants are required to complete compulsory assessable components, including work-based learning assessments and theoretical work.

Support

A comprehensive orientation program will facilitate the integration of nurses into the Hospital and ward environment within Sydney Children's Hospitals Network.

Each nurse will be assigned a preceptor. This process enhances orientation and adjustment to the clinical area and assists in the development of clinical skills and knowledge. Support will also be provided by the program educators as well as multidisciplinary staff on the ward, including nurse unit managers, nurse educators, clinical nurse educators, clinical nurse specialists and nursing staff.

Ongoing career development

First year registered nurses are provided with guidance in relation to their ongoing career and professional development pathways.

Application process

All positions for the 2020 GradStart Program at Sydney Children's Hospitals Network must be made via the NSW Ministry of Health: Nurses and Midwifery Office (NaMO).

<https://www.health.nsw.gov.au/nursing/employment/Pages/recruit.aspx>

No applications outside of this process will be considered.

Important dates

1 July 2019 (9am)

NaMO online recruitment applications open.

18 July 2019 (12 noon)

Recruitment applications close.

26-29 August 2019

Interviews to be held at Sydney Children's Hospitals Network.

28 October 2019

Offers of employment made.

Conditions of employment

Employment details

Participants on the GradStart program are employed by Sydney Children's Hospitals Network as temporary, fulltime employees for 12 months. Sydney Children's Hospitals Network honours program participants have the option to be employed on a part-time 0.8 FTE basis for 24 months.

Once the program is complete, there is an opportunity to apply for permanent employment, where vacancies exist.

Australian Health Practitioner Regulation Agency (AHPRA) Nurses Registration

All participants must be eligible to apply and be granted their NSW Nurses Registration prior to commencement of the program. Failure to meet this criterion will prevent the first year registered nurse from applying for and commencing the program.

Immunisation status

All participants must be fully vaccinated prior to commencing the program at Sydney Children's Hospitals Network. An offer of employment will only be confirmed to the successful applicant when evidence of protection against the specified infectious diseases and TB screening is provided and accepted by Sydney Children's Hospitals Network.

Sponsorship of overseas first year registered nurses

No sponsorship is available for overseas first year registered nurses for 2020.

Start date for 2020

Sydney Children's Hospitals Network

The commencement date and intakes are to be confirmed, and will be listed on Sydney Children's Hospitals Network website.

Rosters

The GradStart participants will be expected to work a rotating roster, including mornings, evenings, night duty, weekends and public holidays.

Annual leave

Annual leave will be available during the program.

Uniform

Nurses at Sydney Children's Hospitals Network are provided with a uniform package. It is expected that GradStart participants will wear the uniform in full, as professional presentation is considered essential for all staff.

General hospital information

Sydney Children's Hospitals Network website sch.n.health.nsw.gov.au contains a wealth of information which prospective applicants will find useful for researching choices during the application and recruitment process.

Transport and accommodation

The Children's Hospital at Westmead

The Hospital is easily accessible by many modes of transport. It is a 35-minute trip from the city by bus or train. Westmead railway station is a short walk away and bus services connect to the Hospital's main entrance.

There is no on-site accommodation at The Children's Hospital at Westmead. However, staff are able to apply for accommodation at the nearby Westmead Hospital Residential Complex, subject to availability. All units provide basic accommodation and amenities and the majority of units are available in shared four-bedroom units.

There are also rental properties available in the area. Please contact local real estate agents for further information.

Sydney Children's Hospital, Randwick

The Hospital is easily accessible by many modes of transport. It is a 20-minute trip from the city by car or bus.

Transport details, timetables and fare information can be found at: 131500.com.au or phone 131 500.

There is no on site accommodation at Randwick. There are many rental properties, please contact local real estate agents.

Contact details

The Children's Hospital at Westmead

If you require further information about The Children's Hospital at Westmead's GradStart Program, please contact:

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Sydney Children's Hospital, Randwick

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We look forward to having you join our team within Sydney Children's Hospitals Network for the beginning of your long and fulfilling career in paediatric nursing.