First Year Registered Nurse

Transition to Professional Practice Program

Sydney Children’s Hospital, Randwick provides the highest quality of comprehensive medical services for the children and families of NSW and beyond, and is recognised nationally and internationally as a centre of excellence for child health. Sydney Children’s Hospital, Randwick is a teaching hospital with many university partners and provides specialist medical and nursing care in a positive, friendly and supportive environment. It is located in Sydney’s eastern suburbs on major transport routes to the city and local beaches. The Hospital currently treats over 45,800 children each year through its emergency, inpatient, outpatient and outreach services.
Specialist Focus

The Sydney Children’s Hospital has up to 160 beds which are divided into specialist areas such as: Emergency; intensive care; cardiology; neonatal intensive care; neurology and neurosurgery; oncology; haematology; renal; ENT; ophthalmology; gastroenterology; endocrinology; respiratory; genetics; surgical (including orthopaedics, trauma and rehabilitation); mental health; recovery; day surgery; medical day unit and outpatients.

First Year Registered Nurse Transition Program

The Program has been designed to provide a valuable and varied experience in the first twelve 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 Transition Program is to enable 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 be undertaken for a period of up to twelve months in which time participants are provided with ongoing opportunities for enhancement of clinical skills and increasing confidence in caring for children and their families.

Program Structure

During the Program, the First Year Registered Nurse has the opportunity to consolidate practice in the clinical setting. The program consists of two six month rotational positions. Prior to commencing the First Year Registered Nurse Program, participants are given an opportunity to indicate their ward preference for the program.

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 program also consists of monthly clinical support sessions (modified clinical supervision), designed to develop and enable reflective practice. A strong element of the Program is to encourage the First Year Registered Nurse 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.

The First Year Registered Nurse will be encouraged to regularly attend education sessions occurring within the wards and throughout the Sydney Children’s Hospitals Network.
Learning Experiences

The First Year Registered Nurse Transition Program will challenge participants to think critically about current knowledge, nursing practice and the implementation of evidence-based practice in the clinical setting. The First Year Registered Nurse will be encouraged to be ongoing and self-directed in their learning and supported in identifying their own learning objectives and goals.

All First Year Registered Nurse Transition Program participants at Sydney Children’s Hospital, Randwick are required to complete compulsory assessable components including work based learning assessments and theoretical work.

Performance Development

The First Year Registered Nurses performance will be monitored and assessed throughout the year, with an aim towards assisting with their learning and development. This process encourages the First Year Registered Nurse to identify strengths and areas for improvement and identify strategies to assist Registered Nurse roles.

Support

A comprehensive orientation program will facilitate the integration of the First Year Registered Nurse into the Hospital and ward environment at Sydney Children’s Hospital, Randwick.

Each First Year Registered 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 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 2016 First Year Registered Nurse Transition to Professional Practice Program at Sydney Children’s Hospital, Randwick must be made via the NSW Ministry of Health: Nurses & Midwifery Office (NaMO) http://www.health.nsw.gov.au/nursing/employment/Pages/Recruit.aspx
No applications outside of this process will be considered.

Important Dates

9 June 2015
NaMO on-line recruitment applications open

7 July 2015
NaMO on-line recruitment applications close

3-7 August 2015
Interviews to be held at Sydney Children’s Hospital, Randwick

7 October 2015
Offers of employment made.

Conditions of Employment

Employment Details

Participants on the First Year Registered Nurse Transition to Professional Practice Program are employed by the Sydney Children’s Hospital, Randwick as temporary, full time employees for 12 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 First Year Registered Nurses must be fully vaccinated prior to commencing the Program at Sydney Children’s Hospital, Randwick. 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 & accepted by the Sydney Children’s Hospital, Randwick.
**Sponsorship of Overseas First Year Registered Nurses**

No sponsorship is available for overseas First Year Registered Nurses for 2016.

**Start date for 2016**

The commencement date for the First Year Registered Nurse Transition Program for 2016 will be late January and late July.

**Rosters**

The First Year Registered Nurse 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 the Sydney Children's Hospital, Randwick are provided with a uniform package. It is expected that First Year Registered Nurses will wear the uniform in full, as professional presentation is considered essential for all staff. The uniform is to be returned in full, if the First Year Registered Nurse chooses not to continue employment with the Hospital following the Program.

**General Hospital Information**

The Sydney Children's Hospitals Network website, [http://www.schn.health.nsw.gov.au](http://www.schn.health.nsw.gov.au) contains a wealth of information which you will find useful for researching your choices and during the application and recruitment process.

**Accommodation**

There is no on-site accommodation at the Sydney Children's Hospital, Randwick. There are many rental properties available in the area. Please contact the local real estate agents for further information.
Transport

The Hospital is easily accessible by many modes of transport. It is a 20 minute trip from the city by car, or bus. Transport information can be found at www.131500.com.au

Contact Details

If you require further information about Sydney Children’s Hospital, Randwick First Year Registered Nurse Transition to Professional Practice program, please contact:

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We look forward to having you join our team at Sydney Children’s Hospital, Randwick for the beginning of your long and fulfilling career in paediatric nursing.