Northern Health
Nursing and Midwifery Careers
Our Vision
Outstanding health care for our community

Our Mission
To provide people in Melbourne’s north with outstanding health care by:
• Expanding from a great community based health service to a major university teaching health service.
• Developing the services and the pathways to services that our community needs.
• Embedding the best teaching and research practice in everything we do.
• Cultivating a community of staff, patients and families who work together.

Our Commitment
• Passionate – we care
• Dedicated – we are focused
• Progressive – we look to improve
• Collaborative – we are a team

Our Priorities
1. Provide a balanced mix of quality services.
2. Fully utilise our resources and develop our infrastructure.
3. Strengthen organisational capability.
4. Attract and develop a high performing workforce.
Northern Health provides outstanding health care for our community.

Northern Health is the key provider of vital health care to residents living in Melbourne’s northern suburbs and the surrounding regional communities. Our five campuses offer a range of inpatient and outpatient services to a vastly diverse community at all stages of life.

As our community continues to expand and develop, Northern Health continues to adapt and improve to meet the ever-changing needs of the growing community we serve.

We are a progressive and dynamic health service dedicated to providing the highest standards of quality and innovative clinical care in a compassionate manner.

Northern Health is one of the busiest health services in Victoria. The northern community has experienced phenomenal growth in recent years and is now one of the fastest growing communities in Australia.

Population projections show the rate of growth will accelerate over the next 20 years, with estimates predicting the population of our primary catchment area will increase by 77 per cent, or more than a quarter of a million people.

On a weekly basis thousands of patients are treated at a Northern Health campus. Our Emergency Department at The Northern Hospital is one of Victoria’s busiest, averaging more than 180 patients and 50 ambulance arrivals every single day of the year.

55 babies are born, 3773 outpatient appointments are provided and we perform around 145 elective procedures and around 111 emergency operations each week.

Across Northern Health we treat people born in more than 130 different countries and our in-house interpreting services provide assistance to a range of patients for whom English is not their first language.

Northern Health is expanding from a great community-based health service to a major university teaching health service and we have a strong commitment to training and providing continuing educational opportunities to all clinical staff, throughout all stages of their career.

Construction on the Northern Health Teaching, Training and Research Precinct has recently commenced, and is a partnership between Northern Health, The University of Melbourne and La Trobe University.

The state of the art medical and training facility will provide up to 665 undergraduate, graduate and postgraduate student placements in the areas of medicine, nursing and a range of allied health disciplines.

At Northern Health, you will be part of a team of dedicated health professionals, working in an environment that promotes education and skills development, while delivering services to a diverse community.

We are cultivating a collaborative community of staff, patients and families who work together to provide the highest level of quality and innovative care to our community, and I look forward to welcoming you to the team of passionate and dedicated medical professionals here at Northern Health.

Adjunct Professor Robynne Cooke
Acting CEO
Chief Nursing Officer
The Northern Hospital (TNH) – is a 412 bed acute care facility located in Epping, 22 kms north of the CBD. Specialty services at The Northern Hospital include a 39-bed Emergency Department and Short Stay Unit, Intensive & Coronary Care, Maternity & Women’s Health, Paediatrics and Day Surgery.

Broadmeadows Health Service (BHS) – is an integrated care centre providing continuing care through a 78 bed facility including inpatient, Ambulatory and Day Procedure and Endoscopy Unit services. BHS, in conjunction with other co-located service providers, also provides a wide range of specialist medical services.

Bundoora Extended Care Centre (BECC) – is a 72-bed centre promoting health independence which provides inpatient and outpatient services in aged care and rehabilitation as well as aged care residential and community package services.

Craigieburn Health Service (CHS) – Northern Health’s newest campus, this service treats a range of health conditions that require specialised medical care, but not an overnight hospital stay.

Panch Health Service (PHS) – offers a diverse range of health care services including cardiac rehabilitation, dialysis, GP services, drug/alcohol treatment and counselling, physiotherapy, dental services and social work.
My graduate year at Northern Health

I always knew it would be difficult to select a hospital for my nursing graduate year.

I completed my final undergraduate placement in the operating theatre at The Northern Hospital, where I found the staff to be very welcoming and accommodating.

I chose Northern Health for my graduate year because of this experience, and because it is an acute and specialised hospital, which will continue to grow due to the increase in population in the surrounding areas.

Northern Health gives Graduate Nurses the opportunity to work in all specialty areas such as Theatre, ICU, Paediatrics, Emergency and Women’s Health, which I found a lot of other hospitals do not offer.

I found I was able to easily apply the knowledge I had learnt at University in a clinical setting with interesting patients with a variety of different complex health issues.

I felt comfortable enough to ask questions, and the Nurse Educators, Nurses, Doctors and other Allied Health staff have all been incredibly supportive and approachable.

I am so glad I chose Northern Health to begin my nursing career.

Melanie Alcorn
Graduate Nurse
General Graduate Nurse Transition to Practice Program

The Graduate Nurse Transition to Practice Program aims to support you in an educational and clinical setting as you make your transition from student to Registered Nurse. We will facilitate your Transition to Practice by providing you with opportunities to consolidate your undergraduate skills and knowledge, integrate theory to practice and further develop your professional and clinical skills through a structured, clinically focused program.

The Graduate Nurse Transition to Practice Program prepares you to work independently in a diverse environment. To assist you in this transition process, the clinical nurse education team provides practical assistance and support in the clinical environment. As a Graduate Nurse you may have the opportunity to work across all of the Northern Health campuses – The Northern Hospital, Bundoora Extended Care Centre, Broadmeadows Health Services and Craigieburn Health Service.

The Graduate Nurse Transition to Practice Program helps nurses to develop the skills and knowledge required for a rewarding career across the continuum of care. Support for Graduates is a key feature of our program.

There is a choice of two intakes, January or March, and the option to work fulltime or part-time at eight days a fortnight.

The Program is conducted over twelve months, commencing with a comprehensive orientation, followed by supernumerary days to assist in your transition to each rotation. Graduates can choose from a wide selection of rotations across Northern Health, you will be asked to nominate your preferences during the GNP Interviews.

Rotation Clinical Areas

Acute Medical
Acute Surgical
Rehabilitation
GEM
Palliative Care
Oncology
Graduate Nurse Pool

Emergency
Short Stay
Critical Care
Day Surgery (TNH or BHS)
Paediatrics
Women's Health
Perioperative
The Combined Nursing/Midwifery Graduate Program has been designed to offer you, as a new nurse & midwife, consolidation of nursing and midwifery knowledge. The midwifery rotations offer further exposure to the midwifery continuum of care in a well-supported and nurturing environment.

The maternity unit is situated in one of Melbourne’s major growth corridors and facilitates more than 3000 births annually. The unit is comprised of nine fully equipped Birthing Suites, 32 dedicated maternity and gynaecology beds, a Special Care Nursery and Antenatal Outpatients clinic.

The midwifery continuum provides extended services in the following areas:

- Domiciliary Care
- Breastfeeding Day Stay
- Specialist Breastfeeding Services
- Antenatal Clinic
- Antenatal Education

As a Graduate, you will be well supported by the Preceptor Midwives, Midwifery Educator and members of the multidisciplinary team.

You will have supernumerary time on each rotation, as well as the opportunity to participate in a well supported and comprehensive series of professional development inservices and workshops relevant to your growth as a midwife.

Combined Nursing/Midwifery Rotations

Acute Medical/Surgical
Maternity & Women’s Health Unit
Birthing Suite
Special Care Nursery
Antenatal Clinic
Domiciliary Care
Specialist Breastfeeding
Support

Clinical Support
Clinical support is the key feature of the *Transition to Practice* Program at Northern Health. Our dedicated team of Clinical Nurse Educators, Clinical Support Nurses, Preceptors and Graduate Nurse Program Coordinator work across all areas with Graduate Nurses and Midwives including all specialty areas. Our highly qualified team also provide educational content throughout the year in our graduate specific study day program, in-services and assessments.

Orientation
The program includes a comprehensive graduate specific orientation held in the Education Centre at The Northern Hospital. The first three days include information about all aspects of Northern Health including competencies, policies and procedures and services. We also provide revision on clinical topics such as intravenous therapy and infusions, oxygen therapy and equipment and medication administration before commencing your supernumery time.

Study Days
The program includes paid study days which provide Graduate Nurses with the opportunity to participate in group practical and clinical training exercises utilising scenario based learning, professional development seminars and reflective practice with mentors, nurse educators and peers. In addition, Graduate Midwives participate in workshops and inservice program relating to women’s centred care.

Study days aim to provide a dedicated learning environment for Graduate Nurses and Midwives to focus on the knowledge and skills identified as most useful in their transition from undergraduate to Registered Nurse or Midwife. In conjunction, we provide a supportive environment to allow reflective debriefing and discussion of experiences and issues throughout the program.

Clinical topics such as MET calls, emergencies and drugs, shock management, managing CVADs, tracheostomies, woundcare, diabetes and asthma are a focus of the study days. Professional topics include discussions on managing difficult behaviours, grief and loss, aggression and communication and career pathway counselling.

Preceptors
To assist you to learn and apply your knowledge and skills, you will have the opportunity to learn from and work with a Preceptor. Preceptors are experienced Nurses who work with Graduate Nurses to support and mentor them. They will help orientate you to the ward, assist with setting objectives, completing appraisals and helping you become part of the team.

Study days aim to provide a dedicated learning environment for Graduate Nurses and Midwives to focus on the knowledge and skills identified as most useful in their transition from undergraduate to Registered Nurse or Midwife.
At Northern Health, we believe that by investing in our staff, we can achieve excellence in health care delivery. We are committed to providing an exciting, challenging and rewarding experience for all our nurses. Aside from a friendly and supportive atmosphere, Nurses at Northern Health have access to many benefits.

**Conditions of Employment**

**Prerequisites**

Eligible for successful registration as a Division One Registered Nurse or Midwife with the AHPRA Nursing and Midwifery Board of Australia.

**Employment**

Graduate Nurses are employed on a 54 week contract and have the choice of working full or part time (four shifts a week) while you complete your Graduate Year. A wide variety of ongoing opportunities are offered to Graduate Nurses and Midwives upon completion of the program. The majority of graduates are successfully reemployed at Northern Health as Grade Two Registered Nurses with many taking the opportunity to pursue ongoing educational opportunities available at Northern Health.

Northern Health Graduate Nurses and Midwives are paid in accordance with the Nurses (Victorian Health Services) Award.

**Salary Packaging**

Northern Health offers employees attractive salary packaging options to make the most of your pay. It gives you the flexibility to take part of your salary as approved benefit items (expenses) before PAYG tax is deducted, rather than paying for the item with your post tax salary. By salary packaging an approved benefit, staff can increase their net disposable income. The service is available to all Northern Health employees and is entirely administered within Northern Health. If you are a full time, part time or casual employee salary packaging provides an opportunity to increase your take home pay by reducing the amount of tax you pay each fortnight.
**Peer Support**
The Peer Support Program aims to provide staff with immediate access to support following a critical incident or at a time of need. By using the Peer Support Program staff can discuss the impact of an incident in a friendly, comfortable and confidential manner. Talking about our feelings and our reactions following an incident can help reduce the impact of this on our emotional well-being.

**Healthy Lifestyle**
Northern Health’s Healthy Lifestyle Committee provides assistance and services to help staff achieve a healthy lifestyle and work life balance. Staff can access discounts at local fitness centres and expos and lectures are held for staff on the benefits of a healthy lifestyle.

Staff are offered free immunisation for Chicken Pox, Flu, Hepatitis B and MMR. General vaccination advice is available and assistance can be arranged for eligible staff to complete any gaps in their immunisation schedule. Assistance to quit smoking is also offered to any staff wanting to kick the habit.

**Staff Support**
An independent and totally confidential staff counselling service is available to all Northern Health staff. Experienced, fully qualified and registered psychologists offer counselling directed towards assisting staff to develop effective strategies for management of their situation. Counselling can be used when you feel stress or conflict due to personal, family, financial or work issues. Up to three, one-hour consultations are available.

**Transport and Parking**
On-site parking is available at all Northern Health campuses and public transport, including train and bus stations, making getting to Northern Health campuses easy.
Continuing Professional Development

By offering staff members the chance to constantly expand and update their knowledge, not only is Northern Health able to provide world-class health care, but also world-class nurses.

In addition to our in-service sessions, we offer full day programs free of charge to all Northern Health staff.

In-service, Study Day and short course topics include wound management, diabetes, ECG interpretation, paediatrics, palliative care and cardiac care, as well as a range of professional development areas. We provide speakers who are leaders in their field, delivering the most up-to-date information available.

Investment in developing our future nursing leaders through the Leadership in Clinical Practice workshops feature throughout the continuing education calendar.

Northern Health’s support for you continues well beyond your Graduate Year. We encourage your professional development and provide a range of specialty options.
Supported Transition to Excellence in Practice (STEP) programs
Northern Health offers several ongoing development opportunities, supported by qualified educators. STEP programs are conducted over six months once or twice per year. The following options are available:

**Critical Care**
An introductory program offering you the opportunity to advance your nursing skills and discover critical care nursing in a supportive environment – no prior critical care experience is required.

**Emergency**
A program offering supported transition into emergency nursing providing the opportunity to increase your acute skills and develop new expertise in trauma, paediatrics, cardiac care and mental health.

**Peri-operative**
A program offered to provide the opportunity to experience supported rotations through all areas of peri-operative including anaesthetics, scrub and scout and recovery – no prior experience is required.

**Advanced Practice**
Structured educational preparation using a case scenario approach, simulation and adult learning principles to increase acute and complex care skills.

**Post Graduate Programs**

**Graduate Certificate in Critical Care Nursing**
The aim of the Critical Care Course is to prepare you to work as a competent, confident and safe practitioner in the critical care environment. Highly qualified and experienced Nurses and CNEs will support you throughout this 12-month program.

**Graduate Certificate in Perioperative Nursing**
The Northern Hospital has six well-equipped operating theatres providing a 24-hour service. The Perioperative course provides you with the opportunity to work in operating theatres, day procedure units and endoscopy units.

**Graduate Certificate in Emergency Nursing**
The Emergency Department at The Northern Hospital is one of the busiest in Victoria, with more than 65,000 presentations annually. During your 12-month course, you will have rotations in all areas of the Emergency Department, as well as in Critical Care, Anaesthetics, and the Cardiac Catheter Lab.

**Graduate Diploma In Midwifery**
The Northern Health Graduate Diploma in Midwifery is offered full-time over 12 months, or part-time over 18 months.

We offer paid clinical days and supernumerary time throughout the continuum of midwifery care. You will be well supported by the Senior Midwives, Midwifery Educator, Preceptors and members of the multidisciplinary team working within this dynamic unit.
How do I apply?


   You will need to include:

   • a one page cover letter outlining reasons for applying to the Northern Health Graduate Transition to Practice or combined Nursing/Midwifery Graduate Program;

   • a concise CV (no more than three pages) outlining relevant experience including clinical placements, names and contact email/telephone numbers of two professional nursing referees; and

   • copy of academic transcript.

3. Attend an interview at The Northern Hospital Education Centre providing copies of two acute clinical appraisals.

Please send enquiries to graduatenurses@nh.org.au.
Northern Health Nursing
Graduate Nurse Transition to Practice Program
Combined Nursing/Midwifery Graduate Program

www.nh.org.au

Bundoora Extended Care Centre
Broadmeadows Health Service
Craigieburn Health Service
Panch Health Service
The Northern Hospital