Royal Prince Alfred Hospital offers a 12 month Extended Orientation Program for Graduate Nurses. Our current intakes are in February, March, May and August.

Each program consists of two (2) six month rotations. For the first rotation, Graduate Nurses are allocated either a medical or surgical clinical area. Graduate Nurses are able to elect a specialty area of choice for the second rotation, subject to availability. Specialty areas include: Intensive Care Services (including General, Cardiothoracic, and Neurosurgery), Emergency, Neonatal Intensive Care, Community, Respite Care and Cancer Outpatient Services; plus the many specialised medical and surgical units that exist at Royal Prince Alfred Hospital.

Orientation
Each program commences with a two week orientation program. During this time, Graduates have an opportunity to spend three days on their first ward, in a supernumerary capacity, allowing the Graduate Nurse to settle into the clinical area and familiarise themselves with the clinical unit layout and routine, without any patient contact. The remainder of the orientation period is spent meeting people, gaining mandatory accreditations, and attending lectures on relevant and mandatory hospital and Area Health Service information.

Graduate Nurse Coordinators
Royal Prince Alfred Hospital employs two full-time and one part time Graduate Nurse Coordinator to support the Graduate Nurses. The Coordinators work full-time, covering mornings, evenings, and weekends, but no night duty. The rotating roster allows for greater support and guidance to the Graduates. The Coordinators carry pagers at all times, so they can be contacted easily. They attend all emergencies to ensure that the Graduate Nurses are supported and guided through stressful events. The Coordinators take enormous pride and pleasure in assisting Graduate Nurses to develop their clinical skills and careers.

Study Day, Graduate Nurse Detect Workshop and Specialty Visit Day
At week 6 of the 12 month program, all Graduate Nurse are required to attend a study day. This is a full day, where presenters from various areas present topics on issues related to Graduate Nurses and their development.

During the first two months of the program, Graduate Nurses attend the Detect Workshop. This is a full day, focused around increasing the Graduates knowledge and confidence for recognising a deteriorating patient and their role in a clinical emergency.

At week 12 of the 12 month program, all Graduate Nurses are required to attend a Specialty Visit Day. This day allows the Graduates to experience a part of the hospital they are interested in working in during the second rotation. The purpose of the Specialty Visit Day is to allow Graduates to see and experience a different clinical area Royal Prince Alfred Hospital has to offer. This day is supernumerary.

Afternoon Education Sessions
Royal Prince Alfred Hospital's Graduate Program holds monthly afternoon education sessions. Various speakers are selected from different clinical areas and departments and provide lectures on various topics for 1 hour. Graduates are encouraged to make
suggestions regarding the topics they would like covered in these sessions. This time is also proved valuable to graduates to meet, catch up and debrief.

**Debrief sessions**
All Graduate Nurses are encouraged to attend debrief sessions throughout their program. Groups of 6-8 people discuss cases, issues and challenges and find best practice outcomes in a confidential environment. Group debriefing has shown to provide professional development and prevent burn-out and stress for newly registered nurses.

**Social Events**
At Royal Prince Alfred Hospital we are firm believers in the need for everyone to “let their hair down” and encourage and arrange social occasions for the Graduates to attend.

**Resources**
The program is designed to provide the greatest possible support for all Graduate Nurses. Program information and upcoming events are advertised through a specific Graduate Registered Nurses page on the Sydney South West Area Health Service intranet. Each Graduate is given a clinical resource book which acts as a general guide to the facility as well as information regarding clinical skills that need to be mastered. Up-to-date articles on clinical and practice issues are available to all Graduate Nurses on request. All Graduates complete four appraisals during the 12 month program. These appraisals provide an opportunity for Graduates to gain some much needed and appreciated feedback. Also they are a constructive and positive reinforcement on how well the Graduate is progressing, both clinically and professionally.

**Completion of the Graduate Nurse Program**
Permanent employment at Royal Prince Alfred Hospital to all Graduates is anticipated at the end of the program. Prior to the completion of their program, Graduates are encouraged to approach the Nursing Unit Manager from the area, in which they wish to gain a permanent position. This area may be one where the Graduate has worked during the Program or one where they have a particular interest. The Coordinators assist in this process as much as possible. A Graduation Ceremony is held at the end of the program and graduates are presented with a certificate and badge.

**How to Apply**

Applications open online on the NSW Health website on Monday 2nd June 2 at 10am, and close on Tuesday 1\textsuperscript{st} July 2014 at 10am for employment as a graduate in 2015.

Further information on the RPAH GNP can be sought from the Graduate Nurse Coordinators at the following details:

Ph: (02) 9515 4361  
Email: gnc@sswahs.nsw.gov.au  
Level 6, Kerry Packer Education Centre  
Royal Prince Alfred Hospital, Missenden Road, Camperdown, NSW, 2050
Royal Prince Alfred Hospital
Missenden Road, Camperdown, NSW, 2050
2015 Graduate Nurse Program

Perioperative Graduate Nurse Program

RPAH conducts a 12 month perioperative graduate nurse program, commencing in February each year. The program includes:

• 1 x 6 month rotation in Operating Theatres, working in the roles of instrument & circulating nurse

• 2 x 3 month rotations in Recovery, The Perioperative Unit (TPU) or Endoscopy / Bronchoscopy

John Loewenthal (JL) Theatres is a 22 theatre & 20 bed Recovery Room suite. Specialties include Cardiothoracic, Obstetrics & Gynaecology, Orthopaedics, Urology, Eyes, Plastics, Gastro-Intestinal, Neurosurgery and Liver Transplantation. Elective & emergency surgery is performed and both adult & paediatric patients are treated. Over 17,000 procedures are completed each year. JL Theatre runs 24 hours a day, 7 days a week.

The Institute of Rheumatology & Orthopaedics (IRO) Theatres has 3 theatres and a Recovery Room. Orthopaedic surgery, in particular joint replacement surgery is performed here. IRO Theatres run 4 days a week.

TPU is a 15 bed unit, with an overnight capacity of 20 beds. TPU provides a range of patient services - Day Only (admitted & discharged on same day), Day of Surgery (admitted on day of surgery & transferred to ward post operatively), Extended Day Only (admitted on day of surgery & staying one night post operatively) and procedures for elective surgical & medical patients such as Infusions. TPU operates Monday 06:30 to Saturday 16:00 and cares for 1500 patients per month.

Endoscopy / Bronchoscopy encompasses gastroenterology, bronchial and bone marrow biopsy procedures. Over 600 procedures are performed each month. The unit is open 5 days a week.

All areas offer comprehensive orientation, clinical support and inservice programs. The Graduate Coordinators also provide support to the Graduate Nurses during the program. Nurses work a combination of 6, 8 & 10 hour shifts. Shifts cover mornings, evenings, nights & weekends.

Come and join our friendly perioperative teams.