

easternhealth

**graduate
nursing
and
midwifery
programs**

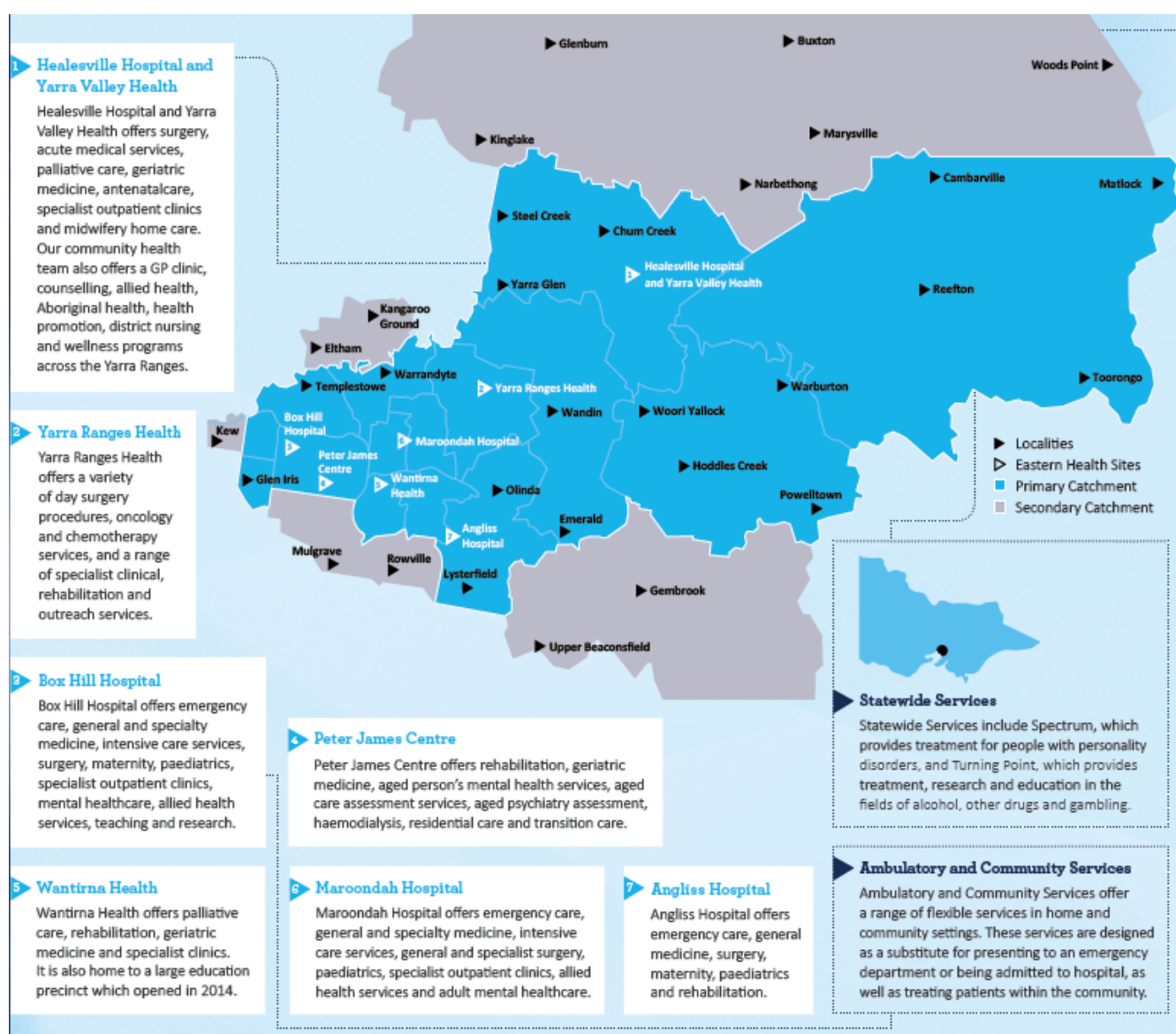


**Enrolled Nurse
Graduate Program**

A Snapshot of Eastern Health

Eastern Health is one of Melbourne's largest metropolitan public health services.

We provide a range of emergency, surgical, medical and general healthcare services, including maternity, palliative care, mental health, drug and alcohol, residential care, community health and statewide specialist services to people and communities that are diverse in culture, age, socio-economic status, population and healthcare needs.



Graduate Enrolled Nurse Program at Eastern Health

Pathways/Streams

Streams/Pathways	Rotations
Pure Streams	
General Nursing	1-2 rotations
Mental Health	2 X 6 month rotations

Positions & Intakes

17 positions commencing in March

Professional Development opportunities:

2 Orientation Days

Variety of study days focusing on:

Quality and safety tailored to streams

Professional growth and development

Reflective practice

Contracts

0.8 EFT (8 days a fortnight) to maintain work-life balance

Permanent ongoing employment

Opportunities

Transition to Practice Graduate Representative Committee

Clinical Areas

General	Mental Health
<ul style="list-style-type: none">• Aged medicine: Geriatric and Evaluation Medicine (GEM) & Rehabilitation• Medical• Residential Aged Care• Palliative Care• Residential Aged Care	<ul style="list-style-type: none">• Adult inpatient unit• Adolescent inpatient unit• Alcohol and Other Drugs Detoxification and short term support rehabilitation unit

Information Session

Our information session will be online. It will inform you about:

- Our Enrolled Nurse graduate program
- Recruitment processes including support with application and interview tips
- Opportunities for you as an Eastern Health employee.

It is a great chance for you to meet and ask questions with Transition to Practice team. Tickets are free, but do need to be pre-booked via Eventbrite (see website for link). Once the final session has been held, we will also upload a session to our website for those that missed out.

Dates & time for 2021 Eastern Health Graduate Enrolled Nursing Program information session will be advertised on our webpage

Application Process

You are welcome to apply for more than one (1) pathway at Eastern Health however you will need to state your preferred pathway in your cover letter.

How to Apply

Applications must also be received online via Eastern Health's online recruitment website, Mercury - <https://eh.mercury.com.au/>

Employment opportunities for Aboriginal and Torres Strait Islander People

Eastern Health is proud of its significant achievements in the delivery of health care services to the Aboriginal and Torres Strait Islander community. We are committed to ***closing the gap*** in health outcomes and life expectancy for Aboriginal and Torres Strait Islander people.

Eastern Health is growing its Aboriginal and Torres Strait Islander workforce within a culturally safe environment, with recognition and support of culturally significant events and the provision of safe spaces for Aboriginal and Torres Strait Islander staff and students to share yarning and social time. Eastern Health encourages the presentation of Aboriginal and Torres Strait Islander people for health treatment, through building relationships and partnerships with, and respect for, the Aboriginal and Torres Strait Islander community.

The Eastern Health Graduate and Aboriginal Cadetship programs, offer Nursing, Midwifery and Allied Health graduates and students with Aboriginal or Torres Strait Islander background, guaranteed interviews and culturally respectful support when applying to Eastern Health for employment.

Checklist for applying to Eastern Health via E-Mercury

The basics:

- ✓ 1 page cover letter- maximum 1 page, 12 point font addressing the following question: Why have you applied for the Eastern Health Graduate Enrolled Nurse Program and what qualities do you have that make you an ideal candidate for this position?
- ✓ Responses to short answer questions listed in mercury job advertisement
- ✓ 2 page maximum resume/CV
- ✓ Most up to date certified copy of academic transcript available including key (we do accept E-Equals)
- ✓ Also attach the legend/grading key for your academic transcript (as this can differ between Edu providers)
- ✓ 2 Clinical appraisals*see below for further details
- ✓ 2 referees – x1 Clinical (from placement) x1 Personal (part-time work/volunteer)

Note: References should be included both on your CV and entered directly to e-mercury when applying

Additional information regarding clinical appraisals:

- ✓ Include your most recent appraisals, that are relevant to your pathway (see table below)
- ✓ Upload overall/final/summative appraisal for placement (not formative)
- ✓ Include the cover page – details of where/when the placement was
- ✓ Include rating scale e.g. Bondy scale or equivalent
- ✓ Include Clinical Educators/Preceptors and your comments

Note: Do **not** include individual skills assessments.

From which placement should you provide your Clinical Appraisal tool?

Pathway applying for:	Acute	Mental Health
General	x2 (acute and subacute)	
Mental Health	x1	x1

Important things to remember in your Graduate Application:

- Please address your application to: **Michelle Rutherford, Director – Pre registration and Transition to Practice Programs**
- It is not a requirement to have attended a placement with Eastern Health to apply for a graduate position
- All documentation should be scanned as part of the online application (through mercury), and can be amended on mercury before the advertisement closes
- We do not accept paperwork which is posted or emailed directly to us
- You will be asked to attach a photo to your online application. This does not need to be a 'professional' passport photo, however it would be appreciated if this a similar style (shoulders up, plain background etc).
- The gap accepted between completion of pre-registration degree (as per academic transcript) and commencing a graduate program at Eastern Health is 12 months.

Interviews and Employment

Interviews

If your application meets the initial screening requirements, you will be invited to attend an interview. In 2021, due to social distancing restrictions in place with COVID-19, our Eastern Health interviews will be conducted remotely. More information will be provided in regards to this closer in the application period.

FAQS

Who do I address my cover letter to?

Michelle Rutherford, Director – Learning & Teaching & Transition to Practice Programs

Does my academic transcript have to be certified?

Yes – your academic transcript must be certified. We do also accept equals – please ensure when uploading this you download and save the file prior (as we cannot access your web link).

What if I don't have a non-clinical referee?

We ask you to provide us with 2 referees – 1 x clinical and 1 non-clinical (employer/volunteer). If you do not have a non-clinical reference, please provide us with 2 x clinical.

Can I apply for more than 1 pathway?

Of course! Please state your preference in your cover letter

How many positions are available in the Eastern Health Graduate Program?

We have over 17 positions in total. There are approx. 12 positions in General Pathway, and 5 positions in the Mental Health Pathway

Will I get to choose which hospital I work at Eastern Health?

All successful applicants are employed by Eastern Health, meaning you may be allocated to any Eastern Health site. Our Transition to Practice team work very hard to ensure each graduate is allocated to a site which is not only close to home, but offers your preference for clinical area.

How many hours do grads work per week?

We offer a 0.8 EFT to Graduates, which means you work approximately 8 shifts per fortnight. This helps to maintain work/life balance throughout your Grad year.

What happens when you finish your Grad year?

All Graduates are employed on a permanent contract, which means that at the conclusion of your grad year, you have ongoing employment with Eastern Health. We support you in starting a career with us, not just a Graduate Year.

Can I complete an EN graduate year whilst undertaking Bachelor of Nursing (RN)?

The Enrolled Nurse is designed to assist the transition from student to Enrolled Nurse. Due to the intense study and placement requirement required to complete a Bachelor of Nursing, it is not feasible to complete a graduate EN program whilst completing a Bachelor of Nursing