



graduate
nursing
and
midwifery
programs

2013 & 2014 Premier's Health
Service of the Year

EASTERN HEALTH

MISSION

To provide positive health experiences for people and communities in the east.

VALUES

We are committed to upholding our guiding values of:

- Excellence
- Accountability
- Compassion
- Teamwork
- Integrity
- Respect
- Collaboration

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WHO WE ARE

Eastern Health is an award-winning healthcare service comprising of large, medium and small health facilities in Melbourne's east.

Sites include:

- Angliss Hospital
- Box Hill Hospital
- Healesville & District Hospital
- Maroondah Hospital
- Peter James Centre
- Spectrum
- Turning Point
- Wantirna Health
- Yarra Ranges Health
- Yarra Valley Community Health

Eastern Health provides a comprehensive range of high-quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and state-wide specialist services to people and communities in Melbourne's east.

There are 750,003 people who live in our catchment and we have 8514 staff, over 60 per cent of whom live within the community.

We recognise and reward excellence in our nursing and midwifery staff and we have outstanding professional development opportunities for all our employees.

OUR PROGRAM

Our Graduate Nurse and Midwifery Program is **innovative, responsive and dynamic**. We use the latest evidence to develop our program study days together with regular feedback from our graduates.

We use online platforms for day to day program management and communication together with face to face support with Clinical Nurse/Midwife Educators and Preceptors on each ward.

We are also active with social media to inform and to engage with our graduates across all sites.

We facilitate socialisation into the profession and provide many opportunities to support graduates with managing stress, work-life balance and seeking early support to maintain overall well-being.

We aim to facilitate the development of a well prepared, high quality, safe nursing and midwifery workforce committed to improving health outcomes.

We need you!

OUR POINT OF DIFFERENCE

- Different streams to tailor a program to your individual needs
- Permanent contracts of employment
- Part time hours (4 days per week) to facilitate work-life balance
- Leadership opportunities through the Graduate Representative Group
- State-of-the-art facilities

97%

of our graduate nurses and midwives are retained after their graduate year!



“At Eastern Health you are exposed to a range of different experiences. You really feel like part of the team.”

*Kirsty Metcalfe
(Graduate Midwife 2015)*

EMPLOYMENT OPPORTUNITIES FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE

At Eastern Health we are proud of the significant achievements we have made in the delivery of health care services to the Aboriginal and Torres Strait Islander community.

We are committed to **close the gap** in health outcomes and life expectancy for Aboriginal and Torres Strait Islander people.

The Aboriginal Employment Plan will provide access to employment and training opportunities within Eastern Health.

Appointing Aboriginal employees is an effective way of encouraging the presentation of Aboriginal people for health treatment by building relationships with and respect for the Aboriginal community.

The Eastern Health Graduate Nurse and Midwifery Programs offer nursing and/or midwifery students with Aboriginal or Torres Strait Islander background guaranteed interviews and culturally respectful support when applying to Eastern Health for employment.



HONOURS PROGRAM IN PARTNERSHIP WITH DEAKIN UNIVERSITY

Eastern Health is proud of a long standing partnership with Deakin University to support graduate nurses who wish to undertake the Deakin Honours Program.

This program is an excellent opportunity for the graduate nurse to further build on their research knowledge from their undergraduate studies and learn new research skills which can be applied to particular areas of interest.

Participating in Honours during the graduate year is also beneficial because the graduate nurse is still current with their knowledge of study requirements at a University level.

Pictured:

Bunjil the Eagle, the 2.8 metre tall wooden sculpture in the foyer of Box Hill Hospital, was designed by Aboriginal artist Glenn Romanis. Bunjil the Eagle is a spiritual leader in Aboriginal culture and is of great significance to the Wurundjeri people. Bunjil's presence in the foyer signals to Aboriginal patients, visitors and staff that they are welcome and will be treated with respect at Box Hill Hospital.



PURE STREAM MIDWIFERY

Our Graduate Midwifery Program provides a supportive learning environment to foster clinical skills, reflective practice and a sense of professional identity and accountability.

The aim is to facilitate your transition from novice to confident practitioner delivering sound, evidenced based midwifery practice.

Graduate Midwives work in a collaborative environment across the continuum of care and offer a diverse experience throughout your graduate year.

SITES

- Angliss Hospital in Upper Ferntree Gully
- Box Hill Hospital in Box Hill

ROTATIONS

12 month program includes rotations through:

- Postnatal ward
- Birth suite
- Antenatal clinic
- Fetal Maternal Assessment Clinic
- Domiciliary (Midcare)
- Special Care Nursery

ADVANTAGES OF THIS STREAM

- Work in **ALL** areas of Midwifery practice as a graduate
- Collaborative models of care
- Boutique program offering challenge and support
- Two locations to preference
- State of the art facilities



BLENDED STREAM

MIDWIFERY AND NURSING (18 MONTHS)

Our joint 18 month Midwifery and Nursing program provides an ideal opportunity for graduates with double degrees in nursing and midwifery to utilise their skills in both areas in an innovative and responsive learning environment.

The program is unique because it is 18 months in order to provide the same diverse continuum of care experience for the graduate midwifery component which requires 12 months. This will be complemented with six months of the Graduate Nurse Program where a strong focus will be on the early identification and management of clinical deterioration.

SITES

Midwifery rotation


- Angliss Hospital in Upper Ferntree Gully
- Box Hill Hospital in Box Hill

Nursing rotations

- Angliss Hospital
- Box Hill Hospital
- Maroondah Hospital in Ringwood East

ADVANTAGES OF THIS STREAM

- Work in **ALL** areas of midwifery practice as a graduate
- Collaborative models of care
- Exposure to and consolidation of nursing skills and knowledge
- Flexibility of workforce within maternity areas to manage higher complexity and gynaecology patients
- Ability for graduates to pursue a career in nursing or midwifery (or both).

A close-up portrait of a man with dark hair and a slight beard, smiling. He is wearing a blue scrub top with a stethoscope around his neck. The background is a blurred clinical setting.

"I've felt there has been a huge emphasis on ongoing education for the graduates as well as for all of the nursing team at Eastern Health."

*Emil Thomas
(Graduate Nurse 2015. First rotation in ED)*

PURE STREAM

GENERAL NURSING

AND SPECIALTY

The general nursing and specialty stream is an opportunity for you to spend six months working in a medical or surgical environment and six months working in a specialty area at one of our health facilities in the Eastern Health catchment.

This rotation allows you to further develop your clinical skills in a fast paced and highly supportive work environment.

Eastern Health offers a large range of specialties for you to consider:

- Perioperative
- Cardiac
- Oncology
- Neurology
- Emergency
- Renal
- Day surgery
- Paediatrics

SITES

- Angliss Hospital
- Box Hill Hospital
- Maroondah Hospital
- Yarra Ranges Health in Lilydale
- Healesville & District Hospital

ADVANTAGES OF THIS STREAM

- 12 months of experience in acute care environment
- Specialty experience which may inform future career pathways
- Opportunity to work with the latest technology and innovative practice methods
- Preferences offered to graduates for sites and specialty areas.



PURE STREAM MENTAL HEALTH NURSING

This stream provides you with the opportunity to gain knowledge and experience in supporting the recovery of a person with mental illness. You will gain clinical experience across the age spectrum of child, youth, adult and the aged person.

The focus of the pure mental health nursing stream is to develop well educated, reflective nurses who are able to critically analyse, and contribute to best practice.

A key component to assist graduates is clinical supervision where nurses reflect on their own practice and learn self-care.

By participating in the mental health nursing stream at Eastern Health you are committing yourself to a graduate year which focuses on best practice in mental health nursing and commitment to help and support those with a mental illness.

SITES

- Box Hill Hospital
- Maroondah Hospital
- Peter James Centre in Burwood East
- Community services
- Turning Point – leading provider of recovery focussed care in drug and alcohol services
- Delmont Private Hospital – collaborative partnership

ADVANTAGES OF THIS STREAM

- Three weeks study leave
- Tertiary partnership to undertake postgraduate units
- 50 per cent credit towards a Graduate Diploma in Mental Health at completion of all requirements.

BLENDING STREAM

GENERAL NURSING AND MENTAL HEALTH

The blended acute and mental health nursing stream is an opportunity for you to spend six months working in the acute care area and six months working in mental health nursing.

The acute component of the rotation will involve a medical or surgical ward in one of our acute hospitals. This component is a tailored program based on the latest evidence. You will develop a strong foundation as a registered nurse to complement your rotation in mental health.

The mental health rotation involves participation in the Transition to Specialty Practice (TSP) Program, which is a structured program with study days and clinical assessment work, supported by the Mental Health Practice Development Educators.

SITES

Mental Health

- Box Hill Hospital
- Maroondah Hospital
- Peter James Centre

Acute

- Angliss Hospital
- Box Hill Hospital
- Maroondah Hospital

ADVANTAGES OF THIS STREAM

- Participation in the TSP is a great career pathway enhancing clinical and theoretical knowledge, nursing skill sets and critical thinking
- Clinical supervision/reflective practice space is offered to all graduates.





“The people
I work with
are great,
they’re definitely
one of the
reasons I want
to stay on.”

*Bernie Arendse
(Graduate Nurse 2014)*

BLENDING STREAM

GENERAL NURSING AND CONTINUING CARE

This stream provides you with the opportunity to experience the full continuum of care of patients from admission in the acute environment to rehabilitation and/or advanced care planning.

This stream provides you with the opportunity to work for six months in the acute care setting followed by six months in the sub-acute/continuing care environment.

The continuing care rotation involves providing care to patients who no longer require acute hospitalisation but still need skilled care in a continuing care facility.

A rehabilitation rotation involves assessing, supporting, promoting and evaluating the patient's functional independence until their therapeutic goals are met.

A palliative care rotation involves supporting patients and their families with advanced care planning, management of pain, respite, and all aspects of supportive care for people experiencing terminal illness.

SITES

Acute

- Box Hill Hospital
- Maroondah Hospital
- Peter James Centre

Continuing Care

- Angliss Hospital
- Box Hill Hospital
- Maroondah Hospital
- Peter James Centre
- Wantirna Health

ADVANTAGES OF THIS STREAM

- Provide a greater understanding of the continuum of care at Eastern Health
- Development of nursing skills that are translatable to all areas of nursing practice
- Ongoing, close engagement with the multidisciplinary team to support patient care.



BLENDING STREAM

GENERAL NURSING AND COMMUNITY BASED CARE

This stream provides you with the opportunity to work for six months in an acute medical or surgical ward and then complement this experience with six months in a range of community based care settings.

This unique stream allows you the opportunity to provide nursing care for people in their home or supported care environment where they feel less threatened and are able to be self-caring which may enhance their quality of life.

Graduates are supported in this stream to provide one on one care in a flexible work environment. You will learn leadership skills in improving health outcomes for people in the community. You will also proactively engage with and respond to the cultural diversity of patients and their families within the Eastern Health catchment.

SITES

Acute

- Angliss Hospital
- Box Hill Hospital
- Maroondah Hospital
- Healesville & District Hospital

Community based care

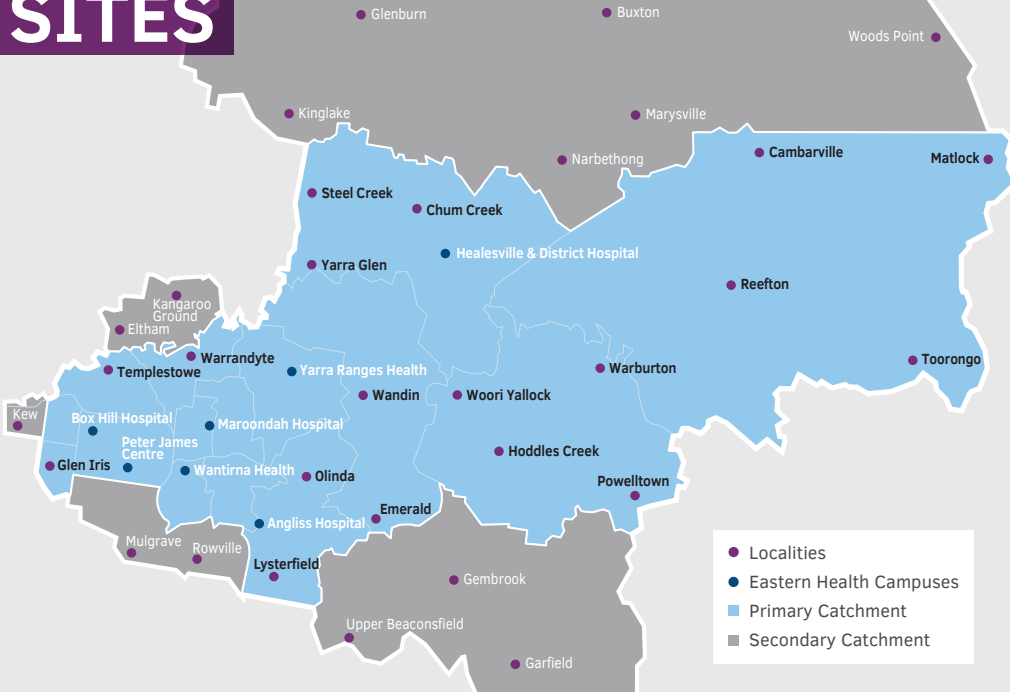
- Yarra Valley Community Health - District Nursing Healesville
- Mooroolbark Aged Mental Health facility
- Eastern @ Home ambulatory service - Ringwood East

ADVANTAGES OF THIS STREAM

- Provide a greater understanding of the continuum of care at Eastern Health
- Increased knowledge of the community sector and the role of nursing outside of the acute environments.
- Opportunities to learn leadership and management skills from role models in the community areas.



EASTERN HEALTH SITES



The state-of-the-art facilities at **Box Hill Hospital** provide the ideal environment to deliver contemporary best practice healthcare. From the bold exterior colours, to the innovative design features, this facility accommodates the needs of both the patient and staff. This environment values adds to the already strong staff culture of change and innovation.

Maroondah Hospital in Ringwood East offers technologically advanced facilities with a wide range of services including emergency care, general and specialist medical and surgical services, critical care, and mental health services.


The staff culture encourages engagement and involvement in the positive health outcomes for patients and the community.


Angliss Hospital is pristinely located at the foot of the Dandenong Ranges and just 1.8 km from the 1000 steps (Kokoda Memorial Walk). We provide a wide range of healthcare services including: emergency care, general medicine, surgery, midwifery, paediatrics and rehabilitation. The staff embrace and facilitate a sense of belongingness for all team members within the organisation.


Peter James Centre offers patients and staff well established facilities amongst gardens and courtyards in the East Burwood area. This facility provides rehabilitation and aged-care services including aged mental health support to people following illness or surgery, or who have disabilities or chronic illness.

Wantirna Health provides inpatient and community based services in palliative care, rehabilitation and assessment. The multi-coloured walls of the Education Precinct reflect the environment, whilst the landscaped gardens and internal courtyards offer a calm and atmosphere for patients who are very ill.

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GREAT HEALTH AND WELLBEING

2013 & 2014 Premier's Health
Service of the Year