GRADUATE NURSING AND MIDWIFERY PROGRAMS

Monash Health

One place, a world of healthcare

Exceptional care, outstanding outcomes
About us

Monash Health is Victoria’s most integrated public health service

As one of Victoria’s leading teaching and referral health care providers, we provide primary, secondary, and tertiary health services, as well as university affiliated international research and teaching facilities, in one organization. Monash Health is the only public health service that can provide nurses and midwives with the clinical opportunity to care for patients across the entire lifespan - from antenatal care to aged care services.

Monash Health’s core community of over 931,500 people, or 23% of Melbourne, depends on Monash Health for all aspects of their public health care. Monash Health’s services are available to a greater population of 1.317 million people, or 32% of Melbourne, and Monash Health performs a wider referral role in many specialist services for greater Melbourne, regional Victoria and interstate.

Our Graduate Programs

One health service, seven major facilities across Melbourne’s South East

Over 13,000 staff work at over 40 Monash Health sites, including the major hospital facilities of Monash Medical Centre, Moorabbin Hospital, Dandenong Hospital, Casey Hospital, the Kingston Centre, Cranbourne Integrated Community Care Centre as well as other community health facilities throughout the region.

Our core values underpin the way we provide care to our patients, residents and clients. Our values are integrity, compassion, accountability, respect and excellence – which spell iCARE.

Whether you are looking for a nursing, midwifery or mental health graduate program, post graduate opportunities, or even opportunities to work across a variety of clinical specialties, Monash Health offers it all. We take your career seriously and are committed to ensuring that you will be supported and developed individually.
Monash Health provides a stimulating and supportive learning environment where graduate nurses and midwives are able to consolidate theoretical and clinical skills as they transition to an independent practitioner.

Monash Health Graduates pride themselves on providing quality person-centered health care and services that meets the needs of our community.

Monash Health is committed to training the next generation of health professionals through encouraging graduates to challenge and stretch themselves in search for new knowledge and experiences.

**Graduate clinical support and education:**

Monash Health understands the necessity for clinical and educational support and offers this in a variety of ways to meet your individual learning needs.

- Clinical Nurse/Midwifery Educators
- Preceptor allocation for each rotation
- Supernumerary time for each rotation
- Dedicated clinical support
- Comprehensive Interprofessional Orientation Program
- Program exclusive professional paid study days
- Weekly in-service and/or debrief sessions
- Access to Monash Health in-services and short courses
- Opportunity to choose a full time or part time graduate year
- Opportunity to experience a range of clinical environments available at Monash Health
General Graduate Nurse Program

Monash Health offers a Graduate Nurse Program which will support you in an educational and clinical environment as you make the exciting transition from student to registered nurse.

The program consists of two six-month rotations with an extensive range of clinical areas to further your knowledge and skills.

Two general Graduate Nurse Programs are offered:

**Monash Program:** with rotations through Monash Medical Centre, Moorabbin Hospital and the Kingston Centre.

**Dandenong Program:** with rotations through Dandenong Hospital and Casey Hospital.

“I started the Monash Health GNP program in February 2015. It is now March 2016 and I cannot believe how much I have progressed in a year. Throughout the whole year I felt supported and encouraged to push myself and was welcomed into every ward that I worked on. My analytical, time management and critical thinking skills have improved immensely. Rotating to two different wards during the year enabled me to gain experience in multiple specialties. It is because of that, I now am specialising in paediatrics. The GNP program has facilitated ongoing learning both clinically and theoretically in a safe and reassuring environment and I cannot thank the staff and educators enough”

- Stacy Blackburn, 2015 Graduate
General Graduate Nurse Program

Clinical areas available include:

- Cardiothoracic
- Coronary Care
- Emergency
- Day Treatment Centre
- Newborn Services/Special Care Nursery
- Pediatrics
- Renal Dialysis
- Women’s Health
- Rehabilitation
- Oncology
- Palliative Care
- Cardiology
- Respiratory
- Urology
- Infectious Diseases
- Orthopedics
- Plastic Surgery
- Gastroenterology
- Diagnostic Imaging
- Neuroscience
- Aged Care
- Acute Medical
- Acute surgical
- Sub - acute areas
- Outpatient
- Peri-anaesthetics

Opportunities for rotations are also available throughout our community settings including Cranbourne Integrated Community Care and Satellites. The Monash Health Graduate Nurse Program enables you with opportunities and experiences that will set in motion an exciting and fulfilling career in nursing.
Graduate Midwife Program

Monash Health provides the most extensive maternity services in Victoria, assisting on average over 9,000 births a year.

We pride ourselves on Teamwork and have implemented Team Models of care for all birthing women and their families.

Midwives, Doctors and Allied Health staff all work within these Interprofessional Teams to enhance continuity and Family Centered Care. Women requiring enhanced care can access some of the best Fetal Diagnostic and Maternal Fetal Medicine facilities in the state whilst still having regular contact with midwives.

Our three sites, Monash Medical Centre, Clayton, Dandenong Hospital and Casey Hospital offer a wide range of services, from tertiary high risk care to primary low-risk care, which ensures a diverse and challenging graduate year.

Graduates within our program consolidate Midwifery practice in clinical areas such as

- Birthing
- Pregnancy assessment
- Postnatal/Antenatal care

For those who wish to incorporate a Nursing rotation, (Double Degree Nursing/Midwifery applicants), a placement consolidating these skills is incorporated within the Combined Midwifery and Nursing Program.

All placements are fully supported and the Graduate Midwife Program Coordinator will be happy to discuss your requests with you.

“The support I received during my Graduate year at Monash Health made such a difference to my transition from Student to Registered Midwife. Everyone from the clinical staff, through to the educators and the Graduate Co-ordinator went out of their way to make me feel comfortable and ensure I had all of the information provided to increase my confidence and competence” – Ashleigh Bahl, 2014 Graduate
Graduate Midwife Program

On completion of your graduate year possible opportunities may include:

- Team Care at Monash Health Medical Centre, Clayton to continue enhancing and consolidating your skills in all areas of practice
- Team Care at Dandenong working in all areas of practice in a Unit offering diverse cultural complexity
- Team Care at Casey Hospital working toward gaining the skills to work in our Caseload or Homebirth Models
Mental Health Graduate Nurse Program

Mental Health Nursing is an exciting and challenging specialty that provides care, treatment, and support for individuals, their families and carer’s who are experiencing a mental illness or disorder.

An essential part of a mental health nurses’ role is to develop and maintain an effective and therapeutic relationship and to provide comprehensive and holistic care. There is a strong focus on working collaboratively with the individual experiencing mental health issues, their family and /or carer’s, key workers and the multidisciplinary team.

This program is designed to assist and support nurses within the program in developing knowledge and skills that will enable them to become confident and clinically sound in the specialty of mental health nursing.

Intakes
Our main intake occurs in January each year. Other intakes throughout the year vary depending on the Mental Health Program need.

Masters of Mental Health Sciences (Nursing)
There is an expectation that all graduates will enroll in a specified Master’s Degree through university and study concurrently with our Graduate Program.

The Mental Health Program is affiliated with Monash University and significant advanced standing is credited to those who successfully complete our graduate year.
Mental Health Graduate Nurse Program

The program offers:
Two six month clinical rotations in the following areas:

• Acute
• Rehabilitation (Inpatient or Community)
• Perinatal and Infant Inpatient Unit
• Early in Life Mental Health
• Aged Mental Health

Placements are over multiple sites: Casey, Clayton, Dandenong and Kingston (Aged).

Our graduates also receive:

• A comprehensive orientation program
• Program exclusive paid education sessions
• Monthly clinical supervision
• Two days of ICARE2 (Integrating Cognitively Articulated Respect with Equanimity Training)
• An allocated preceptor for clinical support and guidance on each clinical rotation
• The support of PRECEPT (Mental Health Practice Development and Training Team)
• Access to the PRECEPT education and training calendar for the duration of the year.
Aboriginal Nursing & Midwifery Graduate Program

The Monash Health Aboriginal Graduate Nursing and Midwifery Program provides culturally appropriate support and mentoring to Indigenous nursing and midwifery graduates.

The Aboriginal Graduate Nursing and Midwifery Program offers Monash Health:

- The opportunity to increase the number of Indigenous health professionals
- The opportunity to provide a culturally diverse and responsive workforce
- The ability to contribute to positive health outcomes for our Aboriginal patients
- Stronger links to the Aboriginal community

We are working towards improving our support systems for Aboriginal staff:

- Aboriginal mentor program in place to offer support and guidance to graduates
- Cultural safety program to educate managers and staff to ensure Monash Health is a culturally safe and responsive organisation
- Dedicated cultural support days for graduates focusing on professional development and cultural identity
- Support and culturally appropriate recruitment and retention options
- Building relationships and working in partnership with our local Aboriginal community
- Provision of culturally appropriate health services and improved health outcomes for our Aboriginal patients and families
Transition to Specialty Practice Programs

Monash Health offers unique Transition to Specialty Practice (TSP) programs specifically designed to give registered nurses, who have completed a graduate year, a structured introduction to specialist practice.

**Specialty programs are offered in the following areas:**

- Emergency
- Adult Intensive Care
- Cardiac Care
- Paediatrics
- Mental Health
- Acute Medical/Surgical
- Paediatric Intensive Care
- Peri-operative
- Neuroscience
- Renal

Programs are conducted at Monash Medical Centre, Moorabbin Hospital, Dandenong Hospital and Casey Hospital.

The programs consist of structured learning, clinical support, and paid study days. Participants are employed at a designated hospital however study days are shared and rotated across sites.
Postgraduate Nursing & Midwifery Courses

Monash Health, in collaboration with our university partners, provides an extensive range of postgraduate education opportunities for nursing staff. Nurses can gain experience in a diverse range of clinical environments while studying for a postgraduate qualification.

Postgraduate courses are available including the following areas:

- Advanced Medical / Surgical
- Paediatrics
- Intensive Care
- Cardiac Care
- Renal
- Mental Health
- Neonatal Intensive Care
- Midwifery
- Emergency
- Peri-operative/ Peri-anaesthesia
- Neuroscience
- Oncology/Palliative Care

Our university partnerships include Australian Catholic University, Deakin University and Monash University.
Opportunities at Monash Health

Monash Health is committed to advancing and expanding the career pathways available to our nursing and midwifery staff.

Career opportunities

As Victoria’s largest public healthcare service there are endless opportunities to advance your career across a variety of clinical specialties and these can be seen on our website: www.monashhealth.org

If you are interested in a nursing or midwifery position, please contact the Human Resources Recruitment Team:

Phone: 03 9265 2750

Or refer to the website: www.monashhealth.org
Casual bank & Nurse Pool

Monash Health Bureau offers nurses who have completed their Graduate Nurse Year the opportunity to join the general and/or Mental Health Nurse/Midwife Pools. The pool staff are permanent employees who are allocated daily to cover vacant shifts in areas that suit their skill sets across the acute sites. Pool staff maintain their leave entitlements.

If you are looking for a casual position that offers flexibility, then join the Monash Health Bureau Casual Nursing and Midwifery Bank.

Our pool and casual bank provide the following opportunities:

- Unparalleled choice of clinical specialties across five major sites and several community centers
- Extensive professional development and education forums
- Exposure to latest advances in clinical research
- A web based allocations system – Cascom
- The ability to accept shifts via SMS
- Opportunity to expand your clinical experience in new areas.
- Supernumerary days available
- Casual staffing pay rates
- Salary packaging benefits

Our pool and casual nurses and midwives are eligible to access all the benefits of permanent staff e.g. uniforms at no cost, gym access, and subsidised car parking.

Please contact:
Email: mhbrecruitment@monashhealth.org.au
Phone: 9265 7906
Benefits of working at Monash Health

Our staff benefits include:

- Pathways that advance and expand your nursing or midwifery career
- A nursing and midwifery education department
- A nursing and midwifery research department
- A simulation training center
- Comprehensive orientation and induction programs
- Professional and study leave entitlements
- Post graduate scholarship programs
- Subsidised car parking at all sites
- Onsite gymnasium facilities at several of our major sites
- A range of flexible employment options including full time, part time and casual nurse bank
- A ‘no lift’ policy
- Childcare facilities
- Comprehensive salary packaging
- Annual nursing and midwifery awards and scholarships.

Lifestyle benefits include:

- Café environment with excellent coffee and food
- Uniforms provided free
- Proximity to affordable family accommodation and schools
- Access to staff medical clinic.
Contact Us

If you would like to begin or advance your nursing or midwifery career please contact us to discuss the opportunities available at Monash Health:

**General Graduate Nurse Program**
Email: gnp@monashhealth.org Phone: 03 9594 2876

**Graduate Midwife Program and Combined Midwife/Nurse program**
Email: gmp@monashhealth.org Phone: 03 9594 2876

**Mental Health: Mental Health Graduate Nursing Program**
Email: PRECEPTEducation@monashhealth.org

**Acute Care Transition to Specialty Practice Programs**
Refer to the website: www.monashhealth.org and follow the education and training link via Health Professionals

**Postgraduate Programs**
Refer to the website: www.monashhealth.org and follow the education and training link via Health Professionals

**For all other nursing and midwifery enquiries**
Please contact Human Resources Recruitment Team on: Phone: 03 9265 2750
Or refer to the website: www.monashhealth.org

**Our locations**

Monash Health has more than 40 sites across south-east Melbourne.
**Information Nights**

### General Graduate Nurse Programs

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<thead>
<tr>
<th>Institution</th>
<th>Date</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monash Medical Centre Clayton</td>
<td>Tuesday, 31 May, 2016</td>
<td>4.30 – 5.15 pm</td>
<td>Lecture Theatre 1</td>
</tr>
<tr>
<td>Dandenong Hospital</td>
<td>Tuesday, 21 June, 2016</td>
<td>4.30 – 5.15 pm</td>
<td>Main Lecture Theatre</td>
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<tr>
<td></td>
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<td></td>
<td>135 David Street, Dandenong</td>
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### Graduate Midwife Program

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<tbody>
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<td>Tuesday, 31 May, 2016</td>
<td>5.30 – 6.15 pm</td>
<td>Lecture Theatre 2</td>
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<tr>
<td>Dandenong Hospital</td>
<td>Tuesday, 21 May, 2016</td>
<td>5.30 – 6.15 pm</td>
<td>Seminar Room 1</td>
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### Mental Health Graduate Nursing Program

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<th>Time</th>
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<tbody>
<tr>
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<td>Tuesday 31 May, 2016</td>
<td>6.30 – 7pm</td>
<td>Lecture Theatre 3</td>
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<tr>
<td>Dandenong Hospital</td>
<td>Tuesday, 21 June, 2016</td>
<td>6.30 – 7pm</td>
<td>ART Building, Conference Room</td>
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<td></td>
<td></td>
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<td>126-128 Cleeland Street, Dandenong</td>
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