



Northern
Territory
Government

NORTHERN TERRITORY

Nursing + Midwifery



Graduate Nurse Program

Enrolled Nurse

i'm a territory nurse

i'm an outback midwife

www.nt.gov.au/health

Northern Territory Graduate Enrolled Nurse Program

New Graduate Nursing and Midwifery Programs 2013 /2014

Territory Nurses and Midwives have opportunities unlike any other in Australia. We offer unique experiences in a wide variety of settings from major tertiary and smaller regional hospitals, to community health, and remote health.

You will work with Aboriginal clients – in providing nursing care for their diverse clinical needs and they will share their culture. This is the stand out feature of the Territory nursing experience. This is hardly surprising when Aboriginal people make up 30% of the Territory's population and often experience poor health and wellbeing. Nurses and Midwives tell us that, above all else, the experience of Indigenous health presentations and the chance to be a part of outcomes provides enormous challenges and professional satisfaction.

With one of the most diverse population mixes in Australia, the Territory also presents many other cultural experiences for Nurses and Midwives.

What does the Territory offer New Graduate Nurses?

An opportunity to start your nursing and midwifery career in a geographic, demographic and clinically diverse setting. The Northern Territory Graduate Nurse Program will give you a broad range of experience and specialist opportunities, excellent cross cultural experience and support as you develop your nursing and midwifery skills and knowledge.

You will have the opportunity to work in an Acute Care setting, Aged Care, Community Health or Mental Health with a range of specialties.

The Graduate Program is offered currently at the following acute care and aged care facilities:

- Alice Springs Hospital (ASH);
- Katherine Hospital (KH); and
- Royal Darwin Hospital (RDH).

Program Structure

You will be allocated two or three clinical placements. Royal Darwin Hospital offers 2 x 6 month placements, Alice Springs Hospital and Katherine Hospital offer 3 x 4 month placements. Placements may include a medical area and or surgical area and specialty area such as Operating Theatres, Special Care Nursery and Renal Dialysis for nursing graduates.

Employment will be offered at either full time (38 hours per week) or part time (32 hours per week). All new employees participate in a comprehensive orientation and induction program, including Aboriginal Cultural Awareness training. There are a number of study days covering a range of topics for example: physical assessment, recognising and responding to deteriorating patients, chronic diseases and preceptorship.

Support personnel includes:

- Allocated preceptor for each placement
- On site clinical nurse / educators
- Additional clinical nurse educators in specialty areas and some general wards.

Frequently Asked Questions

How will a graduate program benefit me?

Completing a Graduate Program enables the new Enrolled Nurse to make a smoother transition in a supported environment. You will better understand the role and responsibilities of your new status as an Enrolled Nurse and practice what you have learnt in your undergraduate studies in a safe and supportive environment. The Department of Health has a policy to only employ Enrolled Nurses and Midwives who have completed a Graduate Program. Those who complete all the requirements of the Graduate Program will be issued with a Certificate of Completion upon completion of the program.

I have been an Enrolled Nurse for a few months and have already been working as an enrolled nurse. Am I still eligible to apply?

Yes you can. You may be accepted in the program up until 12 months after completion of your qualification.

How do you select the people to complete the Graduate Enrolled Nurse Program?

Every year there are many more applications than there are places available. Applications are considered using the merit selection principles. When trying to determine those who will be offered a place in the Graduate Program the selection panel will consider:

- The information you provided on the application form;
- Your academic transcript;
- The evaluations provided for all of your undergraduate clinical placements;

- Your referee reports, which must be from your Preceptor, Clinical Nurse Educator or Clinical Nurse Manager in which you have worked in as the capacity of a Student Nurse;
- Your interview responses, this may be face to face, on the telephone or as a written response; and
- International English Language Testing System (IELTS) completed (applies to International students only).

How and when will I be notified if I have been accepted into the Graduate Program?

We will notify you within six to eight weeks of the closing date via telephone, email or formal letter.

What sort of clinical placements can I undertake during the Graduate Program?

There are a large range of clinical placements that you can undertake such as general medical, general surgical and general paediatric placements.

Do I get to choose the clinical placements that I want?

We provide all the graduates with a range of clinical placements, that suit their interests.

When will interviews take place?

Interviews will take place around August and September and will usually be face to face, telephone or written case scenarios.

Is there any funding available to assist me in moving to the Northern Territory and is accommodation available?

The Hospitals offer some relocation support. Accommodation may be available onsite for up to three (3) months depending on the facility.

What salary and holidays will I be entitled to when completing the Graduate Nurse Program?

Enrolled Nurse - (Nurse 1) \$51,033, superannuation 9%, leave bonus and a total of six weeks recreational leave. Shift penalties are additional to this package. Pro rata provisions are applied for part time employment.

You will accrue six weeks holiday leave during the 12 months Graduate Program. We encourage you to take three-four weeks holidays during the year, but remember all requests must be approved by the Clinical Nurse Manager.

Is it likely that I will be offered continuing employment with the Department of Health when I complete the Graduate Program?

This is always a possibility and will depend upon your clinical and professional performance during the Graduate Program and if there are any staffing

vacancies when you complete the program.

The Department of Health does provide ongoing education and does support Enrolled Nurses who wish to undertake further studies to become a Registered Nurse or Midwife.

What happens if I can't complete the 12 month Graduate Program?

None of us can foresee what will happen in the future. There may be a number of reasons why you cannot complete the program. If you need to take a break for several months for family reasons, personal reasons or health reasons, there may be a possibility to continue the Graduate Program at a later stage of the year when you are able.

Will I receive an acknowledgement letter or email upon the Nursing and Midwifery Employment Opportunities Co-ordinator receiving my application?

Yes, you will receive an email notifying you that your application has been received and is being processed. You will need to ensure that you provide a current email address that you access regularly on your application form.

If I don't send in all my supporting documents with my application as instructed will it still be considered?

You will be sent a reminder email requesting these documents to be forwarded depending upon the number of applications we receive. Incomplete applications will not be processed.

Where do I apply to gain my registration?

Nurses need to be registered to practice in Australia. Your nursing registration can be obtained through the Nursing and Midwifery Board of Australia.

For further information refer to **www.ahpra.gov.au** or phone **1300 419 495**

Recruitment



Applications will be received from May through to July annually.
See the website for exact closing date for each year.

Please address your letter as "Dear Recruitment Officer".
Advertising will be on our website **www.nursing.nt.gov.au**

Contact the DoH Nursing and Midwifery Employment Opportunities Coordinator
for further information or to register your interest in the program.

Contact details

Telephone: 1800 000 648

Email: nursing.info@nt.gov.au

Postal Address: PO Box 40596 CASUARINA NT 0811

