

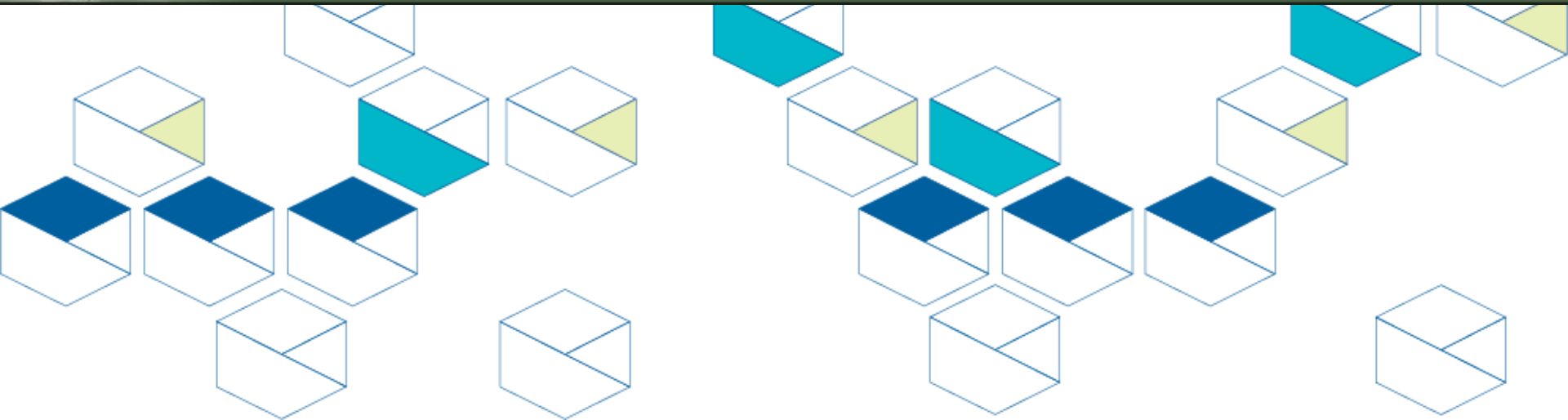


Government of **Western Australia**
South Metropolitan Health Service
Fiona Stanley Fremantle Hospitals Group

Fiona Stanley Fremantle Hospitals Group



TRANSITION to Practice





South Metropolitan Health Service

Vision and values

We will become an excellent health service when we focus on our patients' journey and experience, staff members' engagement, clinical and financial performance.

Delivering our vision of **excellent health care, every time**

we will be an organisation that:

- values a culture of safety and quality, and sustainability
- engages with all staff
- demonstrates high performance across all areas.





About the FSFHG
TRANSITION to Practice
Program



TRANSITION to Practice

Tailored Programs For

First Year:

- Registered Nurses
- Enrolled Nurses
- Registered Midwives
- SMHS Mental Health Program



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Program Structure

- FSFHG: 1 program = 3 sites
- 12-month structured program – 64 hrs a fortnight/Part time
- 2 x 6 months placements
- Graduate specific orientation
- Supernumerary days
- Extensive support network
- Graduate specific education
- A celebratory graduate event on completion of the program



TRANSITION to Practice

Study Days & Professional Development

- Graduates are entitled to 5 study days
 - 2 mandatory graduate study days facilitated by TtP Program Coordinator
 - 3 'free range' days to explore areas and specialties of interest
- Monthly Transition to Practice education forum and networking opportunity



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Program Requirements

All graduates must:

- ✓ Work a minimum of 48 hours/fortnight for twelve months, inclusive of leave (6x8hrs shifts per fortnight)
- ✓ Complete two mandatory Transition Program study days
- ✓ Complete a SMHS Performance Development Review at 1 month and 11 months
- ✓ Complete the Nursing & Midwifery Competency Framework ESSENTIAL Skills Workbook (Chapter 2)
- ✓ Complete Core Skills relevant to the clinical areas
- ✓ Participate in graduate forums and tutorials where possible

A circular icon of a globe showing the Earth, with a bright light source on the right side creating a lens flare effect.

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Program Outline

MODULE	Task Requirement
1. Fundamentals in Practice	<ul style="list-style-type: none">a. Set individualised objectives for clinical areab. Chapter 1 FSFHG Competency Frameworkc. Sepsis Learning
2. Consolidation of Skills	<ul style="list-style-type: none">a. Chapter 2 FSFHG Competency Frameworkb. Complete Graduate consolidation skills
3. Clinical Skills Development	<ul style="list-style-type: none">a. Core 3 skills – area specificb. Progress discussion 1 month/ 7 monthsc. Progress demonstration – ANSAT
4. Continuing Professional Development	<ul style="list-style-type: none">a. Study Day 1 – ACEb. Study Day 2 – Step Upc. Study day 3-5 study day relevant to placement/interestsd. Graduate Forums/Inservicee. Self-reflection



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Fiona Stanley Hospital

Specialty	Areas
Rehabilitation	Spinal/ Trauma & Amputee/ Acquired Brain Injury/ Neurology Rehabilitation
Mental Health	Assessment Unit/ Youth Unit /Mother & Baby
Cardiology / Medical Specialties	Cardiothoracic & Vascular/ Cardiology/ Angiography/ Respiratory/ Renal & Endocrinology/ Neurology/ Oncology/ Haematology
Trauma / Musculoskeletal / Paediatrics	Orthopaedics/ Burns/ Day Surgery/ Day Medical Procedure/ Medical Imaging/ Paediatrics
Acute Care Medical	Acute Medical Unit/ General Medicine/Acute Care of the Elderly
Acute Care Surgical	Acute Surgical/ General Surgical/ Surgical Specialties



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Fremantle Hospital

Specialty	Areas
Medical / Medical Specialties	General Medicine/ Acute Care of the Elderly/ Restorative
Surgical	Short Stay Surgical/ Surgical Specialty/ Day Admission Clinic/ Non-admitted Patient Services
Mental Health	Secure Psychiatric Intensive Care Unit/ Secure Acute Care/ Open Acute Care Adult



TRANSITION to Practice



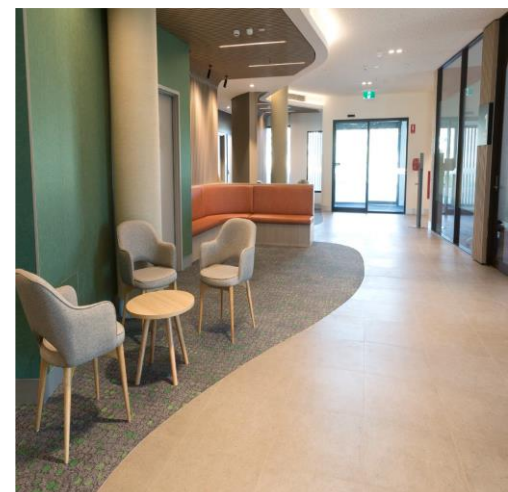
Cockburn Health

Clinical Areas

Women's Mental Health

Eating Disorders

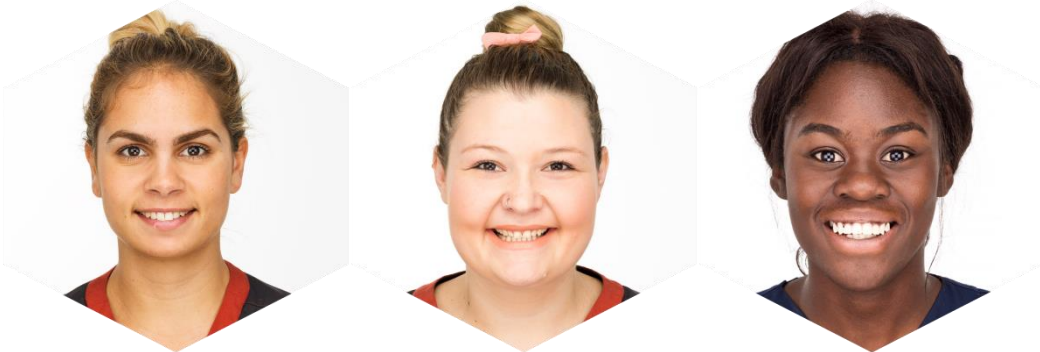
Withdrawal and Addiction Unit



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SMHS Mental Health Grad Program

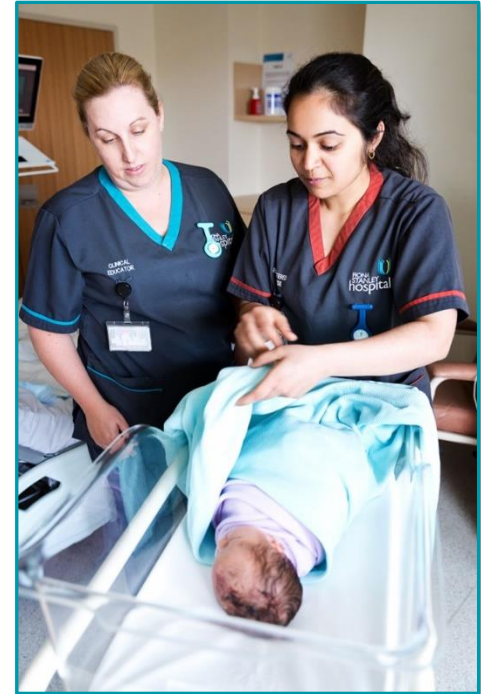
- 12-month contract: FSFHG or Rockingham
- Graduate Certificate with University of Notre Dame
 - 2 units paid for by SMHS
 - 2 units paid by graduate at a discounted rate
 - 2 weeks intensive course at beginning of program
 - 2 study days during the 12-month placement
- Graduates can complete further study by applying for Graduate Diploma or Masters of Nursing (Mental Health)



 **TRANSITION to Practice**

FSH Maternity Program

- Obstetrics ward, Birth suite, Pre-natal clinic and MAFAU
- 6 study days
 - Antenatal study day
 - Foetal Surveillance Program
 - Neonatal Resuscitation Program
 - Prompt
 - Intrapartum
 - Newborn skills



 **TRANSITION to Practice**

Graduate Support

The following people are available for graduate support:

- ✓ Nursing Corporate - dedicated onboarding support team
- ✓ TtP Program Co-ordinator
- ✓ Nurse Unit Manager (NUM)/ Midwifery Manager (MM)
- ✓ Clinical Nurse Educators (CNEs)/ Staff Development Nurses (SDNs)
- ✓ Preceptors
- ✓ Graduate Coaches (8 weeks)



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Graduate Re-employment

Re-employment process:

- Facilitated by Nursing Corporate prior to the completion of the 12 months program, usually about 8 months in
- Application open to all specialties including critical care, acute care, geriatric medicine, mental health, state rehabilitation within FSFHG
- Successful applicants offered fixed term contract or permanency at the completion of their graduate contract
- Applicants not securing a contract or permanency supported through hospital pools and other options



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Professional Development Beyond the Graduate Year



Explorer Acute Care

Exploring Specialty



Odyssey Transition to Intensive Care Nursing

Transition to Critical Care



Discovery Clinical Nurse
Clinical Midwife

Transition from leading self to leading other roles



Voyager Senior Registered Nurse

Advancing clinical leadership skills



Navigator Nurse Unit Manager
Leading Great Care

Support NUM role development



TRANSITION to Practice

Any Questions?

FOR ONBOARDING ENQUIRIES

Ange Wuwungan – Nurse Manager, Nursing Corporate

Tel: (08) 6152 1618

Email: FSFHG.NursingRecruit@health.wa.gov.au

FOR ENQUIRIES ONCE COMMENCED

Allison Slater – TtP Program Coordinator

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Welcome to the FSFHG family!!

