

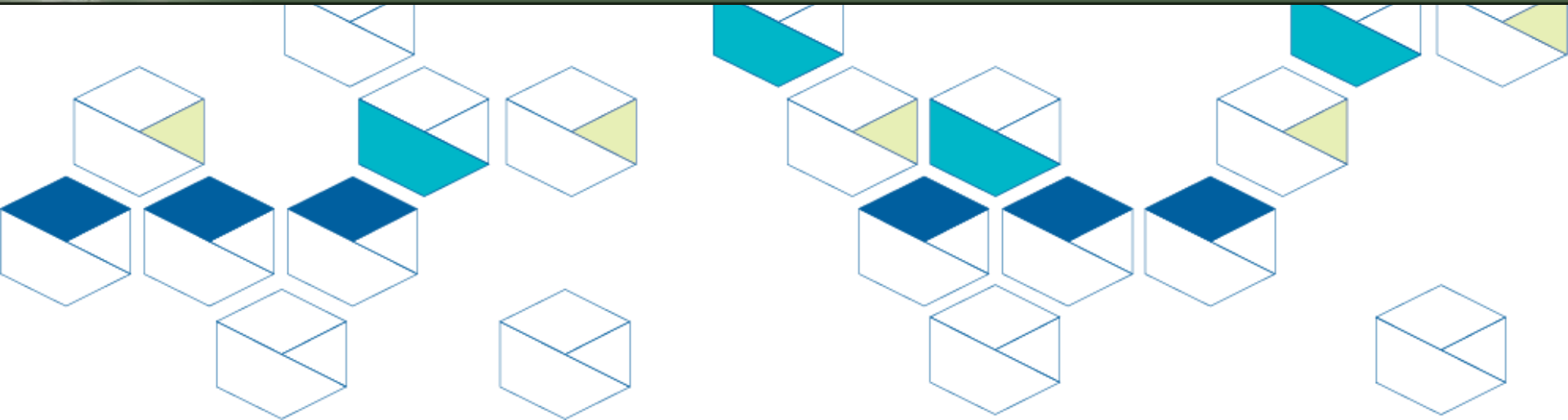


Government of **Western Australia**
South Metropolitan Health Service
Fiona Stanley Fremantle Hospitals Group

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

Three Streams:

- General
- Mental Health
- Midwifery



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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



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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



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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 |



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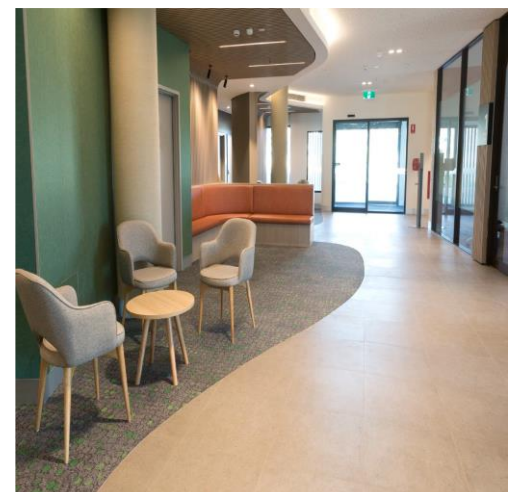
Cockburn Health

Clinical Areas

Women's Mental Health

Eating Disorders

Withdrawal and Addiction Unit



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FSFHG Mental Health Program

Clinical rotations may include

- Mother and baby unit
- Assessment
- Youth
- Older adult
- Women's mental health
- Alcohol and other drugs

Three Mental Health Specific Study Days

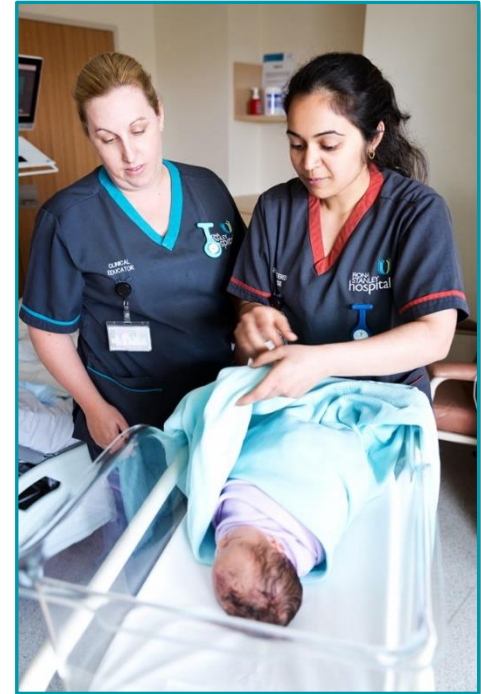
- Introduction to mental health
- Dialectical Behaviour Therapy
- Acute Mental Health
- Disordered Eating
- Alcohol & other drugs; managing addiction, toxicity and withdrawal



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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



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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

Tel: (08) 6152 3405

Email: FSFHGGradNurse@health.wa.gov.au



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Welcome to the FSFHG family!!

