

## Enrolled Nurse Graduate Program 2020

Incorporating Hamilton Base Hospital, Coleraine District Health Service and  
Penshurst & District Health Service



Celebrating International Nurses Day

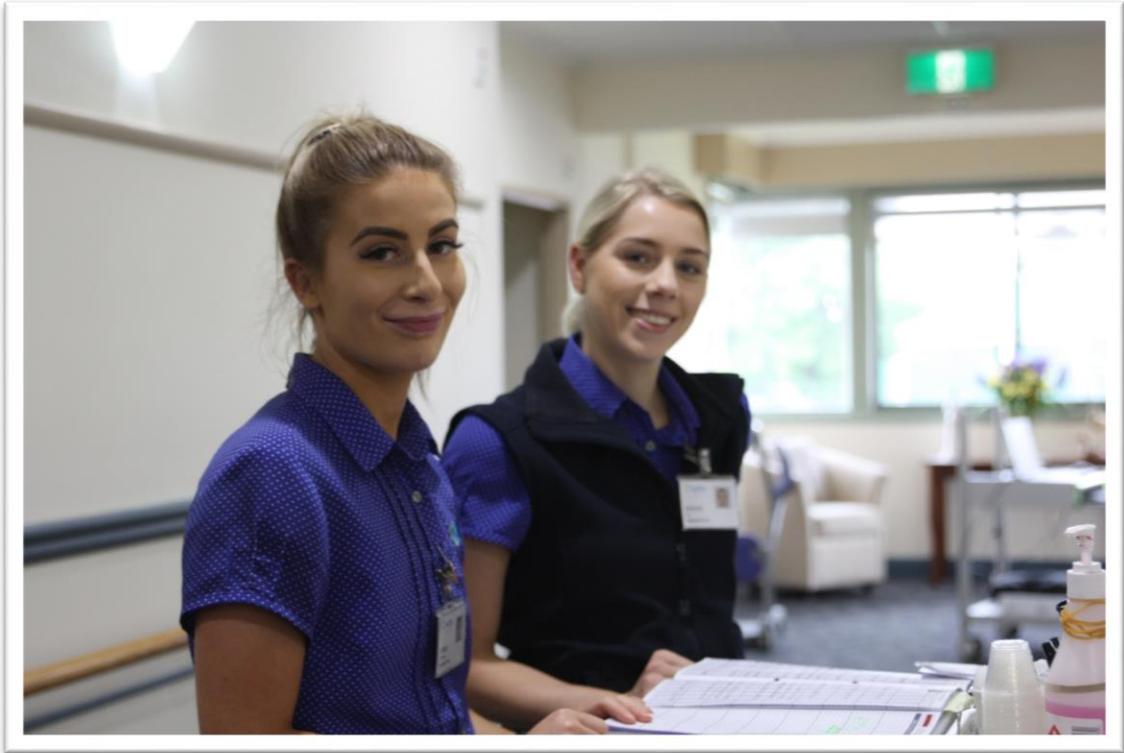
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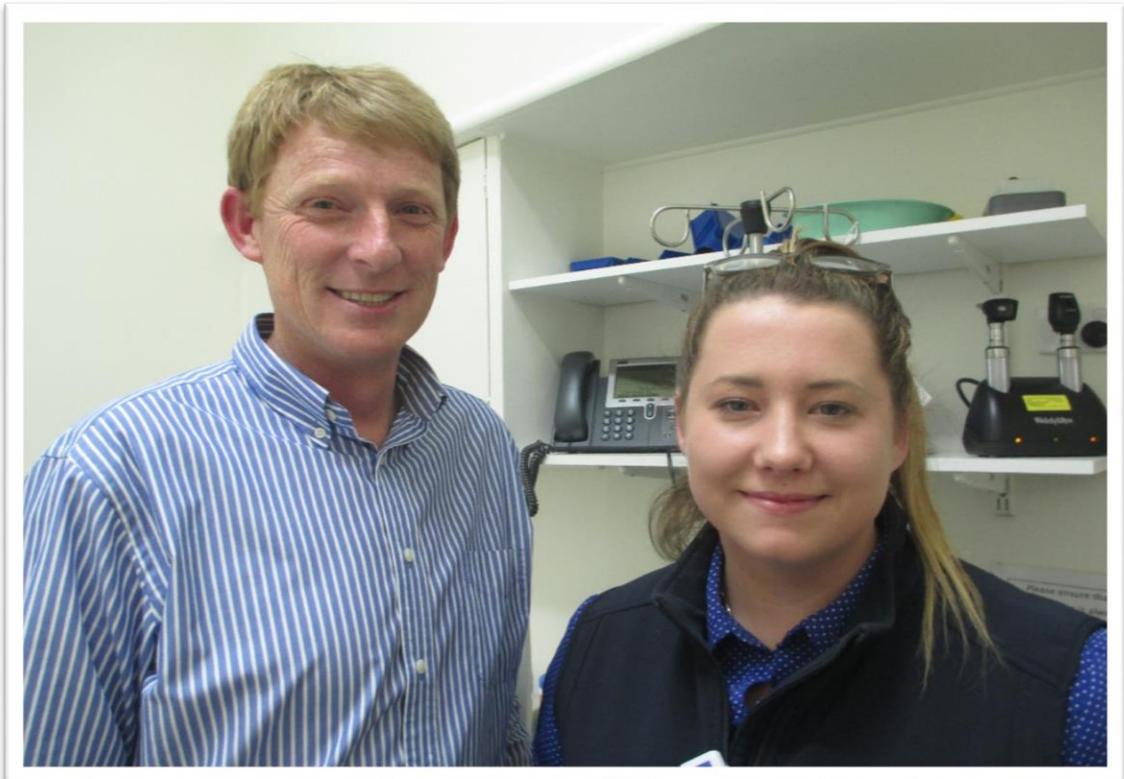
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WDHS main entrance



Graduate Nurses working in the Medical Unit



Graduate Nurse Support from the Practice Development Nurse

# Western District Health Service - Organisational Values

Western District Health Service's organisational values are the foundation for the way we do things and define who we are as a health service. The values underpin the culture, support, direction and effectiveness of the organization. The core values guide staff in their behaviour and interactions.

## Our Vision

Creating healthier communities.

## Our Mission

To support our community's physical, mental and social wellbeing by;

- Providing high quality and innovative services;
- Building enduring partnerships; and
- Delivering customer service excellence.

## Our Values

We value:

- **Integrity** - we will be open and honest and will do the right thing for the right reason
- **Innovation** - we will be an industry leader by breaking new ground and improving the way things are done
- **Collaboration** - we will actively work together in teams and partnerships
- **Accountability** - we will take personal responsibility for our decisions and actions
- **Respect** - we will value all peoples' opinions and contributions
- **Empathy** - we will endeavour to understand other peoples' feelings and perspectives

## Western District Health Service – About Us

Western District Health Service (WDHS) is one of Victoria's leading rural and regional healthcare providers, delivering a range of high quality health services.

Located in Victoria's Western District, WDHS is the largest employer in the Southern Grampians Shire, delivering quality healthcare to a resident population of 16,200 people, approximately 9,800 who live in Hamilton, the geographic and business hub of the region.

The Health Service has 89 acute and subacute beds, 175 residential aged care beds, 35 independent living units and delivers primary care, youth, community and allied health services. WDHS operates six aged care facilities which apply the Montessori Care Model supporting clients to maintain their independence and special interests with comprehensive lifestyle programs.

Based in Hamilton, with campuses in Coleraine and Peshurst in the Southern Grampians Shire and Merino in the Glenelg Shire, WDHS incorporates the following sites, services and facilities:

- **Hamilton Base Hospital (HBH)** - the location of a 75 bed acute hospital, comprising of surgical, theatre, maternity, paediatric, medical, rehabilitation, palliative, intensive care, emergency and allied health facilities.
  - A new Cancer and Dialysis suite opened in August 2018.
  - Specialist services including Oncology, Chemotherapy, Haemodialysis, Orthopaedic, Urology, Respiratory, Sleep Studies, and extensive medical imaging and pathology services.
- **The Birches** - a 46 bed facility providing residential aged care, care for people with special needs, palliative care and Home Care Packages (HCPs).
- **The Grange Residential Care Service** – providing 50 residential aged care beds.
- **Coleraine District Health Service (CDHS)** – providing acute care, residential aged care and primary care services to the Coleraine community. Services include medical, dental and maternal and child health. CDHS also manages 25 independent living units.

- **Penshurst and District Health Service (PDHS)** – providing acute care, residential aged care, community services and independent living units in Penshurst and Dunkeld.
- **Merino Community Health Centre** – providing primary nursing, district nursing, visiting podiatry, dietetics and diabetes education services to the Merino community.
- **Frances Hewett Community Centre (FHCC)** - delivering a broad range of primary care and community based services.
- **National Centre for Farmer Health (NCFH)** – established in 2008 in partnership with Deakin University to provide leadership to improve the health, wellbeing and safety of farmers, farm workers and their families across Australia through research, service delivery and education.

WDHS Acute Care Services are accredited by ACHS according to the National Safety and Quality Healthcare Standards. WDHS Aged Care Services are accredited under the Australian Aged Care Quality Standards by the Aged Care Standards Agency.

Information technology is utilized throughout the organization for patient care documentation, accessing patient results and clinical care guidelines and staff communication. Excellent education programs and learning opportunities are available for all staff.

A fully equipped Learning and Development Centre containing an auditorium, seminar rooms, clinical skill laboratory and video conferencing support the delivery of internal and external education programs all year round.

The available Staff Development Grant provides opportunities for staff to attend external education and conferences.

In 2018 Hamilton Base Hospital managed 7,159 acute admissions, 2,911 operations, 172 births and 7,497 emergency department presentations. WDHS aged care facilities accommodated 208 high and low care residents, respite accommodation for 169 clients and managed 47 Community Aged Care Package clients.

## Graduate Nurse Program

The Graduate Nurse Program for Registered Nurses operates across all facilities of Western District Health Service and is a carefully planned and integrated twelve month program designed to consolidate nursing skills and increase professional awareness under the supervision and guidance of experienced and competent nurses.

Western District Health Service offers a program that provides a broad range of clinical experience throughout the aged care settings with rotations at the rural campuses and aged care facilities. There may also be the potential for an acute rotation within the health service.

### **The program is designed to provide the graduate with:**

- A structured and challenging clinical experience in a supportive environment.
- Increased career satisfaction and better patient care by assisting participants with a smooth transition from student to graduate.
- Opportunities to gain exposure and experience in a variety of health care settings to broaden clinical skills for future career pathways.
- Consolidation of knowledge and skills with successful integration into clinical practice.
- Organisational and prioritisation skills.
- An understanding of clinical risk management in the workplace and preventative strategies associated with risk management.
- Progress feedback throughout the twelve months with regular informal feedback, formal appraisals and supported learning goals.
- A supported learning and education program throughout the twelve months delivered by well-trained and highly skilled staff.

**The Western District Health Service Graduate Nurse Program offers:**

- Continual support and guidance by the Graduate Nurse Program Coordinator
- Outstanding clinical support and guidance by Practice Development Nurses in each clinical area
- Extensive preceptorship/mentor support foundations in all clinical rotation
- Diversity of nursing practice and clinical skills
- A comprehensive one week orientation program
- Access to a clinical skills laboratory
- Paid study day sessions throughout the year
- Annual leave according to *Nurses and Midwives (Victorian Public Sector) Enterprise Agreement 2016-2020*.
- Formal appraisals reflecting on your development as a nurse in each clinical area
- Certificate on completion of the program
- Opportunities for future career pathways including the Bachelor of Nursing



WDHS Clinical Skills Room

## Program Information Open Day



## Information and Hospital Tour for Prospective 2020 Enrolled Nurse Graduates

## EN Graduate Nurse Program Open Day

**Monday 16<sup>th</sup> September**  
**10.30 am – 12.30 pm**

**Hamilton Base Hospital**  
Learning and Development Centre  
20 Foster Street  
Hamilton Vic 3300



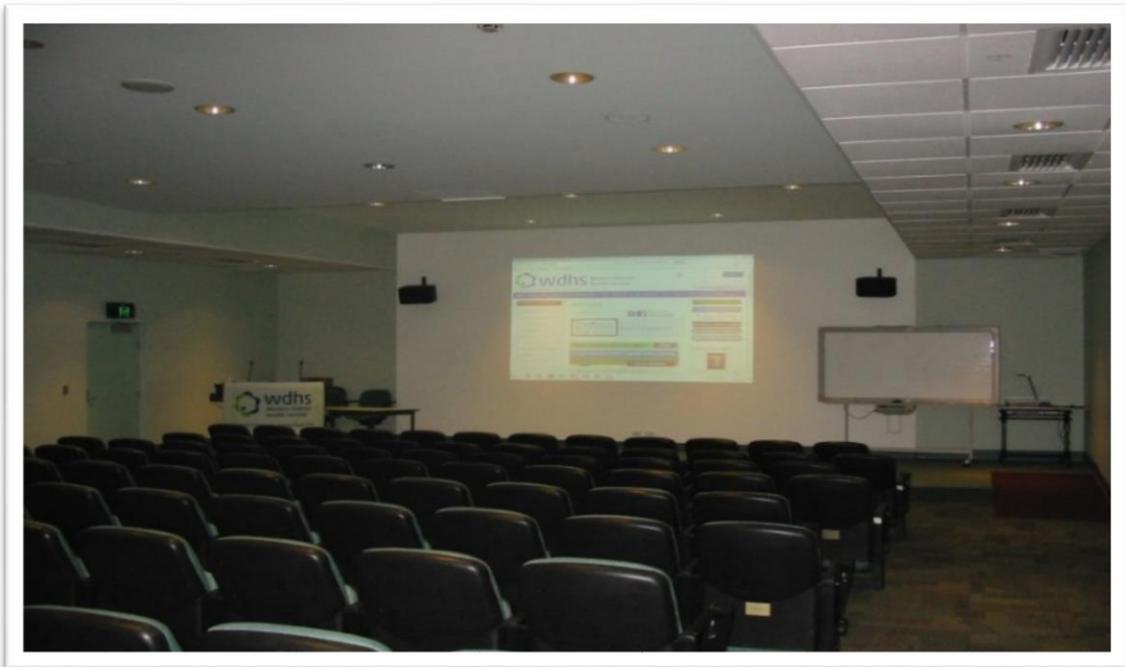
**Contact:**  
Bev Clark  
Graduate Nurse Program  
Coordinator  
(03) 5551 8028  
[bev.clark@wdhs.net](mailto:bev.clark@wdhs.net)

Bookings encouraged

CREATING HEALTHIER COMMUNITIES

### Employee benefits at Western District Health Service:

- Safe and friendly working environment
- Salary Packaging - with the option of Rural and Remote Housing benefits
- Free onsite parking
- Corporate discount rates for gym membership
- Access to Western District Health Service Social Club Membership – excellent for establishing social networks with monthly Happy Hour, social club ball, regular social events and a range of discount vouchers for businesses throughout the Western District
- WDHS social events such as the Staff Netball Competition, Commonwealth Games Competition and the Women Meet and Greet Group



WDHS Auditorium

### **Application Process:**

The Enrolled Nurse Graduate Nurse Program will be advertised on the Western District Health Service website. Submit a formal application to Western District Health Service via the online e-recruitment system at <https://www.wdhs.net/careers/careers>

Applications through the online e-recruitment system will open on **Monday 16<sup>th</sup> of September** and close on **Sunday the 13<sup>th</sup> of October 2019**.

Include in your submission a

- Cover Letter
- Curriculum Vitae
- Academic Transcript
- Three Referees (at least one clinical referee)
- Three recent clinical placement reports.

All applications to Western District Health Service are appreciated and it is assured that each application received is given the time and consideration it deserves. Candidates who are successfully shortlisted through the selection process will be invited to attend a formal interview.

**Proposed Interview Date: Week commencing the 21<sup>st</sup> October 2019**

### **Further Information Contact:**

For further enquiries please contact the Graduate Nurse Program Coordinator

Bev Clark  
Graduate Nurse Program Coordinator  
Learning and Development Centre  
Western District Health Service  
PO Box 283  
Hamilton Vic 3300  
Phone: 03 55518028  
[bev.clark@wdhs.net](mailto:bev.clark@wdhs.net)

# Helpful Hints for Interview

## Preparation:

Research background information in regard to Western District Health Service, this will give you a feel for the organization. Work this information into the discussion to show how serious you are about the position.

Prepare several questions that you can ask during the interview to prove interest in the position.

Be well groomed and dress appropriately

## The discussion:

- Be early
- You will be greeted by a WDHS volunteer who will direct you to the interview venue
- Learn the name of your interviewers and greet them with a firm handshake
- Use good manners with everyone you meet
- Relax and answer each question concisely
- Use correct English - avoid slang
- Be cooperative and enthusiastic
- Use body language to show interest—use eye contact and don't slouch
- Ask questions about the position and the organization
- Thank the interviewer when you leave and shake hands

**Some questions you may be asked during the formal discussion:**

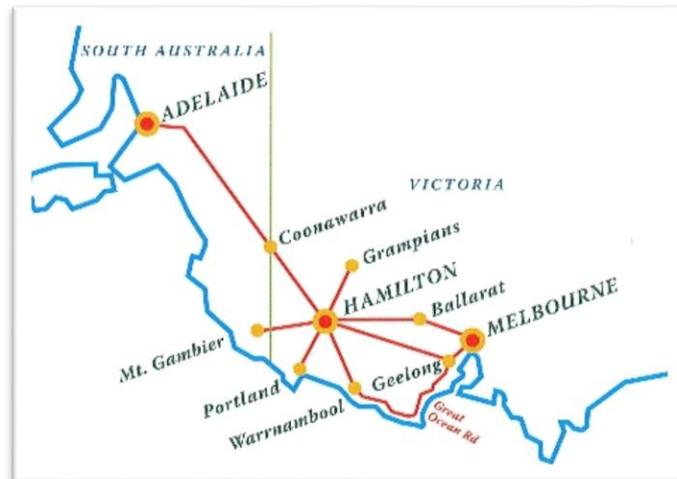
- Tell me about yourself?
- What do you know about our Graduate Program?
- How would your colleagues describe you? / How would you describe yourself?
- What were the most significant accomplishments throughout your nursing training?
- Why would you like a graduate position at Western District Health Service?
- What do you know about our organisational values?
- What are your career goals? / What position do you expect to have in 2 to 5 years?
- What are your strong points? What are your weaknesses? Make a list of your strengths and weaknesses in relation to working as a nurse in the graduate nurse program.
- What would you like to accomplish in your graduate year?
- Do you have any questions for us?



WDHS Birches NUM and Graduate Nurse

## The Western District of Victoria

The Western District offers a relaxing rural lifestyle within easy reach of the Coast and the Grampians. The City of Hamilton is located at the centre of the Western District and is a beautiful pastoral region. Hamilton is a natural stopover point between Melbourne and Adelaide – or vice versa, having a population of around 9,800 people and offers visitors a wide range of accommodation, facilities and services.



Amongst the many attractions are ancient volcanoes, waterfalls, caves, National and Heritage listed State Parks, Art Galleries and Museums, open gardens, wineries, restaurants and a truly spectacular coastline.

The majestic Grampians can be seen from almost anywhere around Hamilton and Dunkeld, the Southern Gateway to the Grampians, is just a 20 minute drive away. A short distance along the Halls Gap Tourist Road is the starting point for walking tracks leading to the summits of Mt. Sturgeon and Mt. Abrupt. Lake Bellfield on the outskirts of Halls gap is 35 minutes from Dunkeld and has fishing and picnic spots.

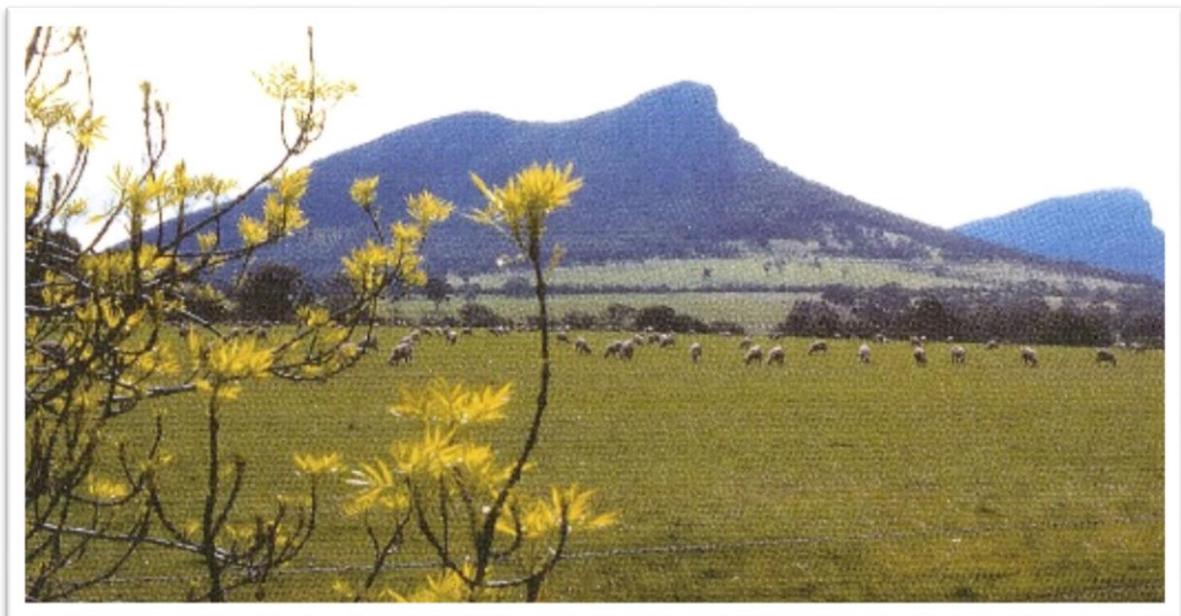
Hamilton is one hour from the coastal cities of Warrnambool, Port Fairy and Portland and one hour from the South Australian border allowing access to the Coonawarra wine district.

For those feeling energetic and wish to enjoy the great outdoors many options are available. A round of golf on the tree-lined fairways and the well bunkered greens, waterskiing, sailing, rowing, canoeing or a stroll around Lake Hamilton are just a few outdoor alternatives on offer.

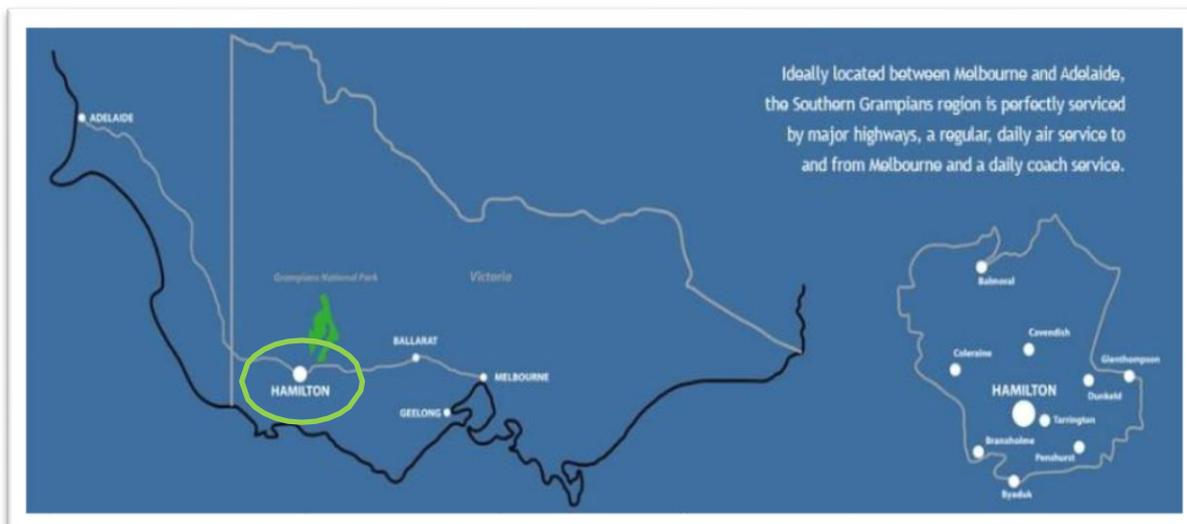
An array of sporting facilities is available including the Hamilton Indoor Leisure and Aquatic Centre which cater for swimming, basketball, indoor netball, squash, table tennis and the gym enthusiast. Team sports are aplenty throughout the district with football, soccer, hockey, cricket, tennis, lawn bowls, baseball, archery and clay target shooting.

Hamilton shopping facilities range from boutique clothing and gift stores to chain store retail outlets. Various cafes and fine dining opportunities are aplenty with local gourmet produce on the menu.

Well-known events, Sheepvention and the Dunkeld Races are annual highlights that should not be missed. Sheepvention showcases everything that the region has to offer. The Dunkeld Races, considered the Melbourne Cup of the bush is run in November each year.



## Location & Distances



Distances (kms)	Hamilton	Coleraine	Dunkeld	Penshurst	Cavendish	Balmoral	G'thompson	Horsham	Halls Gap	Port Fairy	Portland	Ballarat	Geelong	Warrambbool	Melbourne	Mt Gambier	Coonawarra	Adelaide
Hamilton		34	32	33	26	65	50	130	96	84	85	180	236	110	295	132	135	499
Coleraine	34		66	64	53	46	84	124	130	117	98	213	267	140	326	97	101	465
Dunkeld	32	66		28	31	70	18	135	64	93	117	147	205	105	261	156	166	519
Penshurst	33	64	28		54	93	47	158	93	64	104	179	203	75	278	154	165	530
Cavendish	26	53	31	54		38	50	104	82	109	110	179	236	130	293	147	154	487
Balmoral	65	46	70	93	38		89	76	96	148	145	217	275	168	332	141	122	449
G'thompson	50	84	18	47	50	89		154	65	111	136	129	186	93	242	174	185	538
Horsham	130	124	135	158	104	76	154		71	213	218	187	277	228	299	261	154	430
Halls Gap	96	130	64	93	82	96	65	71		157	181	137	228	165	249	233	229	522
Port Fairy	84	117	93	64	109	148	111	213	157		75	200	224	29	293	156	216	605
Portland	85	98	117	104	110	145	136	218	181	75		268	297	102	366	118	175	566
Ballarat	180	213	147	179	179	217	129	187	137	200	268		90	174	112	311	314	614
Geelong	236	267	205	203	236	275	186	277	228	224	297	90		198	75	369	368	704
Warrambbool	110	140	105	75	130	168	93	228	165	29	102	174	198		261	185	243	652
Melbourne	295	326	261	278	293	332	242	299	249	293	366	112	75	261		425	428	730
Mt Gambier	132	97	156	154	147	141	174	261	233	156	118	311	369	185	425		61	455
Coonawarra	135	101	166	165	154	122	185	154	229	216	175	314	368	243	428	61		373
Adelaide	499	465	519	530	487	449	538	430	522	605	566	614	704	652	730	455	373	





**wdhs**

Western District  
Health Service

Creating healthier communities