

Transition to Professional Practice Program 2025

GradStart and
Transition to Specialty Practice



Nepean Blue Mountains
Local Health District





*Together Achieving
Better Health.*

NEPEAN BLUE MOUNTAINS LOCAL HEALTH DISTRICT



Nepean Blue Mountains
Local Health District



ETS
EDUCATION AND
TRAINING SERVICE

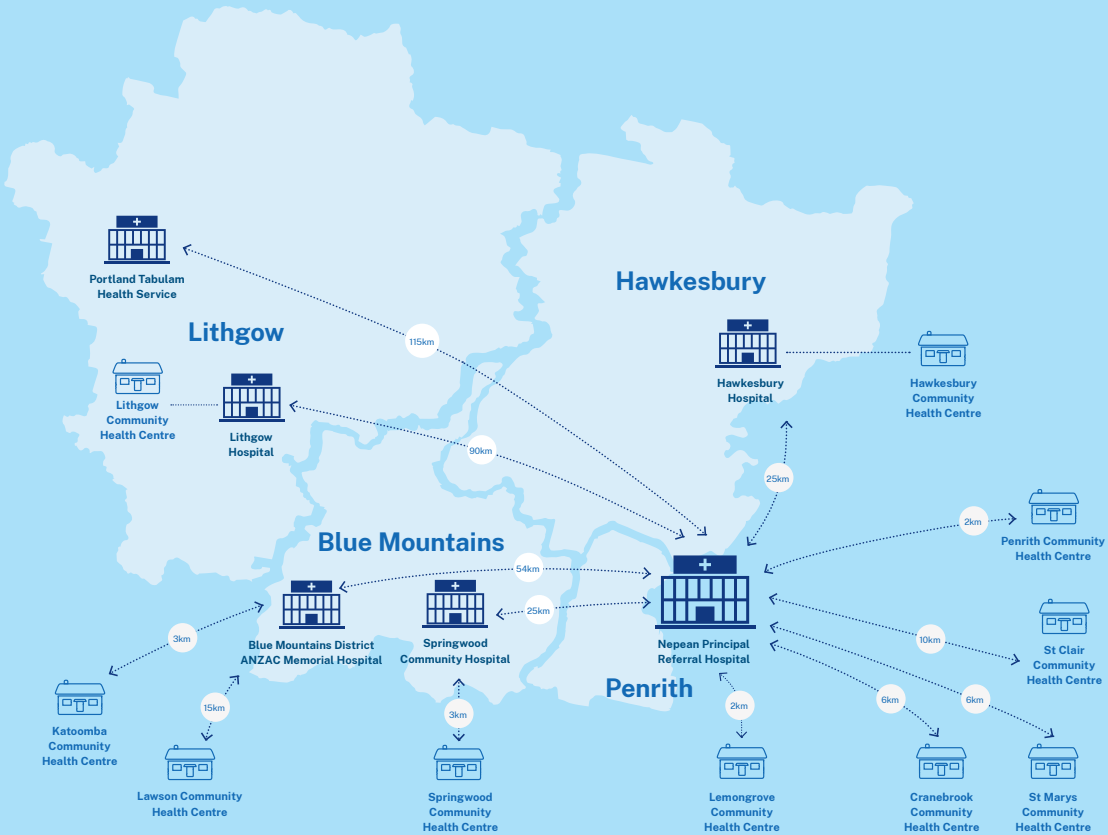
Nepean Blue Mountains Local Health District Nursing and Midwifery Services

Our District is located less than an hour's drive from Sydney and provides hospital care and community health services for the local community and Greater Western Sydney region. Nepean Blue Mountains Local Health District has six hospitals within the district including a large teaching hospital, small community-based hospitals and nine community health care centres.

The six hospitals within Nepean Blue Mountains Local Health District include;

- Blue Mountains District ANZAC Memorial Hospital
- Hawkesbury Hospital
- Lithgow Hospital
- Nepean Hospital
- Portland Hospital
- Springwood Hospital.

The district has ongoing partnerships with the Western Sydney University School of Nursing and Midwifery, the University of Tasmania and the University of Sydney, through the Nepean Clinical School. This ensures that we are at the forefront of research and education for the nursing and midwifery team at Nepean Blue Mountains Local Health District and can make a significant contribution to the health and wellbeing of our community.





Transition to Professional Practice Program at Nepean Blue Mountains Local Health District

The Transition to Practice Program (TPP) at the Nepean Blue Mountains Local Health District serves as the overarching initiative integrating the transition of first and second-year Nursing and Midwifery professionals into the workforce. Those successfully enrolled in the Nepean Blue Mountains Local Health District's GradStart Program will seamlessly move into the Transition to Specialty Practice Program, receiving two years of dedicated support as they transition into their nursing roles.

GradStart

The GradStart Program is the first year of the Transition to Professional Practice program, which is aimed at transitioning first year registered nurses, enrolled nurses and midwives into the workforce. During the year, participants will rotate to three different clinical areas designed to increase clinical exposure, while providing opportunities to consolidate and expand on knowledge and skills.

Transition to Specialty Practice

The Transition to Specialty Practice program, is the second year of the Transition to Professional Practice program and takes place immediately after the completion of nurse/midwife's initial year of practice. The Transition to Specialty Practice program aims to advance the clinical expertise and professional practice of the Registered Nurse, Midwife or Enrolled Nurse wishing to transition to, or who are currently working within specialty environments, fostering professional development and expertise.

Transition to Professional Practice Overview

Course Requirements	GradStart Registered Nurse (First Year)	Transition to Practice Enrolled Nurses (First Year)	Transition to Specialty Practice (Second Year) Registered and Enrolled Nurses
Orientation	5 Day orientation at the start of the program + 1 Day at the start of each rotation	5 Day orientation at the start of the program + 1 Day at the start of each rotation	1 Day Orientation at the start of the program
Supernumerary Days	1st Rotation 3 days, then minimum of 1 day subsequent rotations	1st Rotation 3 days, then minimum of 1 day subsequent rotations	1 day at each rotation
Enrolment into the Specialty Specific Novice Career Pathway (complete relevant Education Modules, Learning Packages and Competencies)	Yes	Yes	Yes
Completion of three 17-week rotations	Yes	Yes	Yes – x 2 of these rotations will be in the same specialised area
Study Days	Two (2) Study Days	One (1) Study Day	Five (5) Specialty Specific Study Days
Interprofessional Learning	Attendance at a minimum of <ul style="list-style-type: none"> two (2) Morbidity and Mortality Meetings two (2) Interprofessional Meet and Greets 	Attendance at a minimum of <ul style="list-style-type: none"> two (2) Morbidity and Mortality Meetings two (2) Interprofessional Meet and Greet 	Attendance at a minimum of <ul style="list-style-type: none"> two (2) Morbidity and Mortality Meetings
Program Activities	<ul style="list-style-type: none"> Completion of a Quality Improvement Safety Culture Project Case Study Presentation Clinical Documentation Reviews 	<ul style="list-style-type: none"> Completion of a Quality Improvement Safety Culture Project Case Study Presentation Clinical Documentation Reviews 	<ul style="list-style-type: none"> Completion of TTSP Project Participation in the Near to Peer Professional Support Program



Transition to Professional Practice Program

Rotations

During the GradStart 12-month program, participants will have three (3) rotations that will include a ward-based rotation and a specialty rotation.

Each rotation will be 17 weeks in length. The rotations are designed to:

- Increase clinical exposure
- Give opportunities to consolidate and expand knowledge and skills
- Develop an understanding of the opportunities available for Registered Nurses, Enrolled Nurses and Registered Midwives.

The Transition to Specialty Practice program, the second year 12-month program, includes another three (3) rotations. Two (2) of these rotations will be in the same specialty area, while the last rotation will be in a similar specialty to help consolidate additional skills and learning.

Orientation

Registered Nurses, Enrolled Nurses and Registered Midwives at the start of their first-year programs will undertake a week-long orientation program to the organisation, prior to commencement of their first rotation. They will then be orientated to their new clinical area and have a period of supernumerary time to adjust and be introduced to at least two (2) preceptors. Preceptors are an extra level of support for GradStart participants, who assist with the planning and implementation of goals during that rotation. Transition to Specialty Practice participants will undertake a one (1) day orientation at the start of their program.

Study Days

GradStart participants are to attend the two (2) study days held during the program. Enrolled Nurses undertaking the Transition to Practice Program also have one (1) study day throughout their initial year. These study days cover clinical issues and self-care. During the Transition to Specialty Practice in the second year of training, participants will attend five (5) specialty specific study days.



Education Opportunities

Nepean Blue Mountains Local Health District offers a range of education opportunities for the Transition to Professional Practice cohort. These education sessions include:

Novice Career Pathway

All participants will be enrolled into their relevant career pathway/s, which are aligned to their rotation and contain compulsory clinical skills, online learning and face to face training that need to be completed during their program.

Interprofessional Education

Throughout the year, junior staff across the district have multiple opportunities to connect and collaborate during various educational sessions. These sessions are open to all staff members, including those in nursing, midwifery, medical and allied health professions. Sessions included are:

- Morbidity and Mortality Meetings
- Interprofessional Meet & Greet
- Interdisciplinary Education and Skills

Education Series

The Education Series is a weekly opportunity for Transition to Professional Practice participants to engage in expanding their learning through attendance at sessions that include; clinical skills, online education, chat and chill debriefing and morbidity and mortality sessions.



Support

The Nepean Blue Mountains Local Health District provides various support mechanisms to assist new nurses and midwives to effectively integrate into the health workforce.

Preceptors

During each rotation, GradStart participants will receive two (2) preceptors. The purpose of this is to support the participants throughout each rotation to transition into the workplace and help to adapt to the workplace culture.

RED Project

The concept of the RED (Resource Experienced Duty) Project is to support new staff to find information and resources. Each ward will have experienced staff who will wear RED vests. These staff might be Nurses, Midwives, Doctors or Allied Health staff who are very happy to be approached for simple guidance and way finding in each ward/unit.

Chat and Chill Sessions

Chat & Chill sessions are an opportunity to meet up, debrief and connect with other first and second year Graduates. It is offered at all sites (Blue Mountains, Hawkesbury, Lithgow and Nepean) every month and facilitated by educators and other senior staff. Program participants can bring questions and concerns, or just connect with others who like themselves, are in their first or second year of Nursing or Midwifery.



Nepean Hospital

Nepean Hospital is a 520 bed general acute hospital, 50 km from the centre of Sydney. It is a referral hospital for the Nepean Blue Mountains Local Health District and is a teaching hospital of the University of Sydney. It is a Trauma Referral Hospital for Nepean Blue Mountains Local Health District, Blue Mountains, and limited areas west of the Mountains. Penrith lies on the Nepean River and is one of the fastest growing areas in Sydney. There is easy access by car or public transport.

GradStart Program Nepean Hospital GradStart

Clinical Areas Surgical Wards – Orthopaedics/ Vascular, Upper GI, Plastics, General Surgery, Neurosurgery/ Urology, Short Stay
Medical Wards – Aged Care, Cardiology, Gastroenterology, Oncology/ Haematology, Palliative Care, Rehabilitation, Respiratory, Renal, Stroke
Specialty Areas – Anaesthetics & Recovery, Community, Dialysis, Drug & Alcohol, Emergency, Endoscopy, Intensive Care, Medical Imaging, Mental Health, Neonatal Intensive Care, Nepean Outreach Service, Operating Theatres and Paediatrics

Please note one rotation may be completed offsite at the following locations Blue Mountains District ANZAC Memorial Hospital, Springwood Hospital or Hawkesbury Hospital



Nepean Blue Mountains
Local Health District





Blue Mountains District ANZAC Memorial Hospital

Blue Mountains District ANZAC Memorial Hospital

Blue Mountains District ANZAC Memorial Hospital is located between Leura and Katoomba. It is an acute hospital with inpatient and outpatient services. The hospital provides 24 hour Emergency care and a range of general inpatient services including general medicine, surgery, rehabilitation, geriatrics and palliative care.

GradStart Program Blue Mountains District ANZAC Memorial Hospital GradStart

Clinical Areas General Medical & Surgical Ward, Rehabilitation/ Palliative Care Ward, Geriatrics
Specialty Areas: Community Child & Family, Community Chronic & Complex, Emergency, Mental Health, Operating Theatres.

Please note one rotation may be completed offsite at the following locations Nepean Hospital, Lithgow Hospital, Springwood Hospital



Lithgow Hospital

Lithgow Hospital

Lithgow Hospital consists of a 46 bed public hospital, comprising of an inpatient unit, emergency department and operating theatres. The inpatient unit at Lithgow consists of 33 beds with a vast range of specialties including acute medical and surgical, community, chronic and complex care, palliative care, antenatal and post natal care as well as an ambulatory care clinic. The operating suite includes 3 operating rooms, day surgery unit and recovery ward.

GradStart Program Lithgow Public Hospital GradStart

Clinical Areas Inpatient Unit covering General Medical & Surgical, Rehabilitation, Geriatrics, Portland - Aged Care
Specialty Areas: Community, Emergency, Operating Theatres.

Please note one rotation may be completed offsite at the following locations
Blue Mountains District ANZAC Memorial Hospital and Portland Hospital



NBMLHD Mental Health Services

NBMLHD offers a range of mental health services from inpatient, outpatient clinics, triage and assessment and community services. The Mental Health Services aim for excellence in every facet of service and, with our community, provide integrated care towards recovery.

Caring with people and each other is central to our specialty, as we work in partnership with consumers and their family and carers towards recovery. Using the best available evidence, we strive to continually improve our clinical service, in collaboration with our clinical and disability support partners.

GradStart Program GradStart Mental Health

Clinical Areas Acute Unit, High Dependency Unit, Older Persons Mental Health Unit, Psychiatric Emergency Care Centre, Triage and Assessment Centre, Blue Mountains Mental Health Unit

Please note one rotation will be completed in a general nursing area Nepean Hospital, Blue Mountains District ANZAC Memorial Hospital



Midwifery

Nepean Blue Mountains Local Health District offers maternity services at Nepean, Blue Mountains and Lithgow Hospitals. The MidStart program offers participants a variety of clinical experiences while rotating through all facets of care for mothers and babies.

- GradStart Program** Nepean Hospital GradStart Bachelor of Midwifery
- Clinical Areas** Antenatal Ward, Postnatal Ward, Birth Unit, Antenatal Clinical, Women's Acute Assessment Unit
- Study Days** Five (5) Days throughout the year. Three (3) Midwifery focused study days and two (2) GradStart study days.
- Other Opportunities** The Antenatal clinic is a specialised area for GradStart registered midwives to conduct their own midwives clinic.

Facility Contact Details



Blue Mountains Hospital

Cnr Great Western Highway and Woodlands Rd,
Katoomba, NSW 2780
Main Telephone: (02) 4784 6980

Emergency

Main Telephone: (02) 4784 6500
Switchboard is open 7am - 10:30pm



Lithgow Hospital

Cnr Col Drewe Drive and Great Western Hwy,
Lithgow, NSW 2790

Main Telephone: (02) 6350 2300



Nepean Hospital

Derby Street Kingswood, NSW 2747
Main Telephone: (02) 4734 2000
Patient Enquiries: 1800 253 511

Emergency

Derby Street Kingswood, NSW 2747
Telephone: (02) 4734 1880



Nepean Blue Mountains
Local Health District



“Everyone at Nepean Hospital has been so supportive and welcoming. I’ve been blown away at how good it’s been so far.”

VICTORIA TREVITT

VICTORIA TREVITT, FIRST YEAR REGISTERED NURSE

What to do next?

Important Dates

12 June 2024 NBMLHD Information Night

18 June 2024 Applications open

1 July 2024 Applications Close

23 July 2024 Invitations to interview are emailed

6 – 9 of August 2024 NBMLHD GradStart interviews

15 October 2024 Outcomes of application provided

For more information about the Transition to Professional Practice program at Nepean Blue Mountains Local Health District, please email: nbmlhd-ets@health.nsw.gov.au



Nepean Blue Mountains
Local Health District





Nepean Blue Mountains
Local Health District