



Queen Street Medical Centre



**BANKSIA
VILLAGES**

BROULEE

Introducing our New RN Graduate Program

Banksia Villages have partnered with Queen Street Medical Centre to offer an innovative and exciting New Graduate program for Registered Nurses.

About the Program

This 12 month program has been designed to ensure you experience a really rich and rewarding new graduate year in a variety of settings that will allow you to develop your community nursing and specialist gerontological nursing competencies in an aged care and GP practice environment.

Program Outline:

- You will spend 6 months working in a GP Practice environment at Queen Street Medical Centre Moruya
- You will spend 6 months working in Banksia's residential aged care facility and at Banksia community care, based in Broulee
- You will participate in the Aged Care Transition to Practice Program (ACTPP) facilitated by University of Wollongong (the ACTPP is fully funded and you will be allocated paid education shifts)

❖ Queen Street Medical Centre

Queen Street Medical Centre is a long-established, progressive practice with a strong reputation for its experience and quality of vocational training for GPs and Nurses. Our 17 GP/7 practice nurse Moruya practice operates in the Queen Street Medical Centre – also home to a range of allied health professionals, services (MRI and Nuclear Imaging and pathology), and visiting specialists. Our second practice is located at beautiful Broulee beach. Also visit queenstreetmedical.com.au

Our philosophy “Your health is our shared journey” directs all that we do and reflects the professional care and high value we place upon our patient community and practice team.

For more information, please visit <https://queenstreetmedical.com.au/careers/>

Training and working with our team - what we will deliver

You'll join our supportive, friendly nursing team led by Ruby RN our Nursing Team Leader and Shelley RN our Practice Manager Operations. You will work with your nursing colleagues, our doctors and administrative team to ensure the efficient operations of the Treatment Room, Minor Ops Room plus Acute and Chronic Care areas of the practice on a day-to-day basis.

During your six-month training, you'll gain valuable, practical hands-on experience and learn to manage the range of healthcare tasks within your scope of nursing practice. You'll learn how to coordinate changing priorities for patients and doctors in our busy general practice day. You'll meet a diverse range of patients and enjoy working with a supportive team of experienced doctors and registrars.

Your key learning areas are:

- Greeting and preparing patients and assisting with examinations and treatment
- Maintaining accurate patient records in line with Practice and Privacy policies
- Performing observations for medical examinations (e.g., pilot and diving medicals, driving and pre-employment medicals)
- Wound care management and treatment
- Participate in and assist with Better Health clinics - learning programme protocols for chronic disease management
- Immunisations - childhood, adult, and travel - *supervised by GP and Practice Nurse*
- Performing ECGs, ear washouts and spirometry
- Setting up for venesection and infusions, and cannulating patients if needed
- Assisting doctors with minor ops/procedures
- Administering medication and injections as required
- Sterilising instruments and stock and maintaining the autoclave
- Adopting Infection control management and practices
- Triage of all urgent and non-booked patients in clinic and via telephone
- Maintaining the standards and presentation of all consulting rooms and re-stocking as required including monitoring the condition of all equipment and the timely reporting maintenance required
- Develop and maintain strong, effective relationships with colleagues, doctors and other key external stakeholders

❖ Banksia Villages

Located in the seaside village of Broulee, in the heart of Eurobodalla's stunning nature coast, Banksia Villages Limited (Banksia) is a leading provider of independent retirement living and fully accredited government funded residential, respite and home care for older people. We are an independent, charitable and not for profit company, limited by guarantee. We have been providing quality care and support for older persons for over 25 years. Our care services are planned around the individual health and wellbeing needs of our residents and clients.

During your 6 months on site with Banksia you will get to experience working as an RN in Banksia Lodge (our 80 bed residential facility) and Banksia Community Care. Upon commencement you will engage in our orientation program, followed by a period of buddy shifts before you receive your own clinical roster. Whilst working days and hours will be negotiable prior to commencement, it is expected that you engage in morning, afternoon and night shifts to ensure that you get to fully experience the role of an RN in Aged Care.

Throughout the program you will be fully supported by Banksia's CNE, who will work closely with you on the development of your clinical skills. The CNE will engage regularly with you throughout the year to train and assess clinical competencies (see below), hold monthly meetings with you, provide in-services tailored to your learning needs, and be your mentor both in the workplace and to support you through the online UOW ACTPP.

Throughout your 6 months you will be trained and assessed in the following areas:

- comprehensive assessment on admission to facility or community care, taking into account all needs, risk and safety issues e.g. environmental, cognition, pain, infection, delirium, falls and pressure injuries;
- establish and participate in monitoring processes to promote and maintain independence building on a wellness model;
- identify any behaviour and deterioration (physical, cognitive and mental) issues;
- develop and review care plans and care outcomes;
- identification and management of risk factors such as skin integrity, malnutrition and dehydration, dysphagia, bowel and ostomy care, pain and symptom control care issues;
- medication management;
- wound care management;
- catheter management – IDC and suprapubic, to include care, change and irrigation;
- prevention and control of infections issues and use of personal protective equipment;
- nail and foot care;
- use and management of medical gases and equipment C-PAP, glucometers, electric beds, air mattresses, lifters, walkers and wheel chairs;
- communication and Clinical handover with other staff and family members;
- work within an interdisciplinary team; and
- care record documentation, including completion of incident reports, referral, transfer, discharge forms and pathology forms.

- **UOW Aged Care Transition to Practice Program (ACTPP)**

The UOW ACTPP is a 6 month educational program based on gerontological nursing competencies (GNCs) that were developed in 2015 by a team at UOW. Since this time a group of 15 aged care providers and three universities have participated in the process of developing and testing the GNCs. The GNCs consist of 11 core competencies and 33 domains of practice (DoP).

Core Competencies:

- Living well for older people across communities and groups
- Maximising health outcomes

- Communicate effectively
- Facilitating transitions in care
- Facilitating choices within legal and ethical frameworks
- Partnering with family carers
- Promoting mental health and psychological wellbeing
- Providing evidence-based dementia care
- Providing optimal pain management
- Providing palliative care
- Enabling access to technology

The purpose of the program is to provide new graduate RNs with the opportunity to develop their specialist gerontological nursing competence within aged care. The program consists of 5 steps:

1. Identify mentor
2. Self-assessment
3. Action plan
4. Generating evidence
5. Portfolio

You will be required to:

- complete an assessment of your current gerontological nursing competence;
- create an action plan to develop your competence;
- demonstrate reflective practice;
- generate evidence about your competence; and
- present evidence of gerontological nursing competence in professional portfolio.
- The program focuses on developing you as an independent lifelong learner who can lead your own professional development.

The ACTPP consists of the following elements:

- Workshop 1 (5 hours) - introduction and preparation
- Ongoing support - via online course, cohort facilitator and mentor
- Monthly meetings with mentors on site to discuss course content and progress with action plan
- Five newsletters aimed at connecting participants and mentors as they complete the online program
- Workshop 2 (3 hours) participants are provided with feedback on their action plans and evidence generated to demonstrate their specialist gerontological nursing practice

Upon completion of the program you will be eligible for credit towards a graduate certificate or masters at UOW in a relevant field.

Upon Completion of the New Graduate Program

At the completion of your New Graduate year with Queen Street Medical Centre and Banksia Villages it is expected that you will have gained expansive knowledge in both community and gerontological nursing, that will pave the way for a truly rewarding nursing career.

Any ongoing employment opportunities that become available either with Queen Street Medical Centre or Banksia Villages will be discussed with you prior to the completion of the program