

*Your Health,  
Our Priority*

## Graduate Registered Nurse Program

Learning Support and Development



# BRHS

Bairnsdale Regional  
Health Service

**Bairnsdale Regional Health Service  
Learning Support and Development Unit**

Day Street Campus, Bairnsdale.  
Phone (03) 5150 3617

## Graduate Registered Nurse Program

The program is designed to provide a valuable and varied experience in your first 12 months as a Registered Nurse.

Graduates will acquire experience and knowledge in a supportive environment that allows them to become a competent, confident, accountable, professional health care practitioner.

The aim of the program is to equip the graduate Registered Nurse with the skills and confidence to successfully initiate theory with practice within the health care setting.

They will be encouraged to develop critical thinking and problem-solving skills during the 12-month program and into their professional careers.

### Program structure

During the program, the graduate registered nurse has the opportunity to consolidate practice in the clinical setting. The program consists of 2 x 6-month rotations. Before the program, participants can indicate their area of preference for the program.

**Ward/Unit areas include:** Medical/ Surgical, Medical/Palliative/ Paediatrics and Rehabilitation.

**Specialties include:** Emergency and Perioperative areas. We can also take dual registered staff in a Midwifery and ward rotation.

Additionally, there is 1 primary health care rotation available to Gippsland Lakes Complete Health (GLCH) in Lakes Entrance.

### Educational opportunities

The graduate registered nurse will be given six educational study days a year that are designed to complement the clinical environment.

A strong element of the program is to use reflection as a means of gaining a greater awareness of their performance and their personal and professional selves to ensure they are providing quality, person-centered nursing care. The graduate Registered Nurse is encouraged to attend regular education sessions within the wards and throughout Bairnsdale Regional Health Service.

### Learning experiences

The Graduate Registered Nurse Program will challenge participants to think critically about current knowledge, practice and the importance of evidence-based practice in the clinical setting.

The graduate will be encouraged to be self-directed in their learning objectives and goals.

All graduates must complete work-based learning assessments and mandatory self-directed learning packages.

## Performance development

The graduate registered nurse's performance will be monitored and assessed throughout the year using reflective and feedback tools to assist with their learning and development.

## Support

Each graduate will be assigned a preceptor. This process enhances orientation and adjustment to the clinical area and assists in the development of clinical skills and knowledge.

Support is provided by the Early Career Nursing Programs Coordinators, Clinical Educators, Nurse Unit Managers and nursing and multi-disciplinary staff on the ward.

## Rosters

The graduate registered nurse will be expected to work a rotating roster including mornings, evenings, night duty, weekends and public holidays. Certain rotations align closer to business days and hours.

## Annual leave

Annual leave will be available during the program.

## Uniform

Nurses at BRHS are provided with a uniform package. The uniform must be returned, if the graduate chooses not to work at the hospital following the program.

## Employment details

The Graduate Registered Nurse Program is offered at 0.6 to 1.0 EFT. Participants will be offered an ongoing employment contract subject to their performance. Once the program is complete, there is an opportunity to join our 12-month Transition Nurse Program or continue in another area of choice to which you applied.

## Accommodation

Limited temporary accommodation is available through BRHS.

## Australian Health Practitioner Regulation Agency (AHPRA) Nurses Registration

You must be eligible to apply for and be granted Nurses Registration before starting the program.

## Start dates for 2026

Commencement dates for the Graduate Nurse Program are mid-January and mid-July.

**Got questions? Get answers.**

**Nicole Smith**

Graduate Nurse Program

Coordinator

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## Application process

All applicants must ensure they complete the 2-step process:

1. Apply to PMVC (<https://gnmp.pmcv.com.au/>) using the applicant portal.
2. Apply directly to Bairnsdale Regional Health Service. BRHS applications must include:
  - Responses to key selection criteria listed in the position description
  - A resume (with a photo attached).
  - Certified Academic Transcripts.
  - Certified copies of your last 2 clinical appraisals (1 must be 3rd year).
  - Name and contact details of 2 clinical referees. Referees must be Nurse Unit Managers, Clinical Educators or Facilitators **ONLY**. Preceptors, Clinical Support Nurses or current employers will not be accepted as per PMCV governance.

## Contact

For further information about Bairnsdale Regional Health Service Graduate Registered Nurse Program please contact:

**Nicole Smith**

**Graduate Nurse Program Coordinator**

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**(03) 5150 3617**

We welcome feedback at:

**Bairnsdale Regional Health Service**

**PO Box 474, Bairnsdale VIC 3875**

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**[www.brhs.com.au](http://www.brhs.com.au)**

Bairnsdale Regional Health Service is located on the traditional land of the Gunaikurnai people.

The information in this brochure is intended as a guide to one of the services provided by BRHS and is correct at the time of publishing. Date: March 2024