The Kilmore & District Hospital and Nursing Home provides comprehensive acute and aged care services to our rapidly increasing catchment population of 25,000 that extends to Broadford and Pyalong in the North, Wallan and Craigieburn in the South and Lancefield and Romsey to the West of Kilmore, Victoria, Australia. 191 staff are employed to cover our three venues:

The Hospital has 30 Acute beds, an operating theatre, four-bay urgent care centre, and radiology department, day oncology and a district nursing service.

Our Aged Care facilities include Caladenia Nursing Home with 30 and Dianella Hostel with 30 beds. Respite is available in both aged care facilities.
Program Aim

The Graduate Nurse Program (GNP) aims to facilitate your transition from a novice nurse practitioner to a confident, competent registered nurse in a safe and supportive environment.

During this program graduates are supported by Preceptors, NUM’s and the Graduate Program Coordinator. It is a structured program with paid study days and debriefing sessions that focus on clinical decision-making, patient management and professional practice.

The program facilitates consolidation of undergraduate preparation, particularly integrating theory to practice and further development of professional and clinical competency. To assist this each graduate rotates through each area of the hospital.

Intake

February

Conditions of Employment

Successful registration with the Nursing and Midwifery Board of Australia via AHPRA as a Division One registered Nurse.

Fixed term 12 month contracts are offered to Graduate Nurses starting as a Registered Nurse Division 1 Grade 2 (YP2)

Part Time – 64 hours per fortnight (0.8EFT)
Clinical Support

The Graduate Coordinator is readily available to assist graduates to make a smooth transition from student to Registered Nurse. Preceptors, Nurse Unit Managers, Assistant Nurse Unit Managers and Registered Nurses will assist you to develop your clinical knowledge and provide professional support. You will find all our nurses are experienced, extremely knowledgeable and only too willing to support you.

Annual Leave

Six Weeks of paid annual leave will be taken throughout the graduate year, as per the nurse’s award. Graduates are required to take 2 weeks annual leave after 6 months. The remaining accrued leave (4 weeks) can be taken throughout the last 6 months or paid on completion. Graduates negotiate this leave with the Acute Nurse Unit Manager.
Clinical Rotations
Graduate will rotate through all areas of The Kilmore and District Hospital and Aged Care. Including:
- Acute/Medical Surgical
- Urgent Care Centre
- Theatre
- District Nursing
- Aged Care

Study Days.
The Graduate program offers 5 paid study days.
Study days are designed to build your undergraduate knowledge and provide practical experience that will assist you in your clinical role.
Study days will be a combination of on and off site education. Topics are wide and varied and will be chosen in response to evidence based practice and graduate needs.
Orientation

Graduates will spend the first 2 days with the Graduate Coordinator for a general hospital orientation. The graduate nurse will then work supernumerary shifts with their preceptor. There is no set number of supernumerary days - each new graduate is assessed individually.

Are graduates able to attend other educational activities within the hospital?

Of course! Keep an eye on the notice board, your emails, the extranet sharepoint education planner and the Kilmore Kronicle for educational opportunities. There are in-services provided regularly in all clinical areas, and anyone is welcome to attend.

All our Registered Nurses are expected to participate in our mandatory competencies annually, as well as participating in continuing professional education.

The Nursing and Midwifery Board of Australia requires that all Registered Nurses attend 20 hours of education per year.
The nurses station on the Acute ward.

Dispensing medication in our aged care facility
What about life after the Graduate year?

Employment at Kilmore is certainly a possibility, and will depend upon your clinical and professional performance during the Graduate Nurse Program and staffing vacancies when you complete the program.

What else does The Kilmore and District Hospital offer?

- No Lift Policy
- Friendly, safe working environment
- Supportive rural environment
- Salary packaging
- Free and ample car parking available
- Staff gym discounts
- Subsidized meals
- Individually tailored graduate programs
- Flexible rostering
- Internet Access
- Access to in-service education
- Eligibility to apply to midwifery scholarship Program
Your application should include:

- Letter of application
- Concise curriculum vitae including 2nd and 3rd year placements
- Certified transcript of all results
- Copies of two recent clinical assessments, at least one preferred from an adult acute health care setting.
- Accurate contact details, including phone numbers and email addresses of two nursing referees who have directly supervised your clinical placement experiences.

Once all applications have been reviewed we will then follow an interview process. Unfortunately not all applications will be guaranteed an interview.

For further information regarding our graduate program, hospital and facilities, please contact:

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