



New Graduate Program 2022

Healthcare Central Coast New Graduate Program handbook

Welcome to the Healthcare Central Coast New Graduate Program handbook, a guide to supporting application and entry into the popular program.

Open to graduates with a Diploma or Bachelor of Nursing in their final year of study, the twelve-month Healthcare Central Coast Graduate Program provides access to the largest private perioperative environment on the Central Coast with opportunities to learn and work alongside skilled clinicians at Brisbane Waters, Gosford and Tuggerah Lakes Private Hospitals.

Our program offers the ideal introduction and transition to the clinical workplace environment with the opportunity to learn and develop skills across multiple disciplines including surgical, medical, rehabilitation, mental health, oncology and day surgery as well as all aspects of theatres and Intensive Care/Cardiac Care units.

We look forward to receiving your application and the opportunity to support you on your clinical career on the Central Coast.

Debra Ritter

Chief Executive Officer/
Director of Clinical Services
Brisbane Waters Private

Natasha Mackey

Director of Clinical
Services
Gosford Private Hospital

Jennifer McNamara

Chief Executive Officer/
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Brisbane Waters Private Hospital

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Gosford Private Hospital

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Tuggerah Lakes Private Hospital

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Key Recruitment dates

Key dates	Information
5 September 2022	Advertisement released.
10 October 2022	Advertisement cut off (No applications will be accepted outside these dates)
24 October 2022	First stage candidates selected
21 November 2022	Interviews commence
3 December 2022	Offers to successful candidates
13 December 2022	Second round offers
20 February 2023	Start date
18 February 2024	Completion of graduate program

Are you eligible to apply for graduate employment at a HealthCare Central Coast Hospital in 2023? You must be able to answer “yes” to these questions:

1. Are you completing your nursing or midwifery degree between 31 August 2022 and 1st February 2023?
Note: completion means final result received that lead to initial registration as a Registered Nurse (RN) or Enrolled Nurse (EN) AND
2. Will you meet all the requirements to be registered as a RN or RM with the Nursing and Midwifery Board of Australia (NMBA) prior to the agreed date of your employment commencing? AND
3. Are you an Australian Citizen or hold a visa that allows ongoing full-time employment in Australia?

Meeting English Language Requirements

- The English language skills registration standard (2019) applies to all nurses and midwives applying for initial registration.
- All applicants should check the level of evidence required to apply for initial registration as a nurse and/or midwife well in advance of applying to AHPRA.
- If you are required to undertake an English language test in order to gain registration, you are encouraged to investigate this as soon as possible.
- Immediately check that you meet English language requirements for registration with the NMBA by visiting <https://www.nursingmidwiferyboard.gov.au/Registration-Standards/English-language-skills.aspx>

Introduction

This handbook is designed to assist with the information required for the application process for the 2023 New Graduate Nursing Program.

About HealthCare

HealthCare is proud to be one of the leading private hospital operators in Australia. We employ over 4,600 people and operate a portfolio of 17 private healthcare facilities. Since our establishment in 2005, our business has grown through deliberate expansion of our existing facilities, and targeted acquisition of other healthcare services. We have around 1,200 beds and over 70 operating theatres. The cornerstones of our success are the result of:

- Our commitment to best in class clinical and operational excellence
- Disciplined expansion and acquisition of healthcare facilities in communities with long term demand
- A patient-centred approach to the care we provide
- Strong relationships with our ever-increasing network of doctors and specialists, who are leaders in their respective fields
- Continued investment in technology, to be a market leader in regions in which we operate
- Innovation and development of highly complex specialties
- Our experienced and qualified management teams, with strong local knowledge and community relationships

About HealthCare Central Coast

Our integrated and connected group of multi-disciplinary private hospitals work together to deliver premium health services, of the highest standards of quality and safety, to our valued clients and patients. We are committed to being an employer of choice to our doctors, specialists and staff.

Brisbane Waters Private Hospital

Brisbane Waters Private boasts is home to the largest private mental health facility in the region and includes:

- 109 inpatient beds
- 4 operating theatres
- A dedicated Day Surgery Unit
- 38 bed Medical/Surgical ward
- A state-of-the-art 34 bed Rehabilitation Unit
- A dedicated 37 bed Mental Health Unit
- Day Mental health and Rehabilitation services.
- Co-located with a radiology practice and pathology laboratory

Located on the Woy Woy Peninsula and employing 264 staff, Brisbane Waters Private Hospital offers a health precinct second to none, delivering better health, right here on the Coast. It is also the largest provider of Mental Health Services on the Central Coast.

Gosford Private Hospital

Gosford Private Hospital is the largest private hospital on the Central Coast, Gosford Private features:

- 12 modern operating theatres
- 148 patient beds
- 14 critical care beds
- 3 private birthing suites
- The only private obstetric/maternity unit in the region
- A dedicated Day Surgery Unit
- State-of-the-art Endoscopy Centre
- Gosford Heart Centre
- On-site rehabilitation

The hospital employs more than 600 staff and hosts more than 200 credentialed Doctors in a range of specialties, all committed to the delivery of exceptional patient experiences and care.

Tuggerah Lakes Private Hospital

Tuggerah Lakes Private Hospital is one of the newest private hospitals on the Central Coast and is located opposite Wyong District Hospital. The facility includes:

- 125 Specialists
- Three state of the art, operating theatres
- 20 premier private rooms
- Onsite consulting suites,
- Medical imaging and pathology services

Tuggerah Lakes offers the northern Central Coast Community access to a range of medical and surgical Services, employing more than 60 highly skilled staff.

Our People

We are proud of our friendly, open, honest and supportive culture. Our vision, mission and values encourage employees to proactively participate in the running of our organisation and its ongoing success.

HealthCare promotes a culture of open and transparent communications where people are recognised as being the key to our success. We work hard to ensure that our people have the support and facilities to build successful practices and careers. Individuals joining our team will appreciate:

- A comprehensive orientation to the Group and relevant site
- Flexible work hours to ensure a healthy work-life balance
- Career progression across sites
- Uniforms
- Ongoing training and development
- Open management style - access to key decision makers
- Fair and equal treatment of all employees
- Achievements recognised and rewarded

Our Values

- Best Practice
- Best Experience
- Respect
- Positive Energy
- It's Personal

Preferred areas of employment

The following rotations will be on offer for the 2023 program. There will be two intakes February 2023 and August 2023. Please ensure that you include your preference for rotation in your application.

- 1. Surgical/Medical Rotations** – A 48 week program ideally suited to those wishing to gain a grounding in Day Surgery, Medical and/or Surgical nursing. This program is suitable for both the New Graduate Registered Nurse as well as the New Graduate Enrolled Nurse. The rotations will consist of two 24 week placements in either Medical, Surgical or Day Surgery units.
- 2. Perioperative Rotations** – If you have a desire to specialise in Perioperative nursing this is the program for you. Suitable for both New Graduate Registered Nurses and New Graduate Enrolled Nurses, this 48 week program will include rotations between Post-Acute Care Unit (PACU) and Anaesthetics OR Scrub and Scout.
- 3. Medical Rotations** – This 48 week program is suited for those passionate about Medical nursing. The Program will consist of two rotations between our Rehabilitation and Medical wards and will cover a vast array of medical subspecialties which will give you an extensive medical experience.
- 4. Mental Health** – This 48 week program is suited to those passionate about Mental Health Nursing. Based in the Central Coast Clinic. Covering a range of areas within Addiction and Mood Disorders, this will give you the tools to work within our mental health setting.

Preparing your application

When preparing your application there are several considerations. These include recruitment requirements, employment preferences and addressing the selection criteria.

Selection Criteria

As part of your application you will be required to address each of the six criteria (maximum 150 words per criterion), demonstrating your ability to meet each one. During recruitment your responses will be reviewed as part of the selection process. It is important that you give each selection criteria thoughtful consideration.

Use the CAR approach:

- **Context** - Describe the situation.
- **Action** - Explain your actions. What were your actions? What did you do?
- **Results** - Detail the result of the actions which you took.

Please provide a clear example of your understanding of the below criteria within your employment letter (recommended to relate to your clinical practice).

1. Display high level interpersonal, verbal and written communication skills.
2. Demonstrate clinical knowledge and clinical problem solving abilities.
3. Demonstrate your ability to work within a team.
4. Exhibit an understanding of the professional, ethical and legal requirements of the role.
5. Demonstrate your understanding of the role of the Registered or Enrolled Nurse in applying continuous improvement and quality and safety.
6. Demonstrate your understanding of what empathy means to you.

Recruitment Requirements

As part of the HealthCare recruitment process you are required to provide:

*Please note failure to provide the following will result in an invalid application.

Curriculum Vitae	Outlining your educational qualifications and work experience.
Letter addressing criteria	Provide a document titled: <i>Summary Addressing Key Selection Criteria</i>
Rotation preference	Identify in order of preference (1-3)
Identification	Evidence of identification and permanent residency, such as passport, Australian birth certificate, and citizenship certificate and visa information.
Working With Children Check	NSW Working With Children Check (WWCC) clearance number for paid work by visiting https://www.kidsguardian.nsw.gov.au/ You must bring a WWCC clearance number to interview for verification.
Immunisation	Evidence of current immunisation in accordance with Health
Referees	One referee must be a clinical referee.
Identify two referees in your application:	The second referee is to be either an employer (paid or unpaid work) or another clinical referee. The names and contact details of your two referees are to be entered with pre-employment check information prior to interview.

Submitting Your Application

For applications to Lingard Private Hospital New Graduate Program 2023

Please email your completed application within the application time and supporting documents to:

Attention: Craig Martin

gosford.jobs@healthcare.com.au