Transition to Practice Program
Registered Nurse Application Guide - 2016
ACT Health is a vibrant and committed organisation that provides a range of coordinated healthcare services

ACT Health is designed to deliver improved health and community well being for the people of the Australian Capital Territory and surrounding regions. The Canberra Hospital is a 600+ bed, teaching and tertiary trauma hospital. Many exciting nursing career opportunities exist across Health, with many more available in the years ahead at the Canberra Hospital with almost a billion dollars committed to new facilities and health services. Make a difference – join ACT Health.

Transition to Practice Program (TTPP)

The 12 month TTPP is a well established and highly successful program that focuses on every facet of the graduate experience to provide a high level of clinical and professional support, care, feedback and guidance during the transition from student to Registered Nurse. We are dedicated to providing you with a rewarding graduate year as you build upon your knowledge and skills and establish yourselves as professional Registered Nurses.

Testimonials

On completion of the TTPP, greater than 95% of graduates elect to stay within ACT Health. The TTPP has been wholeheartedly endorsed by those who have completed it:

- “When I tell other nursing friends about the program they don’t believe me. We are very lucky to have such a strong and supportive program”.
- “It was an excellent year and the program was brilliant”.
- “It was the best program! I really appreciate the grad CDN’s and the work they put in to help me learn new skills and help in any way they can. I also appreciate the study and self directed learning we were required to do…”
- “... I had a fantastic year and once again I was really impressed with the help and support that was given to me. I couldn’t have done it without your support”.

(February 2009–2015 Graduate Nurses)
Components of our program include

- Diverse clinical rotation opportunities across ACT Health
- Open Day showcasing the diversity of opportunities within ACT Health for graduate nurses (Open day 2015 is 12 November)
- Part time or full time employment options
- Comprehensive four day orientation program
- Supernumerary days in each rotation
- TTPP Coordinator, Educator and Clinical Development Nurses facilitate graduate nurse education and is dedicated to the wellbeing and success of graduates in the program
- Fortnightly graduate education sessions
- Competency Based Assessments
- Free access to comprehensive learning and development opportunities across ACT Health
- Best practice with graduate rostering to support your learning and development
- Graduate Social Club with regular fun social activities
- Formal afternoon tea and ‘graduation ceremony’ with presentation of certificate from ACT Health Chief Nurse on completion of TTPP.

A key feature of the success of the TTPP is a team of committed, enthusiastic and experienced Clinical Development Nurses (CDNs) who are rostered 365 days a year to work exclusively with graduates. The CDN role is to provide you with hands on clinical support, clinical bedside education, regular feedback, support your professional and personal development and conduct competency assessments.

Graduate intakes


Expected intakes for 2016 are February, April and August.

Clinical placements

We recognise that everyone wants something different in their graduate year and for their career. The TTPP offers flexibility and choices with rotations to most departments and specialty areas. ACT Health also provides opportunities to participate in dedicated foundation programs within the Intensive Care Unit, Perioperative and Neonatal Intensive Care Nursing. These specialised programs are conducted concurrently with the TTPP.
How do I apply?

All applications should be made electronically at www.health.act.gov.au/employment. As part of your application, you are required to submit the following:

1. Application form including a two page selection criteria (four questions)
2. Curriculum Vitae including a current academic transcript (print off from university website is acceptable)
3. Two written professional referee reports using the 2016 referee template form (1 professional and 1 clinical or 2 clinical is acceptable)

The application form will ask you to provide your personal details, name and contacts for your two referees as well as answering the selection criteria. It is very important that you carefully complete all sections of the application form as incomplete or late applications will not be considered. All applications must be submitted online and no paper copies will be accepted. Only upload the documents we have requested.


ACT Health is an Equal Opportunity Employer. We are committed to the principles of merit-based selection, equity and diversity and procedural fairness in our recruitment process.

Interview and assessment centre

Interviews and assessment centre analysis will be conducted on 4, 7 and 8 September 2015. The interview panel will consist of experienced and friendly Registered Nurses from ACT Health. It is anticipated the interview will last approximately thirty minutes. The assessment centre will include three sessions;
1) 30 minute interview
2) 30 minute group activity.
3) 30 minute documentation exercise.
Selection criteria

To be considered for a position in ACT Health you are required to submit two pages addressing the stated criteria so that your knowledge, skills, abilities and experience can be assessed. It is imperative that you complete and submit the selection criteria as failure to do this will result in your application not being considered.

Tips for writing your selection criteria

The selection criteria should provide evidence that you understand the question and examples of your knowledge, skills, abilities and attributes. You may like to use the STAR system to provide evidence that your knowledge, skills or abilities meet the selection criteria. The STAR system stands for Situation, Task, Action, and Result. It allows you to provide an example of a situation where you have been able to demonstrate your abilities and knowledge along with the actions that you performed and the outcome of your actions.

Compare these two responses to the same selection criteria:
Demonstrated ability to communicate well with patients and colleagues.

Example 1:
“I believe I have good communications skills. I always communicate well with patients and colleagues. In the past I have received good feedback about my written and oral communication and feel I can meet this requirement.”

Example 2:
“I have developed my verbal and written communication skills over the past three years during my clinical placements. As a student nurse, I identified my patient with a bowel obstruction was unclear regarding his diagnosis and plan of care. I also noted that his family were anxious. I carefully listened and clarified the patient and family concerns. I provided reassurance and contacted the social worker to provide support. I documented in the patient notes, sought advice from the Team Leader and provided a patient information brochure. I then accompanied the Team Leader to see the patient where she provided explanation for the nursing care he was receiving. Being present when the doctors did their rounds I was able to act as an advocate to ensure the patient and family fully understood the diagnosis and treatment plan. The patient and family then thanked me stating they felt reassured”.

The difference between the two examples is that by using the STAR approach the reader is given more evidence about how often the work is carried out and the positive outcomes of their work.

Hints when answering the selection criteria

- Avoid broad sweeping statements
- Provide strong evidence – recent, relevant, appropriate complexity
- Use short, direct active sentences
- Restrict your use of belief statements – do not use “I feel, think, believe, wish”.

Recommended Resource:

After the program

ACT Health is committed to the ongoing learning and development of nursing staff. We have strong associations with the University of Canberra and Australian Catholic University who offer a variety of post graduate study options. In 2012, 20% of graduates who completed the program transitioned directly into post graduate study. ACT Health supports nurses with post graduate study through a generous scholarship scheme.

Live in Canberra

There’s never been a better time to work in the ACT. So, if you’re looking for a supportive and rewarding graduate year—apply now! If you’re from interstate, don’t forget to check out www.liveincanberra.com.au for more information on Canberra, Australia’s capital city.

Further assistance

If you require any further information or assistance regarding the application process and interview, please contact:

ACT Health, Transition to Practice Program Coordinator, Staff Development Unit
Phone: (02) 6174 7057 | Email: Staff.Development@act.gov.au

If you require technical assistance to upload your application to ACT Health employment site, please contact the E-recruitment Helpdesk on (02) 6205 2062.
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