

Bayside Health

Regional Care Group

GRADUATE NURSE PROGRAM

Bass Coast



PREPARED BY

**JOANNE O'CONNOR
GRADUATE NURSE COORDINATOR**

Contents

Introduction	2
Graduate Nurse Program Overview.....	3
Professional Development Days	4
Professional Development Day 1: Recognising & Responding to Clinical Deterioration.....	4
Professional Development Day 2: Best Practice Presentation Workshop.....	5
Professional Development Day 3: Interprofessional Workshop.....	6
Professional Development Day 4: Experience a Day	7
Clinical Support	8
Nursing Unit Manager (NUM).....	8
Clinical Development Nurse (CDN)	8
Graduate Nurse Coordinator (GNC).....	8
Clinical Rotations.....	9
Completion of the GNMP.....	9
Graduate Ceremony.....	10
P2P – Pathway to Practice	10
University-Affiliated Postgraduate Programs	10
Key Contacts.....	11

Introduction

Bayside Health – Bass Coast

Established in January 2026, Bayside Health brings together the combined expertise of five health services to deliver high-quality care at every stage of life.

Bayside Health was formed through the merger of Alfred Health, Bass Coast Health, Gippsland Southern Health Service, Kooweerup Regional Health Service, and Peninsula Health in January 2026.

Bass Coast is the major public healthcare provider within the Bass Coast Shire in South Gippsland. The service has provided quality service and care for residents of the Bass Coast Shire for over 100 years. It is an integrated Health Service providing Emergency services as well as Acute Medical and Surgical, Sub-acute and Residential inpatient beds along with an extensive array of Community and Primary care services. Services are provided also from a number of other sites including Wonthaggi, San Remo and Cowes.

- Please note that this refers to Graduate Program based at Wonthaggi Hospital, San Remo Community Health Centres, and Phillip Island Community Hospital.



Graduate Nurse Program Overview

The Graduate Nurse Program here at Bass Coast health is well established and accepts only 20 Graduates. The smaller group size allows for a more direct, personal approach in helping you achieve your professional learning goals.

The aim of the Graduate nurse Program at Bass Coast Health is to support nursing graduates on the transition from Student Nurse to Graduate Nurse. The program aims to assist in consolidating and further developing knowledge, skills and competence in a supported environment. The program aims to assist Graduate Nurses to practice as safe, confident and accountable health professionals.

Our supported and facilitated program will give you opportunities to work across a range of clinical specialties to develop and consolidate your skills, knowledge and practice.

What we offer:

- 0.8 EFT
- Pay rate as per the *Nursing and Midwives Enterprise Agreement 2024 – 2028*
- Dedicated Graduate Coordinator
- Two rotations (6 Months each) allowing time to consolidate skills
- Variety of acute and specialty rotations
- Comprehensive orientation program
- Supernumerary time in each rotation
- Dedicated study days
- Structured reflective practice and monthly education sessions
- Free Parking
- Salary Packaging

Professional Development Days

During the twelve-month Program there will be four educational support days, which reinforce relevant clinical knowledge and skills for professional development. Allocated study dates will be advised at commencement of your program.

Professional Development Day 1: Recognising & Responding to Clinical Deterioration

(For all Graduates)

This will focus on developing confidence in your clinical skills including;

- Observations
- Documentation
- Communication (ISBAR and the MET response)
- Assessing & Managing the Unconscious patient
- Assessment & Management of Respiratory Failure (including COVID 19)
- Appropriate use of O2 therapy, latest evidence and new O2 therapy devices
- Vascular Assessment
- BP disorders and HR changes
- Sepsis – definition and pathophysiology of SIRS, Sepsis and Septic Shock
- Sepsis – Assessment (including multi organ failure assessment)
- Case Studies and Management

Professional Development Day 2: Best Practice Presentation Workshop

(For all Graduates)

This full-day workshop provides Graduates with the opportunity to develop and deliver a best practice presentation on a clinical topic of their choice.

Participants are guided through the principles of evidence-based practice, including how to:

- Identify a relevant clinical question
- Source the most appropriate and up-to-date evidence
- Critically appraise the available evidence
- Evaluate and apply findings to inform practice decisions or improvements

Graduates draw on a range of knowledge sources, including:

- Clinical experience
- Undergraduate learning
- Current policies and procedures
- Contemporary literature
- Learning and Development team support
- Clinical Support Nurses (CSN)

Delivering care based on the best available evidence leads to improved patient outcomes. In addition, healthcare professionals who apply evidence-based practice report higher levels of professional confidence and job satisfaction.

Professional Development Day 3: Interprofessional Workshop

This full-day, multidisciplinary workshop brings together healthcare professionals from a range of disciplines to support collaborative learning and practice.

The workshop focuses on further developing clinical skills while strengthening critical thinking through interactive learning methods, including:

- Case studies
- Reflective practice
- Simulation-based scenarios

Participants are encouraged to work collaboratively, enhancing communication, teamwork, and decision-making skills to support high-quality, patient-centred care.



Professional Development Day 4: Experience a Day

“Experience a Day” offers Graduates the opportunity to spend a supernumerary day in a department of their choice, exploring a new and exciting clinical area.

This experience is designed to support ongoing career development, allowing Graduates to gain insight into specialty areas they may wish to pursue in the future. It provides valuable exposure, enhances understanding of different clinical environments, and supports informed career planning within the organisation



Clinical Support

Nursing Unit Manager (NUM)

One of the most important professional relationships you will develop during your transition year is with your Nursing Unit Manager (NUM). The NUM provides a formal orientation to your ward and outlines the expectations of a Registered Nurse within the unit. They play a key role in supporting you to meet the required standards of professional practice.

The NUM is also responsible for rostering, so it is important to maintain clear communication regarding your attendance at mandatory facilitated learning sessions and supervision. With their extensive experience and knowledge, the NUM should be your first point of contact for any professional concerns or guidance.

Clinical Development Nurse (CDN)

The Clinical Development Nurse (CDN) is responsible for delivering clinical education, supporting professional development, and facilitating competency achievement across all levels of nursing staff. The CDN fosters an evidence-based learning environment and promotes a culture focused on excellence in patient care.

They are a valuable resource for developing specialised clinical skills and enhancing your knowledge throughout the program.

Graduate Nurse Coordinator (GNC)

The Graduate Nurse Coordinators (GNCs) are dedicated to supporting you as you transition into the workforce. They provide guidance with clinical skills and competencies, monitor your progress, and offer opportunities for debriefing and reflection. GNCs regularly visit clinical areas to ensure you feel supported and are readily available via phone or email for additional assistance.

Clinical Rotations

Throughout the 12-month Graduate Nurse Program, participants undertake two six-month clinical rotations. Rotations are coordinated by the Graduate Nurse Coordinator, who works to align placements with individual areas of interest. While every effort is made to accommodate specialty preferences, placements are subject to availability.

Bayside Health – Bass Coast offers a diverse range of clinical areas, providing Graduates with broad and valuable experience across the healthcare continuum, including:

- Acute Surgical
- Acute Medical
- Emergency
- Haemodialysis
- Short Stay Unit
- District Nursing
- Aged Care
- Perioperative Services
- Subacute Care

Completion of the Graduate Nurse Program (GNP)

GNP Certificate.

A certificate will be awarded when the following criteria have been met:

- Completion of the requirements of clinical practice (including annual leave). An independent level of performance is achieved against the NMBA Standards for Practice (RN)
- Successful completion of Mandatory and Graduate Nurse Program clinical competencies, clinical hurdles, ANSAT's and theoretical components
- Attendance at all professional development days
- Attendance to monthly education sessions

Graduate Ceremony

A Graduation Ceremony is held at the conclusion of the Graduate Nurse Program, marking an important milestone in recognising both professional and personal development achieved throughout the year. This special event formally acknowledges each Graduate's accomplishments and provides an opportunity to celebrate alongside fellow Graduates, as well as friends and family.

Beyond the Graduate Year, Bayside Health – Bass Coast is proud to support the development of future nursing and midwifery leaders. With a strong "growing our own" approach, we are committed to nurturing and growing our own workforce. Our Graduates are highly regarded across the healthcare industry, with 90–97% choosing to continue their careers with Bayside Health – Bass Coast.

Following completion of the Graduate Nurse Program, Graduates are encouraged and supported to pursue employment opportunities that align with their individual career goals. Bayside Health – Bass Coast offers a range of programs designed to further enhance education and professional development, including:

P2P – Pathway to Practice

Supporting the advancement of clinical practice through both theoretical and hands-on learning across a range of highly specialised areas.

University-Affiliated Postgraduate Programs

Providing support for nurses undertaking postgraduate studies in various clinical fields, guided by experienced Clinical Educators and a multidisciplinary team.

Key Contacts



Graduate Nurse Coordinator
Joanne O'Connor
56713280



Learning & Development Department
Sleeman Ward
235 Graham St, Wonthaggi VIC 3995



graduatecoordinator@basscoasthealth.org.au