



John Hunter Children's Hospital GradStart Program

John Hunter Children's Hospital (JHCH) is part of The Children, Young People and Families Directorate of Hunter New England Local Health District. It is one of three tertiary children's hospitals in NSW, the only one situated outside of a capital city. JHCH is made up of three wards, a neonatal intensive care unit, outpatients department, and oncology day stay unit. JHCH partners with Maitland Hospital Paediatric and Special Care Unit to offer rotations for new graduate nurses as part of this program.

First year registered nurse new graduate program

The John Hunter Children's Hospital offers New Graduate Registered Nurse positions each year. Applications for the 2025 New Graduate Registered Nurse Transition to Professional Practice Program at John Hunter Children's Hospital can be made via the NSW Ministry of Health: Nurses & Midwifery Office (NaMO) <http://health.nsw.gov.au/nursing/employment/pages/recruit.aspx>

Program structure

The purpose of the new graduate program is to introduce the newly graduated nurse to the speciality of neonatal and paediatric nursing in a way that encourages the integration of theory with practice. The new graduate nurse will be supported to develop critical thinking, reflective and problem-solving skills which will form the basis for their future careers. The program is designed to encourage participants to provide family centred care and develop knowledge and skills of a novice paediatric or neonatal nurse. The overall aim of the program is that on completion of the program the new graduate nurse continues to find employment in the area of paediatric or neonatal nursing.

The program consists of two six-month rotations. Participants of the program will be given the opportunity to elect their rotations, although there is no guarantee that the participant will be given both elections.



John Hunter Children's Hospital | New Graduate Registered Nurse Program

Educational opportunities

The New Graduate Registered Nurse is provided with educational study days throughout the year which are designed to complement the clinical placement. A comprehensive orientation program will facilitate the integration of the First Year Registered Nurse into the Hospital and ward environment at John Hunter Children's Hospital.

Each New Graduate Registered Nurse will be assigned a Preceptor, who will work with the new graduate nurse during the initial orientation period. In addition to this the New Graduate Registered Nurse will spend time throughout the 12-month program with the clinical nurse educators learning new skills and applying knowledge to practice.

The New Graduate Registered Nurse will be encouraged to regularly attend education sessions occurring within the wards and throughout John Hunter Children's Hospital. Educational events which are appropriate for the professional development of the New Graduate Registered Nurse will be promoted and attendance supported.

Learning experiences

The New Graduate Registered Nurse Transition Program will challenge participants to think critically about current knowledge, nursing practice and the implementation of evidence-based practice in the clinical setting. The First Year Registered Nurse will be encouraged to be ongoing and self-directed in their learning and supported in identifying their own learning objectives and goals.

All First Year Registered Nurse Transition Program participants at John Hunter Children's Hospital are required to complete compulsory assessable components including work-based learning assessment and theoretical work.

Performance development

The New Graduate Registered Nurse will be assessed at regular intervals to ensure safety and competence, with feedback delivered at regular intervals throughout the year. Timely and constructive feedback encourages the New Graduate Registered Nurse to identify strengths and areas for improvement and continually improve their practice as a Registered Nurse.

Support

The program also consists of monthly facilitated clinical reflection, designed to develop and enable reflective practice. Interpersonal skills, self-awareness and the ability to influence others towards positive change are key skills for effective nursing. Reflective practice facilitates the development of these skills by fostering an understanding of practice events and how one's own approach, personality and personal history contributed to the way situations arose and how they were dealt with.

This process enhances orientation and adjustment to the clinical area and assists in the development of clinical skills and knowledge. Support will also be provided by the Program Educators as well as multidisciplinary staff on the ward, including Nurse Unit Managers, Nurse Educators, Clinical Nurse Educators and Nursing

Ongoing career development

New Graduate Registered Nurses are provided with guidance in relation to their ongoing career and professional development pathways, including interview preparation techniques, post graduate tertiary study options and career options both within John Hunter Children's Hospital and externally.

Application process

Applications for the 2025 First Year Registered Nurse Transition to Professional Practice Program at John Hunter Children's Hospital can be made via the NSW Ministry of Health: Nurses & Midwifery Office (NaMO) <http://health.nsw.gov.au/nursing/employment/pages/recruit.aspx>

Conditions of employment

Employment details

JHCH new graduates are employed by HNELHD as permanent full-time.

Australian Health Practitioner Regulation Agency (AHPRA) Nurses Registration

All participants must be eligible to apply and be granted their NSW Nurses Registration prior to commence of the Program. Failure to meet this criterion will prevent the First Year Registered Nurse from applying for and commencing the Program.

Immunisation Status

All First Year Registered Nurses must be fully vaccinated prior to commencing the Program at John Hunter Children's Hospital. Offer of employment will only be confirmed to the successful applicant when evidence of protection against the specified infectious diseases and TB screening is provided and accepted by the John Hunter Children's Hospital.

Sponsorship of overseas first year registered nurses

No sponsorship is available for overseas first year registered nurses.

Start date for 2025

The commencement date for the First Year Registered Nurse Transition Program for 2025 will be early February.

Rosters

The first Year Registered Nurse will be expected to work a rotating roster, including mornings, evenings, night duty, weekends and public holidays.

Annual leave

Participants are entitled to annual leave during the program after they have completed their first three months as stated in the 'Public Health System Nurses' and Midwives (State) Award 2023'.

Uniform

Nurses at John Hunter Children's Hospital are provided with a uniform package. It is expected that First Year Registered Nurses will wear the uniform in full, as professional presentation is considered essential for all staff.

General hospital information

The John Hunter Children's Hospital website <http://www.hnekidshealth.nsw.gov.au> contains a wealth of information which you will find useful for researching your choices and during the application and recruitment process.

Accommodation

There is no on-site accommodation at the John Hunter Children's Hospital.

There are many rental properties available in the area. Please contact the local real estate agents for further information.

Contact details

If you require further information about John Hunter Children's Hospital's First Year Registered Nurse Transition to Professional Practice Program, please contact:

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