

## Scott Memorial Hospital

### Transition to Professional Practice (TPP) Program



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#### ABOUT SCOTT MEMORIAL HOSPITAL

Scott Memorial Hospital is a 48-bed facility which comprises a 24-hour emergency department, day surgery, surgical services, in-patient ward for medical, surgical, rehabilitation, and palliative patients, low-risk obstetric birthing services, antenatal clinics, and postnatal services up to 6 weeks following birth. The facility also offers community health services, allied health services such as physiotherapy, as well as medical imaging (x-ray and ultrasound). The hospital is serviced by GP VMOs who provide inpatient and on-call services for the ward and emergency department with on-call services supplemented by emergency-specialist telemedicine virtual care services through 'My Emergency Doctor'.

#### TRANSITION TO PROFESSIONAL PRACTICE (TPP) PROGRAM

The Transition to Professional Practice (TPP) Program at Scott Memorial Hospital is designed to provide a supportive environment for New Graduate Nurses to gain experience and knowledge of differing specialties within a rural setting.

The period of employment will be for twelve months with an opportunity to rotate through units within the facility. New Graduate Nurses will work a rotating roster.

## **ORIENTATION**

Orientation consists of comprehensive corporate and clinical orientation within the clinical areas. Specific unit orientation during rotations will be supported by two (2) supernumerary days in the unit with the Clinical Nurse Educator or a designated Registered Nurse mentor. Completion of mandatory training and required HNELHD online modules are expected to be completed during the first week of employment, where possible, subject to availability of courses.

## **CLINICAL ROTATIONS**

New Graduate Nurses will initially commence their clinical rotation within the mixed in-patient unit where there will be an emphasis on consolidation of university education through clinical practice, as well as clinical skill development. Clinical rotations through a specialty area, such as operating theatre or emergency department, will be available in the latter portion of the New Graduate year.

Scott Memorial Hospital also offers a post-graduate midwifery program supported through Charles Sturt University for Registered Nurses to train as Registered Midwives.

## **LEAVE ENTITLEMENT**

All staff involved in the TPP Program are offered up to two weeks annual leave during the year, with the remainder of holidays available on completion of the program. Due to varying unit demands for leave, the actual dates for leave must be directly negotiated with the respective Nursing Unit Manager, as early as possible. Any additional or special requests will be considered on an individual basis however, this leave will be dependent on appropriate staffing arrangements and cannot be guaranteed.

## **SUPPORT**

Scott Memorial Hospital has a full-time Clinical Nurse Educator, as well as senior Registered Nurses who can mentor junior staff members and will assist New Graduate Nurses during rotations and in the completion of competencies. New Graduate Nurses will work shifts with their mentors with the emphasis on consolidation of learning, in order to gain confidence to work independently.

Student Midwives undertaking the post-graduate midwifery program will have access to the Hunter Valley Sector Clinical Midwifery Educator and will be mentored by senior midwifery staff within the maternity unit and antenatal clinics. Student midwives are considered supernumerary for the entirety of their training and will work with the midwife rostered.

#### **FOLLOWING COMPLETION OF THE TPP PROGRAM**

After the completion of the TPP Program, New Graduate Nurses will be provided with support to apply for ongoing positions. While the TPP Program is a contract position for 12 months, there is often an opportunity for continuing employment through Scott Memorial Hospital on a permanent or casual basis.

#### **CONTACT INFORMATION**

If you require further information about Scott Memorial Hospital or the TPP Program at this facility, please contact the Clinical Manager, Leigh Schalk on Ph: (02) 65402118 or email: [Leigh.Schalk@health.nsw.gov.au](mailto:Leigh.Schalk@health.nsw.gov.au).

Alternatively, contact the Health Service Manager, Judy Bernasconi on Ph: (02) 65402137 or email: [Judy.Bernasconi@health.nsw.gov.au](mailto:Judy.Bernasconi@health.nsw.gov.au)