Enrolled Nurse Transition to Practice Program

Program overview

Preceptor
All Transition to Practice Enrolled Nurses are allocated a preceptor for the duration of the program. Your preceptor will be an experienced Registered Nurse based at your site.

For the first 4–6 weeks you’ll work as a pair. This time may vary depending on how you’re developing and will be determined by you and your preceptor.

As you become more confident and develop your clinical skills, you will begin to have your own client load.

You will have regular catch up times with your preceptor and as your preceptor supports you, they are supported by Site managers and the Onboarding & Support Specialist.

Professional Development
As an RDNS Transition to Practice – Enrolled Nurse, you will have mandatory study days that are tailored to your needs throughout the program.

With the support of your preceptor and colleagues, you will complete clinical skill competencies and attend study days that focus on:

- Medicines management
- Wound management
- Diabetes management
- Catheter management
- Dementia management; and
- Pain management.

You will also be required to deliver a reflective clinical practice oral presentation to your team at your site.

Finally you will complete a Performance Management & Development Appraisal with your preceptor and site manager.

Professional Development experience
Later in the year you will work with a Clinical Nurse Consultant (CNC) in a specialised field. You will have the opportunity to spend time out on the road with the CNC for two–three days. This may include: wound care, diabetes, continence, stomal care, palliative care, aged care or HIV.

Online Journaling
You will be required to make regular online journal entries throughout the program. This will enable you to reflect on your growth and development during your transition to practice.

Information Sessions
You will be encouraged to participate in expos and information sessions.

Contract
The EN-TTP Program duration will be 6 months. Your contract will be 12 months fixed term. Upon completion of the program, you will continue employment with the support of your RDNS site and managers.

Probationary Period
A six month probation period applies to all positions within RDNS.

Salary
Salary for an Enrolled Nurse (Certificate IV) is $47,465.60 per annum.

Salary for an Enrolled Nurse (Diploma) is $48,715.68 per annum.
Salary Packaging
You will have the ability to package up to $16,050 of your wages, with an additional option of a meals and entertainment card. The benefit of salary packing is to reduce tax and increase your take home pay.

Roster & Leave
This is position is 35 hours per week and initially you will be working Monday to Friday (including public holidays). After 6 months, you may be rostered to work weekends and evening shifts.

Annual leave is initially 5 weeks, and increases to 6 weeks once you commence weekend work.

Nurses Registration
You must be registered with the Nursing and Midwifery Board of Australia (via AHPRA) prior to commencement at RDNS.

Drivers Licence
You will be required to provide a copy of your current Victorian Drivers Licence (a probationary licence is acceptable).

Police Check
A satisfactory police check is required prior to commencement, RDNS will submit and pay for this.

Uniform & Equipment
RDNS will supply you with a uniform, a mobile phone and laptop for work purposes.

Site Preference
We will try our best to place you in one of your top 3 preferences, if this is not possible we will try not to place you too far from home.

Intake
There will be two program intakes in 2014:

February 2014 EN-TTP Intake now closed.

July 2014 EN-TTP Intake will open 21 April 2014 and close 16 May 2014 at 5.00pm.

Commencement
February intake will commence on 10 February 2014. July intake will commence 7 July 2014.

Eligibility
Applicants for the RDNS Enrolled Nurse – Transition to Practice Program, must meet the following criteria:

- Successfully completed the Diploma of Nursing (Enrolled Nursing) medication endorsement including intramuscular and subcutaneous injections (with or without Intravenous Medication modules).
- Be eligible for registration as an Enrolled Nurse with the Australian Health Practitioner Regulation Agency (APHRA). (Please note – you must be registered prior to commencement of the program)
- Australian or New Zealand citizenship, or Australian ‘permanent residency status’
- Have not previously participated in an Enrolled Nurse Program, or worked more than 24 hours per week as an Enrolled Nurse for the first year since registration.

Next Steps
All applications will work in line with the RDNS Enrolled Nurse – Transition to Practice guidelines. To obtain an application form or further information please visit our website, otherwise you can contact our Onboarding and Support Specialist or Human Resources.

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