



Eye & Ear Hospital
caring in every sense

GRADUATE NURSE PROGRAM 2010

- (1) GRADUATE YEAR PROGRAM 2010 OBJECTIVES**
- (2) GRADUATE YEAR PROGRAM 2010 DETAILS**
- (3) FIRST YEAR GRADUATE PROGRAM STUDY
DAY CONTENT**

THE ROYAL VICTORIAN EYE & EAR HOSPITAL GRADUATE YEAR PROGRAM 2010

The Graduate Year Program for 2010 commences on Monday 1 February 2010 and finishes on Friday 28 January 2011.

ORIENTATION:

Your Graduate Year will commence on 1st February 2010 for 4 days of Orientation. In addition you will be supernumery for 1 week in your first clinical placement.

CLINICAL ROTATIONS:

You will rotate through the following clinical areas:
Wards (ophthalmology & ENT beds)
Perioperative Clinical Areas
Emergency Department
Outpatient Departments

STUDY DAYS:

One per month during working time.

PERFORMANCE APPRAISAL:

You will need to achieve a satisfactory performance appraisal from each of your clinical placements.

PROFESSIONAL DEVELOPMENT:

The following learning strategies will be used to assist your professional development:

- Core Clinical competencies Modules
- Inservice sessions
- Diabetes Resource Program
- IV Cannulation

If you are interested in learning more about our Graduate Nurse Program please contact:

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THE ROYAL VICTORIAN EYE & EAR HOSPITAL

GRADUATE YEAR PROGRAM 2010

AIM

The aim of our Graduate Nurse Program is a mutual partnership in assisting you to develop into a competent Division 1 Registered Nurse.

PURPOSE

The purpose of our Graduate Nurse Program is to assist you to consolidate your knowledge and skills in your nursing practice. We will support your transition from a Student Nurse to a Registered Nurse.

OBJECTIVES

The objectives during the Graduate Year will be your ability to demonstrate the following aspects of the role:

1. The application of nursing knowledge through clinical reasoning process shown by development of nursing care plans and the delivery of safe nursing care
2. Use of the nursing process to determine nursing problems in patient assessment and development of nursing care plans
3. Development of clinical skills used in day to day nursing practice
4. Ability to use decision-making processes, setting of priorities and time management
5. Development of communication skills to facilitate team nursing
6. Ability to apply medico-legal requirements and hospital policies to nursing practice
7. Development of strategies for management of stress and conflict encountered in the clinical areas.

To assist you in the achievement of these objectives you will receive the following learning activities:

- a study day will be held each month
- a clinical competency program
- learning module

Once you have successfully completed the Graduate Nurse Program you will be presented with a Hospital certificate.

FIRST YEAR GRADUATE PROGRAM

STUDY DAY CONTENT

All study days involve discussion in the following areas. The focus is on interactive learning, providing you with the opportunity to relate the key topics to situations in clinical areas. Group discussion will encourage you to reflect on your own experiences throughout the Course and to share these experiences your colleagues.

Key areas addressed during the study classes include:

- Legal and ethical issues
- Professional and personal growth
- Stress and conflict management
- Adult learning and teaching principles
- Communication and management skills
- Pathology and treatment (medical and nursing) of diseases specific to the Hospital.

You are also expected to complete a Pharmacology module, which aims to reinforce current knowledge and develop new knowledge.

In addition to the theoretical program there are clinical competencies that you need to complete, such as:

- Drug Administration
- Instillation of Eye Drops/Ointment
- Verbal Handover

Time is allocated during each study day for discussion of clinical progress in relation to specific issues such as drug administration, procedures and other relevant issues.

You will be required to present a case study of a patient using the model of continuum of care to the class. This may be any topic of your choice, provided there is a nursing focus.

SUMMARY OF CONTENT

The sequence of the program content may be altered according to the needs of the Graduate Nurses.

Study Day One: Communication

Focus on:

- The 'communication process'
- Modes of communication
- Barriers to communication
- Ways in which communication may be improved in the clinical area

Topics related to clinical nursing

Study Day Two: Personal and Professional Growth

Focus on:

- Building relationships within the health care environment
- Managing conflict and stress
- Reasons for conflict arising
- Possible methods to overcome conflict

Topic related to clinical nursing

Study Day Three: Presentation of Case Study - Adult Learning

Focus on:

- Principles of adult learning
- Enhancing the teaching/learning process
- The role of the nurse in patient teaching
- The change process:
 - reasons for change
 - resistance to change
 - Implementing change

Topics related to clinical nursing

Study Day Four: Presentation of Case Study- Communication and Management Skills (1)

Focus on:

- The development of effective teamwork
- The characteristics of a successful team
- The role of the individual in developing an effective team.

Topic related to clinical nursing

Study Day Five: Presentation of Case Study- Legal and Ethical Issues (1)

Focus on:

- Concept of patient's rights
- Common ethical issues in nursing
- Nurse's role in ethical dilemmas
- Analysis of some ethical dilemmas the patient advocacy role

Topics related to clinical nursing

Study Day Six: Presentation of Case Study- Legal and Ethical Issues (2)

Focus on:

- Discussion – assault, trespass, negligence and their relationship to nursing
- Consent
- The importance of correct nursing documentation

Topics related to clinical nursing

Study Day Seven: Presentation of Case Study-
Communication and Management Skills (2)

Focus on:

- Leadership and the factors which make a good leader
- The responsibilities of a leader in a work-group
- Identification of the type of leaders the graduate's have encountered
- The importance of power in relation to leadership
- Identification of the graduate's own attributes that they have at present and what attributes they should develop if they are to be effective leaders
- Appropriate leadership in the clinical setting.

Topic related to clinical nursing

Study Day Eight: Presentation of Case Study-
Communication and Management Skills (3)

Focus on:

- The process of decision-making:
 - the concept of group vs individual decision-making
 - methods of decision-making
 - components of decision-making
- The process of delegation

- When delegation is appropriate and inappropriate
- The problems of delegation
- Effective delegation

Topics related to clinical nursing

Study Day Nine: Legal and Ethical Issues (3)

Focus on:

- The role of advocacy in nursing
- The future of research in nursing

Topics related to clinical nursing

Study Day Ten: Analysis of Program

Focus on:

- Review of graduate objectives
- Professional choices for the future
- Evaluation of Graduate Year Program

Topic related to clinical areas

