

South Metropolitan Health Service respectfully acknowledges the past and present traditional owners of this land on which we are meeting, the Noongar people. It is a privilege to be standing on Noongar country.

We also acknowledge that the Aboriginal population in the South Metropolitan Health Service is diverse and includes Aboriginal people from many communities across Australia.

We also acknowledge the contributions of Aboriginal and non-Aboriginal Australians to the health and wellbeing of all people in this country we all live on and share together.





South Metropolitan Health Service

Vision and values

We will become an excellent health service when we focus on our patients' journey and experience, staff members' engagement, clinical and financial performance.

Delivering our vision of **excellent health care, every time**

we will be an organisation that:

- values a culture of safety and quality, and sustainability
- engages with all staff
- demonstrates high performance across all areas.

southmetropolitan.health.wa.gov.au

Integrity

We are accountable for our actions and always act with professionalism.

Care

We provide compassionate care to the patient, their carer and family. Caring for patients starts with caring for our staff.

Respect

We welcome diversity and treat each other with dignity.

Excellent health care, every time

Excellence

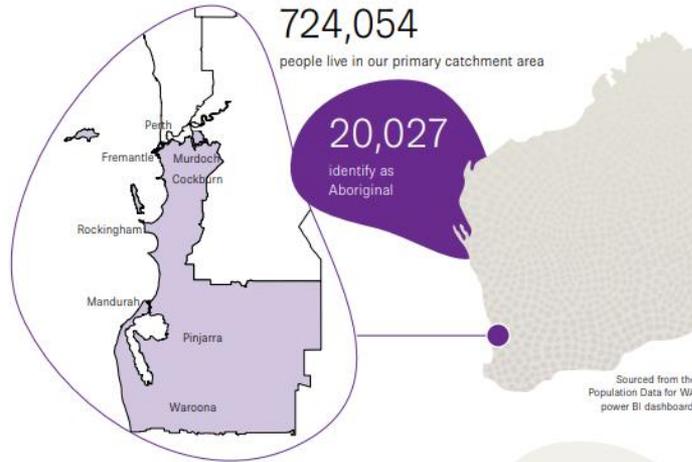
We embrace opportunities to learn and continuously improve.

Teamwork

We recognise the importance of teams and together work collaboratively and in partnership.



Who we care for



Lifestyle of our adult population



25%

drink alcohol at levels that could lead to long-term harm



41%

get the recommended amount of physical activity per week



62%

are overweight or obese



33%

eat fast food at least weekly



11%

smoke (1% less than the WA average)

Sourced from Epidemiology Directorate, Department of Health WA, Western Australia Health and Wellbeing Surveillance System.

Top countries of birth excluding Australia



The care we provided

Across our health service, our teams delivered the following care to our community

219,290

emergency department presentations

44,353 were children

18,996 – most patients seen in a month

362 – most patients seen in one day at FSH



1,016,122

outpatient appointments

294,104 delivered virtually



184,240

community-based mental health engagements

195,998 inpatients



5,832

births

100 multiple births
18 births in one day



195,998

inpatients



3,887

mental health patients



189

transplant procedures

11 heart
22 lung
1 heart and lung
46 kidney
109 bone marrow



3,990

ICU admissions



89,947

clinical home visits

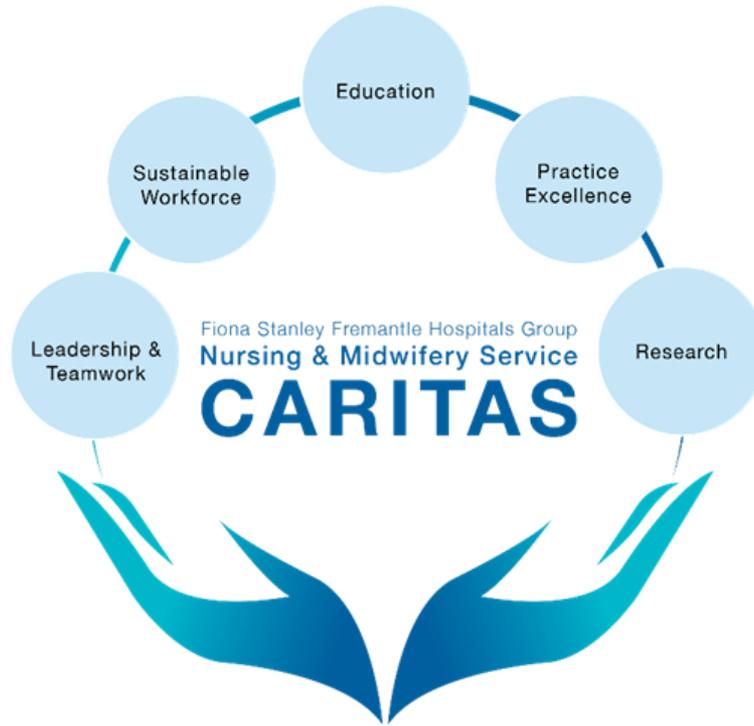


A snapshot of FSFHG services in 2025

- 5,276 nurses and midwives
- 290 graduate nurses and midwives (94% retention)
- 1 WA Nursing and Midwifery Excellence Awards winner



Our Professional Practice Model





FIONA
STANLEY
hospital

Emergency
A&E
ENTRANCE
ENTRANCE
ENTRANCE



FSH has 783 beds and offers:

- Acute, general and specialist medical and surgical services
- Subacute services including rehabilitation and aged care
- Comprehensive cancer services
- State adult burns unit
- State rehabilitation service including ventilator dependent quadriplegic service and spinal outreach service
- State heart, lung and bone marrow transplant service
- Emergency and intensive care
- Mental health
- Maternity, paediatric and neonatal services
- Medihotel
- Rottnest Island Nursing Post





Government of Western Australia
Health Department
Fiona Stanley Hospital
Cockburn Health



Main Entrance →

Visitor Parking ↓

Cockburn Health is a stand-alone 75 bed inpatient facility providing services for:

- Women's mental health
- Eating Disorders
- Alcohol and Other Drug (AOD) behavioural and withdrawal management





Fremantle Hospital

Main Entrance



Day Admissions
Centre



No Accidents

No Emergencies

A vertical sign on a tall pole. It features a large white letter 'B' on a dark blue background, with the word 'Block' written in white below it.

B
Block

Fremantle Hospital support the tertiary services of FSH and deliver specialist services including:

- Mental health
- General medicine
- Geriatric medicine, including subacute services and rehabilitation
- General surgery
- Orthopaedics
- Plastic surgery
- Specialised hand surgery
- Ear, nose and throat (ENT)
- Gynaecological
- Dental and maxillo-facial
- Endoscopy
- Ophthalmology
- Urology
- Vascular



Transition to Practice Program - RN/EN

- 12-month fixed-term contract
- 2 six-month rotations
- 64 hours a fortnight (Part-time)
- 2 days hospital induction
- 1 day local area orientation
- 2 days graduate specific study days:
 - ✓ ACE - Assessment, Communication and Escalation
 - ✓ Step Up
- 3 days study days of your choice
- 3 days supernumerary clinical shifts
- Extensive support network (Graduate Coordinator, graduate coaches, Nurse Unit Manager, Clinical Nurse Educator or Staff Development Nurse, preceptor)



RN/EN ward allocations



2 sites: FSH and Fremantle Hospital

- Acute medical
- General medicine
- Geriatrics and rehabilitation
- Surgical
- Burns
- Cardiology and Cardiothoracic
- Oncology and Hematology
- Nephrology
- Respiratory
- Neurology
- State rehabilitation services
- Pediatrics and neonates
- Procedural and perioperative
- Outpatient services
- Nursing pool



Transition to Practice Program - Midwives

- 12-month fixed-term contract
- 64 hours a fortnight (Part-time)
- 2 days hospital induction
- 1 day local area orientation
- 1 day graduate specific study day - ACE
- Maternity specific study days (options to choose from):
 - ✓ Antenatal
 - ✓ Intrapartum
 - ✓ Postnatal
 - ✓ NeoResus
 - ✓ Breastfeeding
 - ✓ PROMPT - practical obstetric multi-professional training
 - ✓ FSAPP - fetal surveillance advanced practice program
- 2 days supernumerary clinical shifts
- Opportunity to join our maternity care model post 12-month program:
 - ✓ Maternity Antenatal & Postnatal Services (MAPS)
 - ✓ All Risk Continuity (ARC)
 - ✓ Family Birth Suite Midwifery Group Practice (FBC MGP)



Maternity allocations

Site: FSH

- Obstetrics ward
- Birth suite
- Antenatal clinic (ANC)
- Maternal Fetal Assessment Unit (MFAU)



Transition to Practice Program - Mental Health (MH)

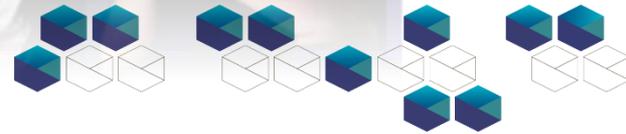
- 12 or 18 month fixed-term contract
- 64 or 72 hours a fortnight (Part-time)
- Specialised MH Graduate specific orientation
- 5 weeks induction program:
 - ✓ 2 days hospital induction
 - ✓ 2 days local area orientation
 - ✓ 2 supernumerary clinical shifts
 - ✓ 5 days – Mental Health Foundations Course
 - ✓ 2 days graduate specific study days - ACE and Step Up
 - ✓ 2 days – Aggression Prevention & Intervension (API) training
 - ✓ 1 day MH ICT training - PSOLIS
 - ✓ Access to MH simulation training – Recognising Responding to Acute Deterioration



Mental Health ward allocations

3 sites: FSH, Fremantle Hospital, Cockburn Health

- Assessment unit
- Youth
- Mother and baby
- Older adult
- Locked/ secure unit
- Women's mental health
- Alcohol & Other Drugs
- Behavioral and withdrawal unit
- Community mental health



12-month MH program

- 2 six-month rotations
- Supernumerary shifts on each rotations (total of 4 SNUM day)
- Mental health study days & workshop
- Support for Postgraduate in MH

18-month MH program

- 3 six-month rotations
- Rotating between 3 sites
- Community MH rotation
- Supernumerary shifts on each rotations (total of 6 SNUM day)
- Mental health study days & workshops
- Supported QI project/audit
- Support for Postgraduate in MH



Why choose FSFHG?

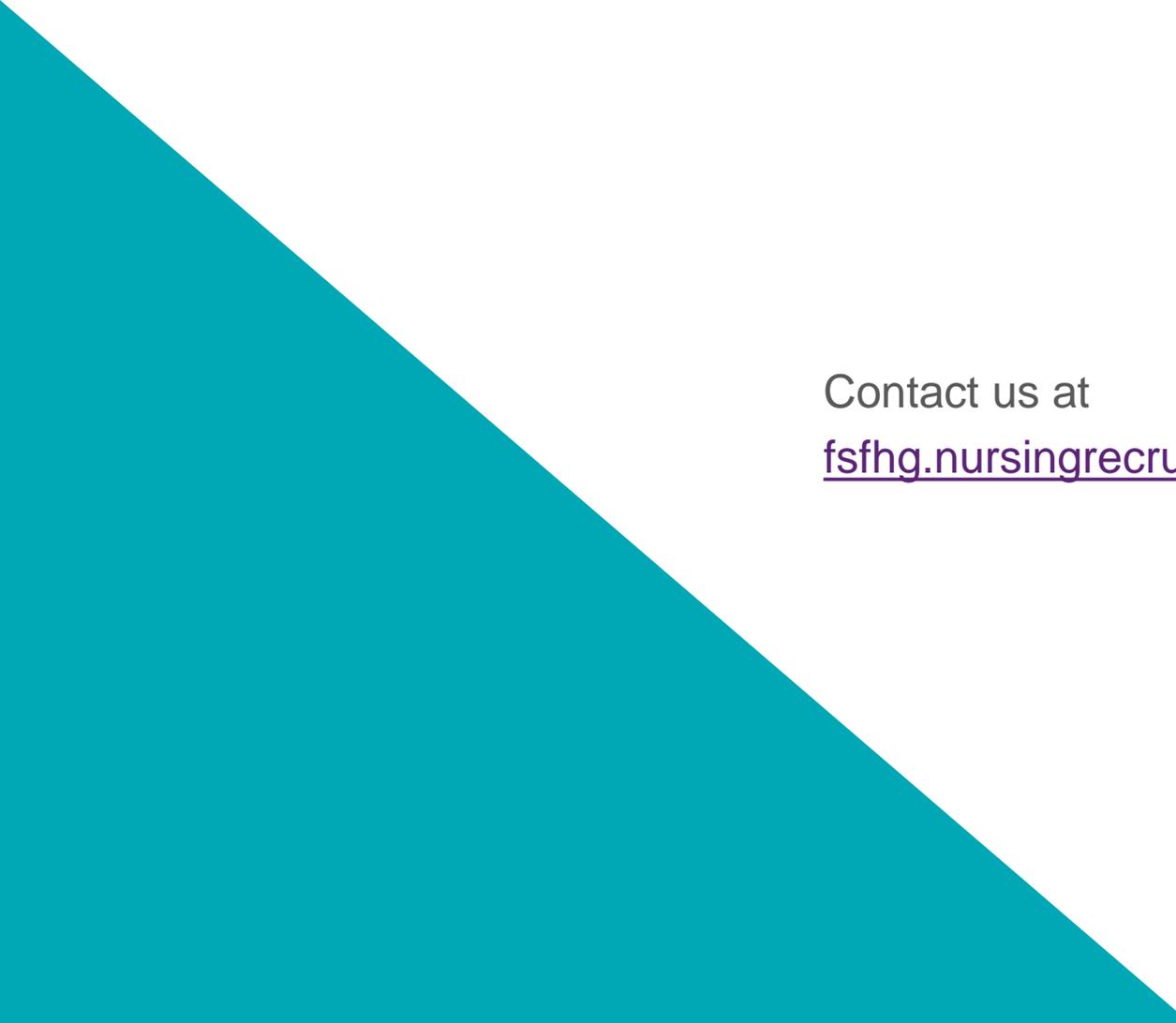


Come and work with us!



- Professional development beyond the graduate year
- Post-graduate opportunities and support
- Graduate re-employment process
- Commitment to environmental sustainability
- Staff discounts (Salary packaging, Blue Light Card Australia – store & entertainment discounts, Health Insurance – corporate discount, Fitness Passport, Corporate SmartRider)
- Employee Assistance Program
- Dedicated Nursing & Midwifery Research Unit
- Wellbeing Committees and Initiatives
- LGBTIQ+ Inclusivity Working Group
- Events (Caritas Excellent Awards, dance off competition, superhero day photo competition, High Tea with the DONM, Christmas lunch, Christmas decoration competition, Graduate celebration, Harmony Week, NAIDOC Week, Pride month and PrideFest)
- FSH Run Club
- Fremantle Hospital Social Club
- Numerous onsite food and beverage vendors
- Multiple sites, specialties
- Central Transport Hub, close to train stations at all three sites



A large teal-colored triangle is positioned on the left side of the slide, extending from the top-left corner towards the bottom-right corner.

Contact us at

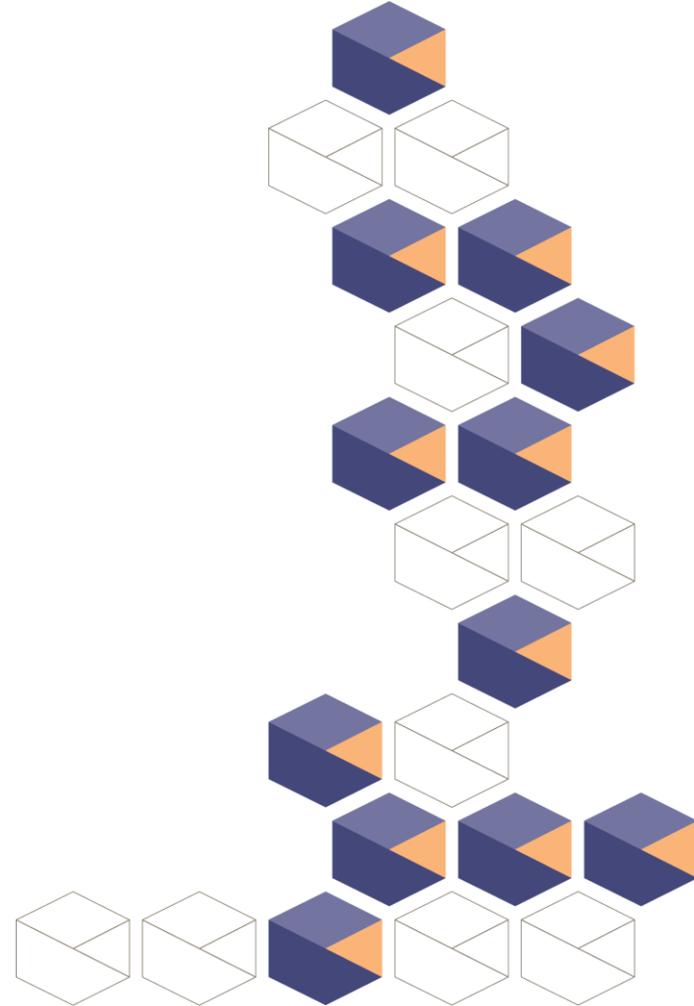
fsfhg.nursingrecruit@health.wa.gov.au



Government of **Western Australia**
South Metropolitan Health Service
Rockingham Peel Group

Rockingham General Hospital

Transition to Practice Programme



Programs offered



Registered Nurses

Registered Midwives

Enrolled Nurses

SMHS Registered Mental Health Nurse Program



Enrolled & Registered Nurse Transition to Practice opportunities

- Enrolled & Registered Nurses (EN/RN) are offered the following opportunities
 - ❖ 2 intakes per year (February & August)
 - ❖ Maximum of 8 shifts per fortnight
 - ❖ Study days throughout the year



Registered Midwives Transition to Practice opportunities

- Registered Midwives (RM) are offered the following opportunities
 - ❖ 2 intakes per year (February & August)
 - ❖ Maximum of 8 shifts per fortnight
 - ❖ Study days throughout the year



SMHS Registered Mental Health Program

- RN's choosing to undertake this program are offered the following opportunities
 - ❖ 2 intakes per year (February & August)
 - ❖ 8 -10 shifts per fortnight
 - ❖ Study days throughout the year



SMHS Registered Mental Health Program

February 2026 to June 2027 exciting opportunity!

- 5 positions
- 4 positions rotating through 3 community settings and the inpatient unit providing exposure to length and breadth of our Mental Health service and nursing care provided
- 1 position spending 12 months in the inpatient unit



Transition to Practice Program requirements

- ✓ Attendance at all study days
- ✓ Work a minimum of 56 hours per fortnight over the course of the year (inclusive of leave)
- ✓ Completion of Graduate Program Workbook which includes self directed learning packages, e-learning and competency assessments
- ✓ Participate in Quality Improvement Activity
- ✓ Enrolled Nurse case study presentation
- ✓ Regular reflection and goal setting with SDN



Placements available RN's

- Aged Care Rehabilitation Unit
- Surgical Services
 - Day Procedure / 23-hour Unit
 - Multi Stay Surgical Unit
- Emergency Department
- ICU
- Medical Assessment Unit / Short Stay Unit
- Medical Ward
- Moordibirdup
- Mental Health
- Paediatrics
- Theatre



Placements available EN's

- Aged Care Rehabilitation Unit
- Medical Ward
- Moordibirdup
- Mental Health
- Multi Stay Surgical Unit



Experiences available to MW

- Exposure in all areas
 - Birth suite
 - Ward
 - Maternity Foetal Assessment Unit (MFAU)



Experiences available during SMHS RN Mental Health Program

- Exposure to all areas
 - Adult Open & Closed
 - Older Adult Open & Closed



Support available

- Transition to Practice Program Coordinator
- Nurse Unit Manager
- Clinical Nurse Specialist
- Staff Development Nurse
- Preceptors
- Fellow Graduates



On completion of the Transition to Practice Program

- We do try very hard to keep you if you want to stay! (no hard feelings if you don't – you can always come back and share your new experience!)
- Potential fixed term contracts or permanency on completion of the Graduate Program
- Casual or pool contracts if preferred



Benefits of working at RkPG

- Dedicated Nursing & Midwifery education service
- Online Learning Management System
- Further education actively encouraged
- Employee Assistance Program
- Staff Health & Wellbeing programs
- Locality if you live SOR
- Free parking
- Team work
- And of course.....



For further information or any questions

Please contact:

Kate Marwood Graduate Program Coordinator
9599 4628

RKGraduateNurse@health.wa.gov.au





Government of **Western Australia**
South Metropolitan Health Service
Rockingham Peel Group

Peel Health Campus

Graduate Nursing/Midwifery Program

South Metropolitan Health Service





South Metropolitan Health Service

Vision and values

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- demonstrates high performance across all areas.

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About our Hospital

- Peel Health Campus is a general Hospital located on the doorstep of the South-West.
- The Hospital provides Emergency, Medical, Surgical, Day Procedure, Rehabilitation, Palliative, Dialysis, Oncology, Paediatric and Maternity services.
- Working at PHC offers fantastic career and lifestyle opportunities, with a working environment that has a genuine community feel.



Benefits of working at PHC

Dedicated PHC Nursing
and Midwifery
Education Service

Access to Online SMHS
Learning Management
System

Employee Assistance
Program (EAP) and
Pastoral Care

Staff Health & Wellbeing
programs

Free onsite parking and
proximity to public
transport

Opportunities for award
nominations such as
employee of the month,
graduate of the year
and Bindjareb
(excellence)



Graduate programs offered – February and August intakes



Registered Nurse (RN)



Enrolled Nurse (EN)



Registered Midwife (RM)



Graduate program structure

- 12-month structured program, with ongoing support by the Nurse Educator – Graduates throughout the year
- Weekly graduate tutorials and peer networking during the initial 6-week period of commencement, monthly thereafter
- Graduates can choose to work minimum 48 hours per fortnight, up to a maximum of 64 hours per fortnight
- 2 x 6-month duration clinical placements
- Attend graduate specific orientation and induction days
- Supernumerary days provided upon commencement in a new area of clinical rotation
- Dedicated graduate coaches to support and guide you in the first 6 weeks of the program
- A graduate ceremony to celebrate your achievements, upon completion of the program



Graduate study days & professional development

- RN and EN graduates attend 5 study days and MW graduates attend 6 study days:
 - 1x Hospital orientation (mandatory)
 - 2x graduate induction days (mandatory)
 - **Nursing:**
 - Attend Recognising and Responding to Acute Deterioration (RRAD) Study Day
 - **Midwifery:** Attend PROMPT/NRP/FSEP and the following study days (as rostered):
 - Antenatal – at AHS
 - Intrapartum – at FSH
 - Neonates – at RKPG.
 - 1x ‘free range’ or Professional Development (PD) day to explore areas or specialties of interest



Graduate Program Requirements

- Attend all mandatory study days
- Work a minimum of 48 hours per fortnight over 12 months (inclusive of paid leave)
- Complete the Graduate Program Workbook which includes self directed learning packages, e-learning and core skill competency assessments
- Complete PHC Chapter 2, Essential Skills Workbook
- Undertake regular reflection and goal setting with the ward SDN and Nurse Educator – Graduates
- Participate in graduate tutorials where possible



Program Outline

PHC is aligned with the FSFHG Essential Skills Framework as below:

Module	Task requirement
1. Fundamentals in Practice	a. Set individualised objectives for the clinical area b. Chapter 1, PHC Nursing and Midwifery Competency Framework c. Sepsis Learning
2. Consolidation of Skills	a. Chapter 2, PHC Competency Framework b. Complete Graduate Consolidation Skills
3. Clinical Skills Development	a. 3 Core Skills relevant to the area b. Progress Discussion at 1 month and 7 months c. Progress Demonstration with the ANSAT for Grads
4. Continuing Professional Development	a. Hospital Orientation (mandatory) b. Graduate Nurse Induction Day 1 and 2 (mandatory) Attend prescribed Study Days: <ul style="list-style-type: none">• Nursing: Recognising and Responding to Acute Deterioration (RRAD)• Midwifery: PROMPT/ NRP/ or FSEP (as rostered) and Antenatal – at AHS, Intrapartum – at FSH, Neonates – at RKPG c. Professional Development (PD) Day x 1 or ‘free range’ study day d. Graduate tutorials and local area in-service e. Undertake self-reflection



Clinical Rotation Areas

Ward Name	Ward Profile/Specialties
Whelan	40 bed unit with medical, aged care and palliative care
Cove	20 bed surgical and medical ward
Barker	35 bed mixed surgical and medical unit
Webster	12 bed day procedure unit
Operating Theatres	4 theatres with post-operative recovery area
Bennett	12 bed maternity unit with 3 labour suites. Provides Antenatal, Intrapartum and Postnatal care. VMS model coming soon. (For graduate midwives only)



Support available during your graduate program



Graduate Re-employment

Re-employment process:

- Facilitated by Nurse Educator – Graduates prior to the completion of the 12-month program
- Application open for all specialties including emergency, operating theatres and paediatrics
- Successful applicants are offered fixed term contracts or permanency at the completion of their graduate contract
- Applicants unable to secure a contract or permanency, are supported through hospital wide pool and other options



For further information or any questions

Please contact:

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08 9531 8589





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