



Nursing New Graduate Program and Transition to Practice for Newly Registered Nurses Information

Name of Facility Allowah Presbyterian Children's Hospital

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About the facility

Allowah is a modern 44 bed hospital which cares for children and young people up to the age of 18 with physical and intellectual disabilities such as genetic or chromosomal disorders, birth trauma, cerebral palsy, head injuries, and diseases acquired after birth. Allowah is vital in supporting the children as well as their families, and is credited with keeping families together that otherwise would fracture because of the incredible strain placed on them.

Our goal is to make a real difference to the lives of these children and young people with disabilities who, in all probability, may never enjoy many of the stages and opportunities in life that we often take for granted.

Allowah recruits new graduates individually throughout the year. Full-time /part-time positions, six and twelve month contracts.

Accommodation

There is no on-site staff accommodation.

How We Support You

Allowah is committed to supporting all our nursing staff, and believe it is particularly important for our new graduated nurses. We provide both clinical and personal support as well as other benefits to facilitate your nursing success whilst at Allowah.



Clinical

- Comprehensive orientation and induction process. The orientation process will provide information on the organisational values, policies and procedures. It also provides an opportunity for networking and socialising with other new employees.

- Preceptorship, mentorship and team support

- Performance review to identify your areas of interest and professional development needs. The performance review process allows you to reflect on your practice and identify your learning needs. This enables you and your manager to develop learning strategies designed to enhance your performance.

- Opportunity to participate in case conferences, specialist clinics and appointments at other facilities.
- Three study days (12 month programme).

Personal

- Set roster to ensure our nurses are able to balance their working lives with their lives away from work.
- Zero tolerance to bullying and harassment.

Other Benefits

- Free onsite parking.
- Counselling support through Chaplaincy and Presbyterian Social Services.
- Free flu vaccination.
- Salary packaging available for permanent staff



How to apply?

Ring for a tour and to discuss starting dates

Lodge your application online at:

admin@allowah.org.au

What are the selection criteria for employment?

The program is available to all recently graduated Registered Nurses.

All applicants must:

- Successfully complete their study and be eligible to register with the NSW Nurses and Midwives Board.
- Be able to undertake full-time or part-time employment.
- Display effective interpersonal skills and be able to build rapport with a diverse range of people.
- Be able to accept professional accountability for own actions.
- Be aware of own limitations.
- Demonstrate commitment to ongoing professional development.



What is the Recruitment Process?

The recruitment process will include:

1. Tour (optional).
2. Your application - which includes your CV.
3. The interview.
4. Referee/ Working with children and Criminal Record checks conducted.
5. Notification.

The Interview

- Allowah will conduct interviews throughout the year.
- Questions will be based on the selection criteria and ANMC Competencies
- Questions seek to assess your knowledge of the roles and responsibilities of a novice Registered Nurse
- There will be up to 3 people on each interview panel.
- The purpose of the interview is to provide you with an opportunity to demonstrate how you meet the selection criteria and to ask the panel further questions about the programme offered at Allowah.

Notification

Applicants will be notified of the outcome into the program within three weeks. Feedback regarding their interview performance will be offered. The applicant will be able to negotiate with the educator the details of the new graduate programme.

