

# New Qualified Nurses in Pool

## Information for prospective candidates



### What are the positions being offered?

- This is a supported transition for 12 months for newly qualified registered nurses entering clinical practice in the Nursing and Midwifery Staffing Unit (NMSU) sometimes referred to as 'Nurse Pool'.
- NMSU typically provides nurses across all units in the health service on a shift by shift basis e.g. to replace sick leave or on short-term contracts.
- There is education support from clinical facilitators, the same as the existing transition model for other registered nurses in their first year of clinical practice.
- The education model remains consistent with the current requirements for meeting the NMBA standards of practice.
- Candidates are deployed to medical and surgical areas for the period of 12 months i.e. graduates will be allocated on a shift to shift basis to a medical unit or a surgical unit. This excludes areas like the emergency department, perioperative theatres, paediatrics, mental health and intensive care unit.
- Candidates will also be expected to rotate to GCUH and Robina Hospitals.
- Research will be undertaken during the program to evaluate this new model of supported transition.

### When does the program start?

- The program commences mid-year for 12 months on a temporary contract.
- Candidates are offered 0.7 FTE or 56 hours per fortnight during the 12-month period. This includes all shifts – early, late and night shifts with exception to the period of orientation.
- At the end of the 12 months, like all staff completing their first year of clinical practice, may have opportunities to apply for further employment. These may include contracts or permanent appointment in a single unit, transition to specialty programs, transitioning to stay within NMSU. Further details provided closer to the end of the 12-month period.

### More information

To find out more visit the Gold Coast Health website, Career opportunities, Nursing and Midwifery Careers section: [www.goldcoast.health.qld.gov.au/join-our-team/career-opportunities/nursing-and-midwifery/graduate-opportunities](http://www.goldcoast.health.qld.gov.au/join-our-team/career-opportunities/nursing-and-midwifery/graduate-opportunities).