

Nursing at Alfred Psychiatry

Alfred Psychiatry offers a broad range of clinical programs, experience and opportunities for nurses who are interested in developing their careers in Mental Health Nursing. It is a busy, inner city service with a growing reputation for quality nursing programs. Nurses participate actively in a range of recovery focused programs including individual counselling, psycho-social group work and consumer engagement.

Mental Health Nurses at The Alfred are able, through a team nursing model, to apply nursing knowledge to their clinical practice. Nurses are strongly represented in clinical and leadership positions across the service.

Mental health nursing is fully integrated within the nursing structure of The Alfred Hospital; this enables mental health nurses to be visible and have a voice within the broader nursing service, to raise issues particular to mental health nursing and to benefit from developing nursing practice and policy issues.

Why the Alfred is different

- The longest running Mental Health Graduate Nurse Program in Victoria
- An ongoing employment contract upon successful completion of the program
- A supportive environment in which to transition from student to Registered Nurse
- Support from preceptors and a buddy
- Twice monthly clinical supervision
- A comprehensive study program including a thorough induction program on commencement and study days and seminars throughout the year to enable graduates to become confident skilled Nurses
- Consolidation in one area
- Clinical skills assessment with a dedicated educator and practice development nurse
- An externally accredited and evaluated curriculum providing credits towards postgraduate study
- A team of experienced nurse educators to support your transition and ongoing career with Alfred Health
- Commitment to education and investing in training and development of Nurses to ensure excellence in clinical practice
- No night duty in graduate year

**WANT TO BE PART OF THE LEADING
PSYCHIATRIC SERVICE IN VICTORIA?**

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Alfred Psychiatry Graduate Nurse Program



the time to progress

WANT TO BE PART OF THE LEADING PSYCHIATRIC SERVICE IN VICTORIA?

Alfred Psychiatry Graduate Nurse Program

Our specialist Mental Health Graduate Program was established in 1995 as the first of its kind in Victoria. The program has developed in partnership with University collaboration and in response to changes in policy direction and former graduate feedback. The Alfred Psychiatry graduate year stands out as an acute mental health program that leads into a postgraduate year and ongoing employment. We seek people who can grow with the Alfred and take on leadership roles in the future. You will be someone who is interested in making a difference in mental health consumers lives and wanting to work with a multidisciplinary team in a busy acute environment.

Alfred Psychiatry offers a broad range of clinical programs for the inner southern metropolitan region of Melbourne. Nurses have a central role in consumer care delivery and actively providing recovery focussed initiatives including group work, individual counselling, family work and relapse prevention.

We are a busy but friendly service that has a long history of working with our community to achieve excellent outcomes.

The dynamic team of Nurses at Alfred Psychiatry will welcome you and are always willing to support you through your Graduate year and beyond.

Seminars / University Subject Credit

An integral part of our program is our study days, seminars and clinical supervision program for graduates. We have found that meeting with our graduates regularly ensures maximum support and follow up of needs in a timely way. You will also be encouraged to take part in Alfred Professional Development and conference attendance.

Our program provides an overview of the major theoretical foundations of Mental Health nursing and enables graduates to develop their conceptual understanding of practice. Completion of The Alfred Psychiatry Graduate Nurse Program provides up to 4 subjects of credit, towards a Postgraduate Diploma in Mental Health Nursing at the University of Melbourne, RMIT or LaTrobe University. You may alternatively choose to enrol in other programs and credit can be arranged. We provide generous leave and support to complete this program. Extensive scholarship opportunities are available.

Your First Year with Alfred Psychiatry

Graduates commence their year with an extensive induction program, introduction to their two preceptors and supernumerary clinical orientation. During this time you will complete essential education in day block mode. Following this orientation, graduate nurses form part of the treatment team and are allocated patients within a team nursing model. Your first year with Alfred Psychiatry is your "Preparation to Practice" year. The focus is on clinical skills development in assessment and intervention, group work and practical skills. We offer a 2nd year of postgraduate study or our "Transition to Leadership" program to support you with shift leadership and management skills upon successful completion of the graduate program.

We Want You to Further Your Education

In addition, our graduates will be encouraged to further their study (post their graduate year) in postgraduate education. Alfred Psychiatry offers generous support and study leave arrangements for people wanting to pursue further education at postgraduate and higher degree levels. We want to give you the opportunity to grow as an Alfred clinician.

Your Future with Alfred Psychiatry

Our graduates are offered a Grade 2 position when they successfully complete their graduate nursing program at The Alfred. We value our staff.

Preceptorship

We aim for graduates to work with two preceptors and you will have one of the previous years graduates acting as a graduate buddy. All preceptors and graduate buddies are trained and supported through The Alfred Preceptor training programs.

A clinical nurse educator co-ordinates your program and works with you to develop clinical skills and reflection on practice. Graduates take part in clinical supervision twice a month, which assists graduates to develop reflective practice.

Rotations

Graduates spend the year consolidating their knowledge and skills in Adult Acute Inpatient Units, focused on working with patients aged 18-65 years of age. Working in a newly renovated setting including state wide service intensive care beds, implementing innovative reduction in seclusion initiatives. The service has a special interest in drug and alcohol issues and first episode psychosis. You will develop your skills within a team environment and eventually take on team nursing roles.

There is a rotation to Alma Road Community Care Unit, a Residential Rehabilitation Service.

This gives graduates an opportunity to work in a bed based community setting working within the Recovery Framework. Graduates further consolidate their skills as secondary case managers and broaden their group work skills.

A voluntary opportunity exists for graduates to complete a rotation in Alfred Health's Aged Psychiatry program at Baringa Acute Assessment Inpatient Unit.