

# Program Information

**Mater Graduate Nursing and Midwifery  
Transition to Professional Practice**

**Registered Nurse & Registered Midwife/Dual Degree**

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# Mater

Mater aims to provide exceptional care to our patients and exceptional careers for our staff in our hospitals across our Three South East Queensland campuses within 3 clinical streams

As a Catholic not-for-profit ministry of Mercy Partners, Mater Group brings together our collective expertise and resources across health, education, and research to help you make better choices about your health, every day

Through our extensive network of hospitals, health centres and related businesses, a nationally accredited education provider, a world-class medical research institute and philanthropic support, we're working together to improve the health of our community

## Hospitals

- Mater Hospital Brisbane
- Mater Private Hospital Brisbane
- Mater Mothers' Hospital
- Mater Mothers' Private Brisbane
- Mater Mothers' Private Redlands
- Mater Children's Private Brisbane
- Mater Private Hospital Springfield
- Mater Private Hospital Redland

## Our program

Mater has been successfully facilitating the transition of post-graduate Registered Nurses to the workplace since 1989. The ongoing success of our program has been a combination of the selection of graduates who demonstrate clear alignment with the Mater Mission and Values and the support received throughout the program.

Our graduate programs are a twelve-month program that enables you to develop the knowledge, skills and confidence in nursing and midwifery, within a supportive environment as you transition from academic learning to professional practice and from a novice nurse through to advanced beginner level practitioner.

Our goal is to create a supportive environment that nurtures enquiring minds and promotes the delivery of exceptional evidence-based care and to assist you to commence on a path of lifelong learning to enhance your professional growth and development.

## Your graduate year

The graduate program is an intense year of practical skill development to instill in you the skills to provide safe and comprehensive care. As part of the program you will undertake and complete:

- Continuing Professional Development (CPD)
- A professional portfolio—to encourage self-reflection and enhance your knowledge and skill development
- Mandatory education
- Identified learning goals

During the twelve month period of your program, there will be opportunities for you to experience a wide range of clinical experiences.

These experiences with the knowledge and understanding gained from learning modules, attendance at workshops and the support of an inter-professional team of clinicians will provide the knowledge, skills and behaviours required to continue your journey to become a competent nurse/midwife.

## What we offer

- A **range of clinical specialties** across Mater's medical, surgical, outpatient, emergency and community health services
- **Registered Nurse program** with rotations available within 2 different clinical areas or 12 months in one specialty area
- **Specialist Midwifery program** with rotations available within a range of different midwifery specialty areas (only available as part of the intake at the beginning of each year. No mid-year Registered Midwifery positions are currently offered)
- **Registered Nurse/Registered Midwifery Dual Degree program** rotating in a range of nursing and midwifery areas
- A **12 month Registered Nurse or 12 month Midwifery program** within our Central Staffing Office
- **Permanent employment** so you can continue your exceptional nursing/midwifery career with Mater beyond the program
- You will be working in a real role where you can **learn on the job**
- You will work closely with and be **fully supported** by nurse/midwifery managers, education coordinators, clinical supervisors, clinical facilitators and clinical staff
- 1 week **orientation** lead by our Education team plus ward orientation
- **Supernumerary time** throughout
- Professional development days
- **Clinical learning packages** and **competencies**



# Benefits



As a valued Mater employee, you will be provided with strong leadership to help you become a strong leader



You will have access to Mater Education training and development which delivers courses in a world-class clinical simulation facility



Our employee benefits include generous salary packaging options which can increase your take-home pay; you will also have access to novated leasing



Discounts from a range of local cafés and restaurants surrounding Mater campuses



Discounts at onsite pharmacies, shops and retailers



Onsite car parking and easy access to public transport including train, bus and CityCat at Mater's main campus in South Brisbane

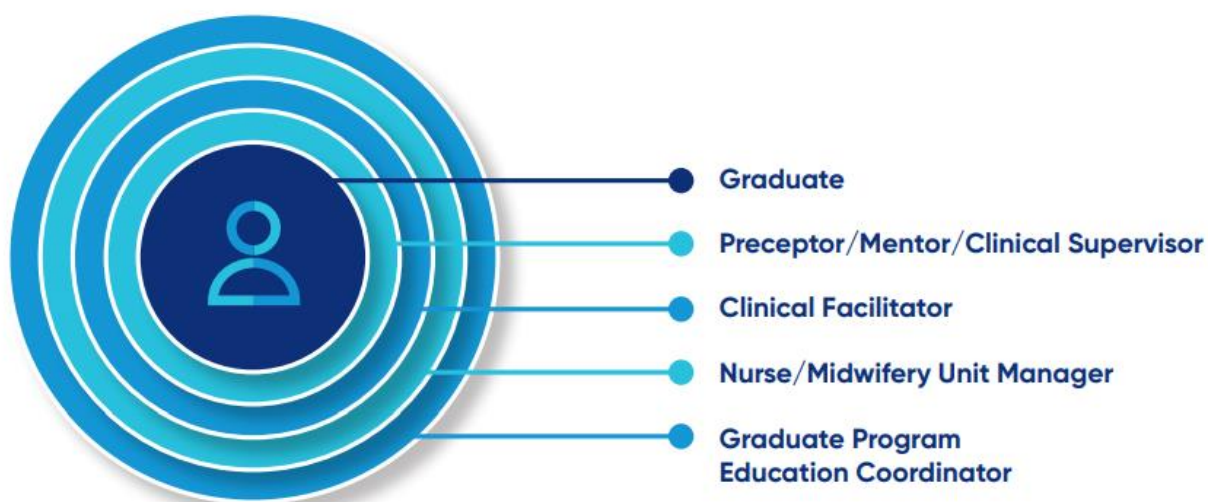


Mater is dedicated to providing exceptional and safe healthcare services through a sincere commitment to our core values of Mercy, Dignity, Care, Commitment and Quality

# Support

You will have access to many layers of support whilst on the Graduate Program. Mater supports and fosters an interprofessional, learner driven learning model as well as providing learning opportunities and support from a multidisciplinary team.

- The multidisciplinary team includes:
- Preceptor/Mentor/Clinical Supervisor
- Clinical Facilitator
- Nurse/Midwifery Unit Manager
- Graduate Program Education Coordinator



## Preceptor/Mentor/Clinical Supervisor

The role of the Preceptor is to act as a role model and guide during your time with them and to orientate you to the ward and hospital. They will support and assist you in developing and progressing as a confident and competent nurse/midwife at ward level.

*You may have more than one Preceptor in each clinical area as staff may work part time or take on different roles during the course of the day.*

## Clinical Facilitator

As part of the Mater Education Practice Development Team, the Clinical Facilitator is allocated to a clinical area but works across the scope of the education team. They will support you and your clinical supervisor/s in your induction to the clinical rotation of their specialty and assist you to identify your learning needs based on the program requirements of that area.

## **Nurse/Midwifery Unit Manager**

Within your unit, your Nurse/Midwifery Unit Manager will be there to lead and support you and the greater nursing/midwifery team. They will oversee your clinical advancement within their speciality and assist the Graduate Program Education Coordinator to provide you with honest, direct feedback to assist in your development.

## **Graduate Program Education Coordinator**

Mater's Graduate Program Education Coordinators are an invaluable source of support and guidance throughout the year. They are responsible for fostering, encouraging and creating a positive and effective learning experience for you during your graduate year. They will support and nurture you as you work in the clinical areas as well as continuing to evaluate opportunities for your professional development.

The Graduate Program Education Coordinator will meet with you throughout your graduate year to complete education reviews of your progress, your portfolio and ensure you are meeting your program requirements.

They are also ultimately responsible for the structure and content of the graduate programs and continue to implement quality improvements to the program as required.



# Our graduates

## Being a graduate at South Brisbane

Our South Brisbane campus consists of a range public and private hospitals offering a diverse range of clinical experiences

- Mater Hospital Brisbane has a reputation for initiating innovative programs to improve patient care management, in a 126 bed facility that provides a wide range of adult surgical, medical and cancer services
- Mater Private Hospital Brisbane is a flagship for the level of care and customer service, with a total of 323 patient beds, 10 operating theatres and a 24 hour private emergency service
- Mater Mothers' Hospital and Mater Mothers' Private Brisbane is renowned for providing high quality maternity services for women and families and is the largest private maternity and newborn facility in Queensland
- Mater Children's Private Brisbane continues to provide Queensland families with access to leading paediatric doctors, nurses and care providers

## What is it like working at South Brisbane?

- With a range of options available at our South Brisbane campus, you will learn from a large cohort of nursing, medical and allied health professionals
- Working with our experienced and friendly staff you will learn something new every day and be able to apply your theory from university to a real hospital setting
- Our facilities are state of the art and the South Brisbane campus offers opportunities not widely available elsewhere



# Being a graduate at Springfield

Opened in 2015, Mater Private Hospital Springfield is a truly innovative, unique and contemporary hospital providing holistic healthcare to the greater Springfield community.

- Located in Springfield Central the state of the art 80 bed hospital offers medical and surgical services for overnight and day patients, including a dedicated day oncology service
- Within the programs, you gain experience and clinical exposure across all areas of the hospital's medical or surgical areas

## What is it like working at Springfield?

- You will be supported and work closely with the registered and clinical nursing staff
- We have a team of wide and diverse specialised backgrounds that work together in each hospital department
- Work with a dedicated educational support team of clinical facilitators and engaged clinical nurses who are available for preceptorship and support and have close collaborative partnerships with our medical staff and allied health professionals





# Being a graduate at Redland

## What is it like working at Redland?

- Due to the hospital size and community focus you will quickly become part of the Mater Redland family. You will be supported and welcomed from all staff at the hospital and have the opportunity to experience a diverse range of both specialised and general patient admissions and procedures within the facility
- You will be exposed to truly exceptional nurses and midwives and the care they provide. We are the pilot site for Mater's CaREset program, putting the patient central in their care and striving to meet Mater's exceptional care standards for all our patients
- We have a team of wide and diverse specialised backgrounds that work together as a team in each hospital department
- We have a small but accessible educational support team of clinical facilitators and engaged clinical nurses that will be available for preceptorship and support and have close collaborative partnerships with our Visiting Medical Officer's (VMOs) and allied health professionals



# Beyond the graduate program

The graduate program is just the start of your career at Mater. You will gain experience in a range of areas or within your specialty which will provide you with the foundation for your journey as a nursing professional.

In completing a graduate program we hope that you will remain as a permanent part of our family and continue your nursing journey with us.

The Nurse/Midwifery Unit Manager will complete a performance assessment at the end of your program and discuss future career prospects at Mater after your completion of the Graduate Program.

We will work with you to secure your next role at Mater.

## Our programs

\*Please note that programs are subject to business requirements and may not be offered for each intake

We offer a range of programs for newly qualified nurses and midwives to cater to:

- those who have already identified their nursing/midwifery speciality
- those who haven't yet identified their speciality areas of interest
- those who are just wanting more experience in a range of clinical areas

Each of our programs run for 12 months, with an opportunity to:

- spend 6 months in 2 different areas as part of our rotational program,
- 12 months working within our medical and surgical areas as part of the Central Staffing team or
- specialise in 1 clinical area exclusively for the duration of the program

We offer a range of options because your career is yours to decide:

- Mater Rotational program—Adult services
- Mater Central Staffing Rotational program - Adult Medical and Surgical services
- Mater Midwifery program—Midwifery
- Mater Midwifery program—Nursing and Midwifery (Dual Degree)
- Mater Specialty programs—Neonatal, Paediatric, Young Adult and Adult services

# Mater Graduate Program Information

Mater offers a range of unique graduate programs for newly qualified nurses and midwives to cater to those who want to experience a range of clinical areas and those who have already identified their speciality.

All our programs run for 12 months and our graduates are employed on a permanent basis, so you will continue your career at Mater after you finish your program.

\* Please note some speciality areas may offer both Full-time and Part-time positions/ our Springfield campus may only offer fixed-term employment contracts.

We work with our graduates over the course of the program to identify opportunities available within the Mater once the graduate program concludes.

## What programs do we offer?

- Adult Services Rotational Program
- CSO Medical and Surgical Program
- Speciality Programs- including Midwifery

## Nursing Programs

### Adult Services Rotational Program

The Adult Services Rotational Program allows you the opportunity to work within a variety of Mater's medical and surgical care units, enabling you to be involved in a wide spectrum of experiences within adult nursing.

You will complete **two 6-month placements within two wards in our medical and/or surgical** services at our South Brisbane public and private hospitals. This program will allow you to consolidate and build on your skills as you become an independent practitioner. Clinical areas may include:

- General Medical
- General Surgery
- Gynaecology/Urology
- Neuroscience – Acute
- Oncology
- Orthopaedics
- Rehabilitation

Please note, not all areas may be available for each intake and are subject to business requirements.

# Nursing programs

## CSO Medical and Surgical Program

This program offers a unique opportunity for graduates seeking a challenging experience in their graduate year.

Similar to our Rotational Program, this 12-month program sits within our Central Staffing Office (CSO) and is split into **two 6-month placements in our surgical and medical streams.**

Within each placement graduates work across a wide range of general and specialty areas exclusively within each stream. Clinical areas in will include:

- General Medical
- General Surgical
- Gynaecology
- Orthopaedics
- Rehabilitation
- Urology

This program allows for **varied experiences in numerous clinical areas covering many specialties throughout the year.** You are assigned to patient care units based on daily requirements and will see you **trained to work on multiple units throughout Mater's public and private hospitals** allowing you to develop a broad spectrum of knowledge.

As a CSO graduate you have an **unrivalled opportunity** to hone your skills and to develop new competencies in diverse areas due to their wide-ranging assignments.

You will have the opportunity to engage with your educator and clinical facilitator as well as receiving support from the NUMs and education teams on each ward you are assigned to.

To succeed in this program, you must have excellent communication skills as well as an advanced level of maturity, autonomy and resilience.

**This program offers a great opportunity for nurses who like variety and challenges resulting in well-rounded experiences across a variety of clinical specialities during your graduate year.**



# Specialty Programs

## Specialty Program Overview

Mater's Specialty programs allow you the opportunity to **specialise in one area for 12 months** and begin the journey to becoming a clinical leader in your chosen field.

Our specialty programs are offered at our **South Brisbane, Springfield and Redland campuses** and will see you working within our public and private hospitals, providing you with a wealth of different experiences.

Spending 12 months working within one clinical speciality, you will be able to **experience all facets of the speciality and work with a wide range of medical and nursing professionals.**

*Please note, not all areas may be available for each intake and are subject to business requirements. Please refer to the application form when submitting your application for the full list of areas offered for each intake.*

### South Brisbane Campus

- Cardiology and Coronary Care Unit
- Emergency Department & Medical Assessment and Planning Unit (MAPU)
- ICU
- Oncology
- Paediatrics
- Perioperative
- Midwifery
- Midwifery and Nursing Dual Degree (18-month program)
- Neonatal Critical Care Unit (NCCU)
  - Special Care Nursery (SCN)
  - Cardiac & Surgical
  - Pre-term Medical

### Redland Campus

- Medical & Surgical rotation
- Midwifery and Nursing Dual Degree (12-month program)
- Perioperative

### Springfield Campus

- Medical
- Surgical
- Perioperative



# Midwifery Programs

## Mothers, Babies and Women's Health Mater Midwifery programs

Mater offers a range of Midwifery programs for those graduating with a Bachelor of Midwifery or a dual degree in Midwifery and Nursing.

We offer 12- and 18-month programs with rotations across areas of maternity care working with public and private patients plus surgical Nursing areas.

As part of our valuable graduate workforce, you will gain experience in a women centred care facility and clinical rotations through antenatal clinic high risk antenatal care, birth suite and postnatal.

You will be supported by experienced senior clinicians and unit specific practice development staff, in an interprofessional model of care and education.

Our programs will give new midwives a solid foundation for which to continue a fulfilling career as a midwife with the privilege of caring for women and their families in their childbirth journey.

## Registered Midwife Graduate program

### South Brisbane Campus

Our graduate programs are a 12-month program that enables you to develop the knowledge, skills and confidence in nursing and midwifery, within a supportive environment as you transition from academic learning to professional practice and from a novice nurse through to advanced beginner level practitioner.

Placement across a range of Midwifery areas in the public and private wards, working in 4 foundation clinical areas:

- Birth Suite & Pregnancy Assessment Centre (PAC)
- Antenatal Clinic
- Antenatal ward
- Postnatal ward





# Midwifery Programs

## Mater Midwifery/Nursing Dual Degree program

Our unique dual degree Midwifery and Nursing program is offered at both our South Brisbane and Redland campuses.

This program allows new graduates to continue their learning within both nursing and midwifery.

All midwifery placements are completed at the Mater Mothers' Hospital at South Brisbane and nursing placements at South Brisbane or Redland campuses.

### South Brisbane Campus – Midwifery & Nursing Dual Degree program

- 18-month dual degree midwifery program at South Brisbane made up of a 12-month midwifery placement and a 6-month nursing placement

Program consists of:

- 6-months working in 3 of 4 core midwifery areas
- 6-month placement in 1 area of midwifery
- 6-month placement in Surgical nursing

### Redland Campus – Midwifery & Nursing Dual Degree program

- 12-month dual degree midwifery program based at Redland and South Brisbane
- Graduates will complete a placement in nursing and midwifery

Program consists of:

- 6-month combined placement in maternity and surgical units at Mater Private Hospital Redland
- 6-months working across 3 midwifery areas at South Brisbane



# Neonatal Programs

## Neonatal Critical Care (NCCU) services

### South Brisbane Campus

- Registered Nurse qualification or Dual Degree qualification
- Placement in Neonatal Critical Services within Mater's Mothers, Babies and Women's Health Services

Specialise in one of 3 NCCU areas:

- Cardiac Surgical
- Pre-Term Medical
- Special Care Nursery (SCN)

Mater Mother's Neonatal Critical Care Unit (NCCU) is an 84 bed highly specialised and complex service which provides care for approximately 1800 babies per year, including 45 intensive care beds, separated into preterm/medical and cardiac/surgical beds.

You will be provided with clinical experience in Australia's largest and busiest NCCU which includes clinical rotations through preterm/medical intensive care, the special care nursery focusing on the care of babies born prematurely as well as those born at term requiring special and intensive care.

During your placement you will have the opportunity to collaborate with Queensland Children's Hospital as babies are cared for by Mater's expert NCCU team and surgical procedures are performed at the operating theatres at Queensland Children's Hospital.

Through this rotation you will gain experience in many facets of neonatal nursing/ midwifery including extreme prematurity, respiratory conditions, neurological conditions, feeding and metabolic conditions, babies with high dependence needs.

Completion of the neonatal critical care graduate program will see you gain subject credits for postgraduate university studies in neonatal care.



# Specialty Program Information

## Cardiology

### South Brisbane Campus

- Registered Nurse qualification
- South Brisbane campus
- Specialise in Mater Private Hospital Brisbane's Coronary Care Unit

Mater Private Hospital Brisbane offers graduate registered nurses and enrolled nurses' the opportunity to specialise in cardiovascular interventional nursing. This exciting specialty program has been designed to establish your clinical skills and expertise in the field of cardiac nursing while working closely with the Mater Private Hospital Brisbane's Private Emergency Care Centre and Cardiovascular Unit.

Mater's Private Coronary Care Unit (CCU) boasts state of the art monitoring and telemetry with links to a cardiovascular ward that is well-equipped to support the needs of the patients, doctors and nurses.

This is an outstanding opportunity to learn from a team which is focused on delivering specialised care and is one of the reasons Mater Private Hospital Brisbane is so well renowned.



# Emergency Department (ED) Medical Assessment and Planning Unit (MAPU)

## South Brisbane Campus

- Registered Nurse qualification
- South Brisbane campus
- Working across Mater's public and private emergency department and Medical Assessment and Planning Unit

Mater offers a 12 month emergency specialty program which may see registered nurses rotate across our public and private emergency departments, and Medical Assessment and Planning Unit (MAPU).

Mater Hospital Brisbane Adult Emergency Department (ED) offers a 24-hour comprehensive emergency service staffed by experienced emergency doctors, nurses, training registrars and house officers with facilities including Short Stay Units, a Medical Assessment and Planning Unit and Emergency Medicine.

These units provide early comprehensive assessment for acute patients under the care of an inpatient medical team including sub-specialty areas of respiratory, gastroenterology, infectious diseases, endocrinology, dermatology and the chest pain assessment service. In this program you will work within a team of industry professionals as a cohesive and collaborative unit, going above and beyond to provide an exceptional level of care and deliver the highest level of clinical standards for the patient and the unit.

## Intensive Care Unit (ICU)

### South Brisbane Campus

- Registered Nurse qualification
- Specialising in world class Intensive Care within public and private
- Gain experience within Cardiology and women's health

Mater Hospital Brisbane's Intensive Care Unit (ICU) program will see you working in a 16-bed unit specialising in caring for critically ill patients with complex and life-threatening medical conditions.

You will have the opportunity to care for a range of patients including advanced support for perioperative high-risk surgical patients, obstetric and cancer patients.

The world class facilities include haemodynamic monitoring, metabolic monitoring and renal dialysis. Completing this ICU program will provide subject credit towards an ICU transition qualification and an opportunity to work closely with:

- Mater Private Hospital Brisbane's Intensive Care Unit
- Mater Hospital Brisbane's Cardiology Unit
- Cardiovascular Investigations Department
- Mater Mothers' Hospitals



# Oncology

## South Brisbane Campus

- Registered Nurse qualification
- South Brisbane campus

Gain experience in one or a range of Cancer services:

- Haematology
- Oncology and/or
- Mater Cancer Care Centre

Our Cancer Care program provides the opportunity for registered nurse graduates to work within both the Haematology Oncology Inpatient Unit within the Mater Hospital Brisbane and Mater Private Hospital Brisbane and the Mater Cancer Care Centre.

Mater Cancer Care Centre is a centre of excellence that offers a range of services using an ambulatory service delivery model including medical oncology, palliative care and haematology. This state-of-the-art day oncology unit ensures both privately insured and publicly funded patients receive exceptional patient care in a compassionate and understanding environment.

The nursing team works together to ensure patients with malignant and non-malignant haematological disorders and solid tumours are provided with holistic care from diagnosis, through various treatment plans, to discharge.



# Perioperative

South Brisbane Campus

Redland Campus

Springfield Campus

- Registered Nurse qualification or Dual Degree qualification
- Surgical/Acute Care Services
- Experience in a range of Perioperative areas:
  - instrument and circulating nursing (Scrub Scout)
  - anaesthetics and
  - Post Anaesthesia Care Unit (PACU)

Mater's specialist perioperative program will help you develop the essential knowledge and skills you need to provide quality care to perioperative patients.

There are two 12-month programs on offer, at the **South Brisbane Campus**:

(1) **6-month rotations** in each area rotating through:

- anaesthetics and
- PACU

(2) **12-month placement** in instrument and circulating nursing (Scrub Scout)

The **Redlands** and **Springfield** campus offer periop programs that will rotate through all 3 areas (over a 12 month period) of:

- Scrub Scout
- Anaesthetics
- PACU

The Mater Periop programs offer registered nurses the chance to rotate through a variety of surgical specialties including:

- Orthopaedics
- Neurosciences
- Urology
- Plastics
- Gynaecology
- General
- Robotics
- ENT

You will be working alongside expert registered and clinical nurses to gain an insight and appreciation for the workings of the full scope of perioperative. During placement, experience the full extent of the roles within the perioperative environment from patient admission in day surgery, through the operating theatre and all nursing roles there—to post anaesthetic care recovery and discharge.

Our Perioperative program based at Mater's South Brisbane campus will see you work across all four South Brisbane hospitals and is a unique opportunity that allows you to experience combined theatre within the Mater Mothers' Hospital with paediatric and adult patients within obstetrics.



# Paediatric

## South Brisbane Campus

- Registered Nurse qualification or Dual Degree qualification
- Placement in Mater Children's Private Hospital Brisbane
- Experience in Queensland's only dedicate paediatric sleep unit

Mater Children's Private Brisbane offers graduate nurses the opportunity to work within a world class paediatric setting. Mater Children's Private Brisbane provides a range of clinical services all conveniently from the one location:

- Queensland's only dedicated paediatric sleep unit
- Inpatient ward
- Medical day unit
- Clubfoot service
- Endocrine service
- Surgical day unit

Work with and learn from experienced nursing staff and highly qualified paediatric specialists to provide exceptional care.



## Key contacts

If you have any questions about Mater's graduate programs, please contact the Graduate Support Team by emailing:

[graduates@mater.org.au](mailto:graduates@mater.org.au)

Thank you.

We look forward to having you on board!