

Introducing our New RN Graduate Program

Banksia Villages have partnered with Australian College of Nursing (CAN) to offer an innovative and exciting New Graduate program for Registered Nurses.

About the Program

This 12-month program has been designed to ensure you experience a really rich and rewarding new graduate year that will allow you to develop your aged care nursing and specialist gerontological nursing competencies in both residential and community aged care settings.

Program Outline:

- You will spend 12 months working in Banksia's residential aged care facility and in Banksia community care, based in Broulee
- You will participate in the Aged Care Transition to Practice Program (ACTPP) facilitated by the Australian College of Nursing (the ACTPP is fully funded by Banksia and you will be allocated paid education shifts)

❖ Banksia Villages

Located in the seaside village of Broulee, in the heart of Eurobodalla's stunning nature coast, Banksia Villages Limited (Banksia) is a leading provider of independent retirement living and fully accredited government funded residential, respite and home care for older people. We are an independent, charitable and not for profit company, limited by guarantee. We have been providing quality care and support for older persons for over 25 years. Our care services are planned around the individual health and wellbeing needs of our residents and clients.

During your 12 months on site with Banksia you will get to experience working as an RN in Banksia Lodge (our 80-bed residential facility) and Banksia Community Care. Upon commencement you will engage in our orientation program, followed by a period of buddy shifts before you receive your own clinical roster. Whilst working days and hours will be negotiable prior to commencement, it is expected that you engage in morning, afternoon and night shifts to ensure that you get to fully experience the role of an RN in Aged Care.

Throughout the program you will be fully supported by the Banksia Lodge Care Manager (CM) and the Banksia Community Care Manager (BCCM), who will work closely with you on the development of your clinical skills. The CM & BCCM will engage regularly with you throughout the year to train and assess clinical competencies (see below), hold

monthly meetings with you, provide in-services tailored to your learning needs, and be your mentors both in the workplace and to support you through the online ACN ACTPP.

Throughout your 12 months you will be trained and assessed in the following areas:

- comprehensive assessment on admission to facility or community care, taking into account all needs, risk and safety issues e.g. environmental, cognition, pain, infection, delirium, falls and pressure injuries;
- establish and participate in monitoring processes to promote and maintain independence building on a wellness model;
- identify any behaviour and deterioration (physical, cognitive and mental) issues;
- develop and review care plans and care outcomes;
- identification and management of risk factors such as skin integrity, malnutrition and dehydration, dysphagia, bowel and ostomy care, pain and symptom control care issues;
- medication management;
- wound care management;
- catheter management – IDC and suprapubic, to include care, change and irrigation;
- prevention and control of infections issues and use of personal protective equipment;
- nail and foot care;
- use and management of medical gases and equipment C-PAP, glucometers, electric beds, air mattresses, lifters, walkers and wheel chairs;
- communication and Clinical handover with other staff and family members;
- work within an interdisciplinary team; and
- care record documentation, including completion of incident reports, referral, transfer, discharge forms and pathology forms.

❖ **Australian College of Nursing Aged Care Transition to Practice Program (ACTPP)**

The ACTPP program aims to develop the fundamental knowledge, skills, and attitudes essential to provide holistic and evidence-based care to older people. The program also aims to encourage the legal and ethical understanding of the relevant clinical practice and support nurses in developing their role as autonomous members of the multidisciplinary team and professional leaders within the aged-care sector. The program is designed to support recommendations from the Royal Commission into Aged Care Quality and Safety and is flexible to adapt to emerging evidence-based practice.

Training and Support for the New Graduate includes:

- Access to skilled aged-care nurse educators who possess a wide variety of specialised skills and expertise
- Access to an online course and discussion forums 24/7
- Nine full days of online training – spread over the 12 months, content includes;
 - Clinical Leadership: Being a clinical leader in aged care
 - Healthcare Associated Infections
 - Multi Resistant Organisms
 - Antibiotic Resistance & Stewardship
 - Reportable infections
 - Outbreak Management in Aged Care
 - PPE Activity
 - Immunisation
 - Medication Management
 - High risk medications
 - Polypharmacy
 - Psychotropic drugs and chemical restraints
 - Falls management and prevention
 - Restraint in aged care facilities
 - Behavioural and Psychological Symptoms of Dementia (BPSD)
 - Delirium and Depression
 - Therapeutic approaches to Behaviour Management
 - Communication in Dementia
 - Leadership
 - Emotional Intelligence
 - Clinical handover
 - Serious Incident Response Scheme (SIRS)
 - Common Health Conditions and its Burden
 - Acute Deterioration / Clinical Assessment
 - Malnutrition in older adults
 - Oral Health Care
 - Quality of life in aged care homes
 - Conflict management
 - Transition to palliative care in aged care
 - Transition to end of life care in aged care
 - Role of multidisciplinary team
 - Palliative care emergencies and decision making
- Access to 9 self-paced CPD modules exclusively designed for aged care
- Access to updated course material, online quizzes and discussion forums

- Advanced standing for the unit of study in Clinical Leadership in Aged Care (offered by ACN)

Upon Completion of the New Graduate Program

At the completion of your New Graduate year with Banksia Villages it is expected that you will have gained expansive knowledge in aged care and gerontological nursing in both a facility and community environment, that will pave the way for a truly rewarding nursing career.

Any ongoing employment opportunities that become available with Banksia Villages will be discussed with you prior to the completion of the program.