



## **Information for 'Initial Registration of Overseas Nurses Program'**

### **Castlemaine Health**

Castlemaine Health is situated in Castlemaine, 120 km north-west of Melbourne. The first hospital was opened in 1853 and since that time the hospital has expanded its services to meet the needs of the local community. The hospital currently offers a variety of services and also provides clinical and educational opportunities for medical, nursing, and allied health students.

Castlemaine Health services a population of 17,000 in the Shire of Mount Alexander. These services include Medical, Surgical, Midwifery, Rehabilitation, Residential Aged Care, Allied Health and a range of outreach and community based services.

Castlemaine Health is accredited with the Australian Council on Healthcare Standards and the Commonwealth Aged Care Residential Standards Agency.

The Clinical Education Unit supports participants of Graduate Nurse, Refresher, Return to Practice and Initial Registration of Overseas Nurses Programs. Castlemaine Health has a reputation for supporting students and nurses within the clinical environment and offers a range of rural clinical experiences.

The hospital website details further information on the hospital, its staff and the services we provide.

### **Course commencement dates**

In 2012 the Program will be conducted in February, May and October.

- February 13, 2012
- May 28, 2012
- October 8, 2012

### **Program duration**

The program is designed to be completed in a minimum time frame of 400 hours (equivalent to 10 weeks) however it also depends on an individual participant's progress and a participant may be deemed suitable for registration in a shorter or longer timeframe, depending on assessment.

Australian Health Practitioner Regulation Agency (AHPRA) requirements, participant's progress and whether the program is undertaken on a fulltime or part-time basis, are all considerations which may impact on the length of the program for an individual

### **Fees**

Course fees for the program are A\$13,000 (inclusive of GST tax).

This fee is inclusive of accommodation, program material and access to Castlemaine Health's educational resources. A nonrefundable fee of \$650 will be required to confirm acceptance of a position, with the remainder of the fees due prior to program commencement.

## **Accommodation**

Accommodation is available at the hospital and is included in the program fee. Accommodation is in a house environment with cooking and cleaning facilities available. Rooms provided are on single or shared basis.

Accommodation is situated onsite and is approximately a 10 minute walk from the railway service and a 15 minute walk to the centre of town. The hospital is located on a limited bus service route. Should participants choose not to utilise the hospital accommodation no reduction in fees are available.

For further information on accommodation, please contact human resources on (03)5471 1492.

## **Insurance**

Participants must organise their own health and travel insurance and are expected to provide proof of this prior to the commencement of the course.

## **Prerequisite requirements**

Applicants who are not currently residing in Australia will need to provide proof of an IELTS score of an average band of 7.0, regardless of exemptions obtained by AHPRA. Those residing in Australia will be required to participate in a phone interview. Applicants must also meet all documentation requirements set out by the Australian Health Practitioner Regulation Agency (AHPRA). Evidence of AHPRA assessment and other prerequisite requirements being met must be seen at program commencement.

For further details please refer to the Australian Health Practitioner Regulation Agency website:

<http://www.ahpra.gov.au/>

Applicants residing in Australia will need to provide a current police check at commencement of the program. Nurses residing overseas may be required to provide a statutory declaration that they do not have any criminal convictions.

Visas are the responsibility of the participant and should be organised as early as possible. Information and further links regarding visas can be accessed via the website above.

## **Our expectations**

During the program participants must work within the Castlemaine Health policy guidelines and procedures. The hospital expects participants to conduct themselves in a professional manner and to adhere to current professional nursing guidelines on ethics, confidentiality and behaviour.

Refer to [www.ahpra.gov.au](http://www.ahpra.gov.au).

## **Program information**

Castlemaine Health Initial Registration Overseas Nurses Program (IRON) has been designed in accordance with the Nurses Board of Victoria's "Standards for Course Accreditation 2008". The design reflects the IRON aims, philosophy, objectives and expected participant outcomes.

The Program comprises a combination of theory and practical work undertaken concurrently. The theory component of the Program includes the participant's attendance and active participation in the education and training program offered on site at Castlemaine Health, the Continuing Nurse Education program and other approved study days.

Participants are required to keep a professional journal to facilitate the use of reflective practice as a learning strategy, to promote theory practice synthesis and enhance critical thinking skills. In order to complete the Program, participants must participate in and complete all components of the Program.

**Nurses who wish to complete their EN (Div 2) medication endorsement are not eligible for the Program.**

**The theory component is delivered in a variety of modes:**

- Castlemaine Health orientation and in-services
- Study days
- Learning packages
- Self directed learning exercise/s
- Marked questionnaires
- Competency tests
- Clinical supervision
- Utilizing available educational resources

**The theory topics are inclusive of the following but are not limited to:**

*Contemporary issues in nursing*

- Regulation of nursing including a review of the Nurse's Act
- Role, scope and professional responsibilities of RN and EN nurses
- Ethics
- Cultural diversity in Australian and local health care
- Recent history of health care in Australia
- Nursing Law and relevant Acts
- Role of AHPRA and a review of guidelines
- Introduction to national competency standards

*Professional issues in nursing*

- Computers in healthcare
- Self-directed and life long learning skills
- Journaling and critical thinking
- Communication and documentation in nursing
- Evidence-based practice in nursing

*Health care context*

- Orientation to the health care facility where clinical experience will be obtained
- Introduction to local issues

*Occupational Health and Safety*

- Manual Handling and 'No Lift' principles for patient transfers
- Infection Control and hand hygiene
- Fire, safety and evacuation

*Clinical risk assessment and management*

- Principles of risk management
- Safe medication management

*Nursing in Australian healthcare system*

- Medical terminology and acceptable abbreviations
- Documentation requirements
- Industrial issues
- Funding models
- Public and Private system
- Role and responsibility of other health care professionals



### *Clinical skills*

- Completion of compulsory clinical competencies
  - Basic Life Support
  - Medication competency
- Management of intravenous therapy including central venous devices
- Oxygen therapy, including BiPAP and airway management
- Use of equipment utilised in Australian healthcare facilities

### *Managing medical patients in an acute setting*

### *Managing surgical patients in an acute setting*

### *Mental health care overview*

### *Gerontic nursing*

### *Any other relevant topics identified by participants*

### **Methods to assess theory will include but are not limited to:**

- Participation at prescribed study days and in-services
- Assessment of compulsory clinical competencies
- Successful completion of learning packages
- Achieving the desired mark for questionnaires
- Participating in clinical supervision and demonstrating critical thinking skills
- Completing self directed learning requirements

## **Clinical component and support**

### **Clinical component**

Participants will undertake clinical placements within Castlemaine Health in a supportive environment. Placements include a variety of clinical settings and are designed to meet all AHPRA requirements.

### **Clinical support**

During placements participants are supported by the ward staff and the Clinical Education Unit. Participants will have both group and individual support sessions to ensure participants are supported throughout the program.

### **Practical component assessment**

Participants' practical work is assessed in accordance with the Australian Nursing and Midwifery Accreditation Council's (ANMAC) National Competency Standards for the Registered Nurse and the Enrolled Nurse. The practical component requires participants to successfully complete a number of clinical skills in order to complete the Program

## **Information about Castlemaine**

Castlemaine is situated in rural Victoria, 120 km north-west of Melbourne. It is well serviced and accessible by road and rail. Castlemaine has a reputation for being a relaxed and friendly community with a rich history dating from the 1850's goldfields era. To find out more about Castlemaine please visit the following websites:

- [www.castlemaine.org](http://www.castlemaine.org)
- [www.maldoncastlemaine.com](http://www.maldoncastlemaine.com)
- [www.mountalexander.vic.gov.au](http://www.mountalexander.vic.gov.au)

## Further information

Further information regarding living and working in Victoria is available from:

[www.health.vic.gov.au/nursing/career/overseas](http://www.health.vic.gov.au/nursing/career/overseas)

Further information about our program can be obtained by contacting:

Administration Assistant – phone [+61(03)] 5470 4223 or email [lawassist@castlemainehealth.org.au](mailto:lawassist@castlemainehealth.org.au).

Clinical Nurse Educator – phone [+61 (03)] 5471 1683 or email [cne@castlemainehealth.org.au](mailto:cne@castlemainehealth.org.au).

Human Resources (accommodation enquiries only) – phone [+61(03)] 5471 1492 or email [recruit@castlemainehealth.org.au](mailto:recruit@castlemainehealth.org.au).

Please be aware that answers to enquiries may be delayed by up to a week.

Applications should be submitted to:

Laura Keogh  
Castlemaine Health  
P O Box 50  
Castlemaine VIC 3450

or by email to:

[lawassist@castlemainehealth.org.au](mailto:lawassist@castlemainehealth.org.au)

