



Aged Care Nursing Transition to Practice Program

Course Outline: ACSA Graduate Enrolled Nurse

1. What is this Graduate EN Transition to Practice Program?

1.1. Description

Developed in partnership with real clinicians, ACSA's 12-month Graduate Enrolled Nurse Program is designed to support newly graduated nurses (less than 1 year post registration) to become confident, safe, competent, professional Enrolled Nurses in the aged care sector. At completion of the program, successful participants will receive a Certificate of Completion.

Over the course of the year, you may be exposed to a variety of challenging and interesting disciplines in aged care services at your employing institution including:

- high/acute aged care
- palliative
- dementia specific
- wound management,
- management of chronic illnesses
- re-enablement, wellness programs; and
- community/home care.

You will be supported by a workplace mentor, an experienced Registered Nurse who will guide and support you towards achieving predetermined development goals. Mentors will discuss your progress, share their experience and knowledge, provide emotional support, and guide you every step of the way in:

- undertaking comprehensive clinical cares
- managing workloads and delegating duties
- developing therapeutic relationships using person-centred care; and
- developing clinical skills and abiding by aged care sector legislations and regulations.

As a participant in the Program, you will have access to an online collaboration hub, forums and professional development sessions run by industry experts. There are also opportunities to network with other graduate Enrolled Nurses through our online Communities of Practice forums.

Securing ongoing employment (part time or permanent full time) is extremely common for participants who have completed the program and opportunities exist to undertake postgraduate studies.



1.2. How will the educational content be delivered?

The professional development sessions are delivered on-line, and participants can engage and learn in real time or view a recording at a time that suits their busy lifestyle.

ACTIVITY	HOURS	FREQUENCY
Online PD Session (live or recorded)	1.5 hours	Weekly as per PD Calendar
OR		
RN Facilitated PD session	1 hour	Weekly if not able to attend the live session
PLUS		
Community of Practice Forum	1 hour	Monthly
Independent Learning	Ad hoc	Set by individual student

1.3. Professional Development Topics and Activities (for example)

- Portfolio development
- Aged Care Legislation and regulations & Royal Commission recommendations
- Falls prevention
- Health Assessment of the Older Person
- Nursing management of complex conditions e.g., diabetes management, Parkinson’s Disease
- Caring for the deteriorating older person
- Dementia Care
- The Palliative Approach to End-of-Life Care
- Communication and Working within a Team
- Wound Care and Maintaining Skin Integrity
- Nutrition and Hydration
- Scope of Practice

2. How does this course contribute to my learning?

PROGRAM LEARNING OUTCOMES

On successful completion of this 12-month transition to practice program, you should be able to:

- Demonstrate clinical competency in key nursing practices according to the national NMBA Enrolled Nurse standards for practice at a new graduate level.
- Know and behave in accordance with the National NMBA Code of Conduct for Enrolled Nurses and Aged Care Quality Standards.
- Develop a professional portfolio of learning achievements and reflective practice



3. How am I going to be assessed?

3.1. Participants will be deemed competent by their workplace Mentor and have completed all the associated assessment tasks/quizzes as assigned.

3.2. Details of early feedback on progress

Please see information in the assessment task description. It sets out the early and progressive feedback you will receive on your performance throughout the program.

3.3. Evaluation tasks

Evaluation Task 1: Weekly online self- assessment (engagement activities e.g., quick quizzes)

The purpose of this is for you to demonstrate and test your own level of knowledge.

Evaluation Task 2: Clinical Competence – graded [ANSAT](#)

This will be assessed formally at 1, 3, and 9 months by your employing organisation mentor against the Nursing and Midwifery Board Australia ([NMBA](#)) Nursing Standards using the Australian Nursing Standards Assessment Tool (ANSAT) and their policies and procedures. Workplace mentors will provide you, your workplace and ACSA with frequent written and verbal feedback regarding your performance and help direct individual learning activities and goal setting.

Evaluation Task 3: Professional Portfolio Development – not graded

Participants are required to submit a completed portfolio at end of the program of learnings and achievements made throughout the supported 12 months. Portfolio can be electronic or paper.

Evaluation Task 4: Wicking Dementia Certification UTAS (or similar) - achieved

Evaluation Task 5: Presentation of learnings at end of program – reflective piece. Not- graded

Can be a verbal presentation, written reflective piece or a digitally captured piece for your workplace and ACSA.

4. What resources do I need to undertake this course?

Participants will need access to a computer/device, internet, computer mic and camera.

4.1. Suggested texts, websites and journal articles will be made available to participants in the Moodle platform.

Transitions in Nursing “*Preparing for professional practice*” Fifth Edition. Esther Chang & John Daly 2019

‘Becoming Practice Ready’ Chapter by Dr Karen Missen in “*Transition to Nursing Practice from student to professional*” published by Oxford University Press 2021



5.0 Assistance

For advice and assistance, for example portfolio development or a need to debrief, ACSA provides RN Facilitators who will support your learning and provide additional assistance over and above what is already being provided to you by your workplace and workplace mentor.