WEST WIMMERA HEALTH SERVICE

YOUR ROAD TO SUCCESS STARTS HERE...

JOIN OUR GRAD NURSE PROGRAM!

RURAL NURSING: REWARDING WORK, RARE OPPORTUNITIES.

ABOUT US

Moving to the country, not going to find many beaches. But who needs beaches when you get a spectacular light show every evening as the sun sets over our vast rich countryside right before the sky turns dark and the stars start shining!? It's something you just can't get in the cities. And if that image isn't enough to entice you, then perhaps this is...

West Wimmera Health Service (WWHS) is the biggest rural health service in Victoria and we have a big heart to match. We're a fully accredited rural health service providing much of what you'll find in the cities, like high quality hospital care, surgical services, residential aged care, disability services, allied health and community health facilities.

The difference is we're located in the West Wimmera region of Victoria and cater to a smaller population across multiple rural towns, more than 16,000 people to be precise. It means you get the chance to thrive in a country environment that brings the more chilled vibes, greater opportunities and experience that sets you apart from the rest.

We have a presence across nine towns in North West Victoria, including Nhill, Kaniva, Goroke, Jeparit, Rainbow, Minyip, Murtoa, Rupanyup and Natimuk as will as the surrounding communities.

Providing all levels of health care, we take a multidisciplinary approach and collaborate with our clients, their families and our colleagues to achieve the best outcomes for our patients and consumers.

We're looking for people who share our passion to deliver personalised, compassionate care with authenticity and fun, bringing the power to change lives and help people to thrive.

WHERE CAN WWHS TAKE YOU?

Emma Hawker, our current Quality Manager, took 'the path less travelled' along a career journey that lead to endless opportunities, twists and turns and ultimate career fulfilment.

I began my career in health in 2012, when I commenced an Enrolled Nursing Traineeship at West Wimmera Health Service, Kaniva Campus. I then completed a further 18 months of study to attain my Bachelor of Nursing, while continuing to work at WWHS.

Returning to WWHS in 2017, I had the opportunity to work across multiple sites and divisions including short stints in Intake, District Nursing, as an Associate Nurse Unit Manager, and in the role of Acting Director of Nursing.

It was during this time I realised my passion for rural health and with the support of WWHS, I completed a Graduate Certificate in Agricultural Health and Medicine via the National Centre for Farmer Health and Deakin University.

The opportunity to apply for the Quality Manager role then arose, and with the support of WWHS, I was able to complete a Master of Health and Human Services Management, specialising in Public Health, via Deakin University.

WWHS has been extremely supportive in my career development. The opportunity to work across sites and divisions was valuable and allowed me to identify what I enjoyed and the direction of my career in health.

I am greatly appreciative of the focus on career development at WWHS and for assisting in improving my knowledge and skills.
If anyone is thinking of progressing their career or looking to start a career in health, WWHS is a supportive workplace that encourages career development and provides endless opportunities.

What are you waiting for?

Contact us to get your career started!

WHAT OUR GRADUATE NURSE PROGRAM OFFERS

Did someone say 'paid study days'!?

We also provide in-depth debriefing sessions and career mentoring so that you can take the right steps to live out your dream career.

The Graduate Nurse Program will provide you with the opportunity to enhance your nursing career, consolidate your nursing skills and provide an opportunity to experience different clinical areas. You'll grow and thrive over the program, building your confidence in all areas of nursing.

CLINICAL SCOPE

'They're just a small rural health service' some may say, but we're confident our wide scope of services will delight and surprise even the most eager of new grads.

Our surgical services include general surgery, ophthalmology, optometry, orthopaedic and dental. As our grad nurse not only will you have the opportunity to be in theatre watching the surgeons at work, your shifts on the acute ward will allow you to get hands on experience in care for post surgical and rehabilitation patients.

Our aged care facilities will provide you with a quality experience like no other as you get to build professional relationships with residents that treat you like family.

Our community nursing team offer a variety of opportunities to enjoy community events, focus group programs, home based nursing, pathology collection, wound management, continence support and diabetes management.

GREAT CARE, EVERY PERSON, EVERY TIME!

CLINICAL OBJECTIVES

The clinical objectives/milestones for the program will be set throughout the year to ensure you meet general goals related to your nurse qualification. Ward specific objectives will also ensure you meet the clinical needs of specific clinical areas.

During the beginning weeks your Support Nurses will work closely with you to assist you to identify your individual learning needs. This will enable you to set your individual objectives and develop strategies to achieve these and keep that vision of your dream career clear in your mind.

Your Graduate Nurse Program Professional Portfolio includes a quality improvement activity, providing an opportunity for professional development, enhancing problem solving skills and reflective processes.

You will be encouraged and supported to engage in written reflection to enhance your clinical practice by self-analysis and evaluation of professional learning. But don't worry, we'll be here to help you every step of the way.

CLINICAL SUPPORT

Out here in the country, there's every chance that you'll end up working with people who also happen to be your next door neighbours, or become your best mates. We're like a big joyful family, and we like it that way. Everyone is keen to help and support one another. It's something we pride ourselves on. So during your time with us, be ready to receive the support and experience of staff who've come before you - they know what's up, they've been here, done that, and they're eager to see you succeed.

ORIENTATION

When you commence employment at West Wimmera Health Service for your GNP, you will undertake a broad orientation program, which begins with a General Hospital Induction Program and a Nursing Orientation Program.

SUPERNUMERARY

As part of your orientation program, supernumerary time with preceptors will be provided and varied according to your individual needs. Feedback from previous graduates indicates that this has been an advantageous part of the program.

STRUCTURED SUPPORT

In addition to the clinical support provided, a number of structured learning and developmental opportunities are provided throughout your graduate year, to support the development of your clinical practice.

STUDY DAYS

The program offers scheduled study days and provides further opportunity to develop and utilise skills and knowledge. These study days also provide an environment to meet with other graduates and share your learnings.

CRITERIA FOR COMPLETION

Criteria for completion of West Wimmera Health Service Graduate Nurse Program includes satisfactory clinical hours, professional objectives met, participation in study days and a satisfactory performance review. Performance Appraisals will be completed after 3 months, and prior to the completion of the 12 month program.

A RURAL EXPERIENCE

During my nurse training, I was given the opportunity to complete my final placement at West Wimmera Health Service (WWHS). Initially, I was not at all interested in staying in a rural setting to nurse, but after that 8 week placement, my opinion of rural nursing changed considerably.

During the placement, I saw a lot of different presentations and I was exposed to so much, from Motor Vehicle Accidents in urgent care to thrombolising a patient in the ward. I was the only grad in my year at WWHS and I was soon given opportunities to excel, unlike some of my friends who chose to complete their placements in the city.

Over my time at WWHS, I have worked as an Associate Nurse Unit Manager, Clinical Educator, Farmer Health Nurse, Rural Isolated Practice Registered Nurses (RIPRN), Nurse Unit Manager of the Acute Ward, Acting Executive Director Acute Care Services and now Nurse Unit Manager of the Operating Theatre in Nhill and a Quality Manager.

I have been a voice for rural nurses on many committees across the state and have collaborated with interstate counterparts.

- Trish Heinrich

WELCOME TO THE WIMMERA REGION!

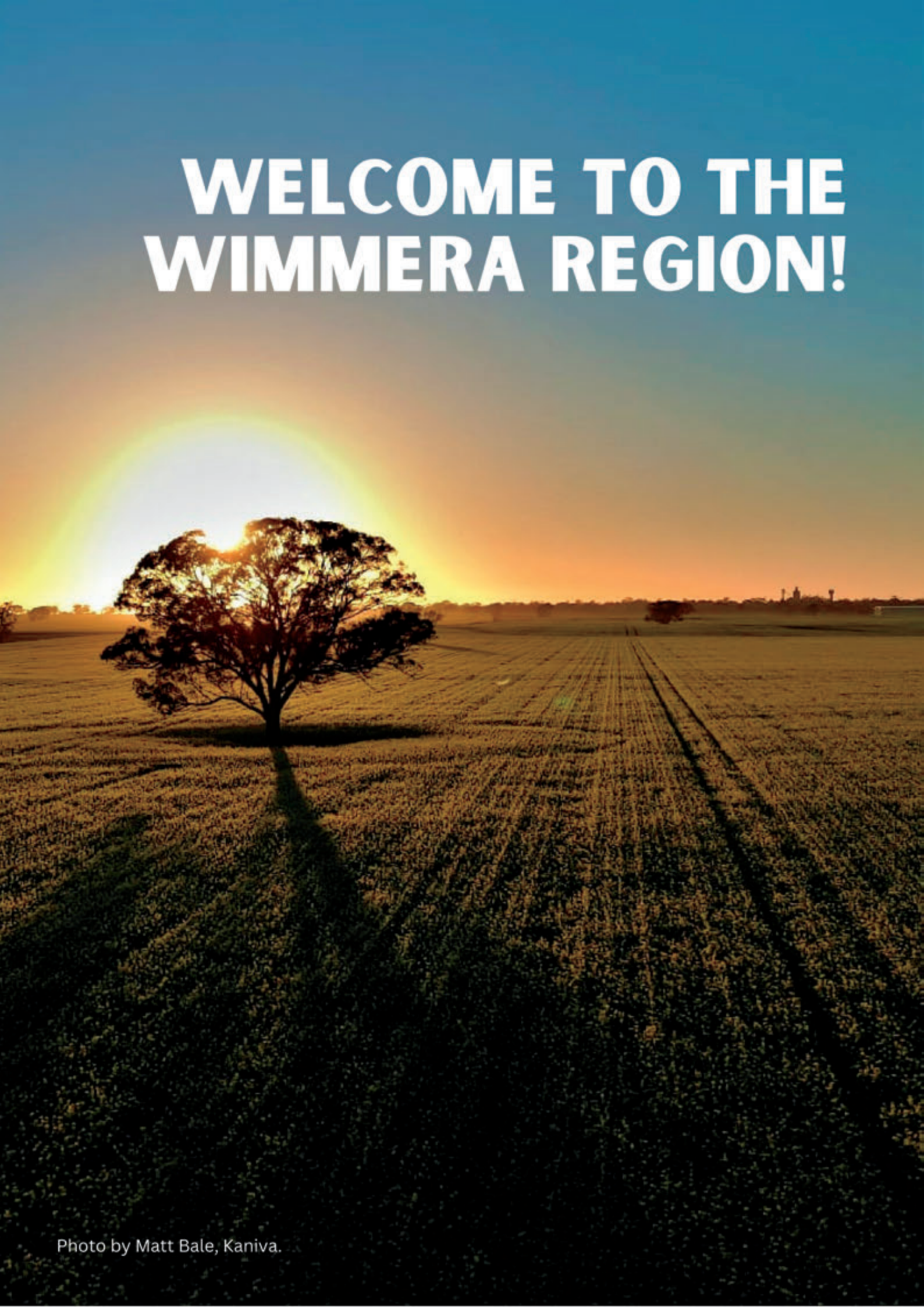

Photo by Matt Bale, Kaniva.

Become part of a rural community and be embraced by an organisation and people that will support you to live your dream life! The Wimmera is where career and community come together with fresh country air and without the grid-lock traffic. The region is an increasingly popular tree change destination with young people making the Wimmera their future, gaining employment, buying and building homes and having families. Affordable housing in the region means you can dream of a large backyard with river frontage.

Join the close-knit communities of towns West Wimmera Health Service serves, or with most of our campuses being a short drive to the city of Horsham you can find a house on the river and commute the open country roads. It's perfect for those seeking a relaxed, country lifestyle with nearby city amenities and opportunities.

Working in the Wimmera is all about the lifestyle! It offers a more relaxed life set among therapeutic landscapes and surrounded by vast wheat fields and bright canola crops in the spring. Here, the people are friendly, you will quickly gain a sense of belonging and be embraced by the community spirit and passionate locals. Our towns and air are cleaner and fresher, with low-density housing and cheaper living.

It's a photographers and stargazers dream with wide open spaces, big clear skies and no light pollution. Towns in the Wimmera have thriving communities with a large proportion of businesses relating to agriculture, mostly grain and sheep production but there's also a range of employment opportunities in trades, retail, health, education and professional services, as well as the well-known Luv-a-Duck duck farm and processing plant. There are family friendly parks and playgrounds, quality schools, a modern hospital with a huge range of health services and passionate local sports clubs.

The Wimmera is surrounded by the Little Desert National Park, Big Desert Wilderness Park, Wyperfield National Park, the Wimmera River and lots of local lakes. These areas offer fantastic spaces for four wheel driving, motorbike riding, fishing, kayaking, skiing and other water sports, camping and bush walking.

The region also features artistic sculptures and painted murals throughout towns, the big windmill, unique local shops, regular famers markets, well-known bakeries, the Australian Pinball Museum, the Nhill Aviation Heritage Centre, Little Desert Nature Lodge and the famous Mr Le Vietnamese street food restaurant.

It is home to one of Australia's best rock climbing areas (Mount Arapiles), attracting people from around the world to visit Natimuk and call it home.

Some of the biggest events are held in the Wimmera including; the Nhill Pony Express Enduro, a 4-hour off-road motorcycle event over some of the most demanding terrain, attracting the best off-road riders from across the country, the Nati Frinj which celebrates and expresses the creative energy of Natimuk with aerial shows, exhibitions and theatre works and the Rainbow Desert Enduro, attracting the best off-road racing drivers and teams from across the country as the third round of the Australian Offroad Racing Championship.

And if that's not enough, Grampians National Park (with Victoria's largest waterfall MacKenzie Falls), award winning wineries, significant Aboriginal heritage sites, Halls Gap Zoo and the Silo Art Trail all make for adventurous day trips.

ADVANCE YOUR CAREER...

You'd be hard pressed to find someone as passionate and as dedicated to nursing than our very own Rhys Webb.

Rhys's love for the nursing profession started back in 2013 after he completed his graduate year as a registered nurse in Warracknabeal before joining the team at West Wimmera Health Service. Initially working as a registered nurse in Nhill and district nurse in Goroke, Rhys quickly became an important part of our clinical team.

In 2021, Rhys applied to cover the role of Clinical Manager of Community Nursing, a six month role which became ongoing after the retirement of the previous manager.

In this role, he's responsible for community nursing, diabetes' education, maternal child health nurses, and the management of Minyip, Murtoa and Goroke Community Health Centres. "I absolutely love my role and love how I can help our communities thrive in a supportive and best practice environment."

With the support of West Wimmera Health Service, Rhys has not only advanced his career but he has also had the opportunity to complete an Advanced Diploma of Leadership and Management and a Certificate in Agriculture and Farmer Health. And in true Rhys fashion, he isn't stopping there! He will soon begin his Certificate IV in Training and Assessment to be able to facilitate training to help advance the careers of others in his field.

If you're like us and thought, "how does he do it all!?", we asked him and he said..."I have always felt encouraged and supported here at WWHS with career development opportunities. I find that all levels of management are wanting staff to develop and enhance their skills, and so they're absolutely willing to support us to achieve."

Anyone who thinks they might be interested in health and wellness, please look into the amazing opportunities that WWHS offers. You won't be disappointed.

BURSARIES/FINANICAL ASSISTANCE

After you complete your grad program with us, we maintain committed to helping you thrive.

We aim to attract and retain high-performing employees by offering financial and/or other assistance to current and future employees.

The process in applying for and receiving approval of a bursary is fair and reasonable. Prospective employees who wish to apply for financial and/or other assistance must undertake further study and ultimately be employed by the health service for a nominal period. Further study can include TAFE Certificates, Diplomas, Advanced Diplomas, or Associate Degrees, University Degrees and University Post Graduate courses.

Fields of study eligible for funding:

- Any study relevant to a role/discipline at West Wimmera Health Service.

Who is eligible?

All current staff and future employees have the opportunity to apply for and potentially enjoy the significant financial benefits associated with a bursary such as;

- Payment/reimbursement of up to 50% of course fees up to a maximum yearly total of $7,000.
- Payment/reimbursement of required text books and learning aids up to a maximum of $1,000 per year.

**Providing that all subjects are passed and a competent level of work performance is maintained at all times.

If you have any questions, require additional information or would like a copy of our Bursary for Prospective Service Employees policy, please don't hesitate to contact our People and Culture Team on (03) 5391 4222 or email people&culture@wwhs.net.au

PERKS OF WORKING IN PUBLIC HEALTH

Maxxia Salary Packaging

- Maxxia is Australia's largest salary packaging provider. Fully approved by the Australian Tax Office – it is an employee benefit that allows you to pay for certain everyday expenses with money from your salary before tax is taken out.

Employee Assistance Program - Benestar

- WWHS offers an Employee Assistance Program (EAP) through Benestar, an always accessible resource that lets you take charge of your wellbeing.
- Free counselling for staff and their family members.
- Support with work-related or personal problems.
- Health and mental well-being information and advise.
- Consultative support for managers and supervisors.

Supported through Professional Development and Career Pathways

Here at West Wimmera Health Service, we offer many different professional development and career pathway opportunities all of which you are supported through, including:

- Traineeships
- Gap Year positions
- Apprenticeships
- Internal and external conferences and courses
- Professional development days

Job Flexibility

- Flexible working hours — including flextime and time-in-lieu arrangements
- Negotiable part-time working hours with the option of job sharing
- Flexible arrangements including telework

Discounted Private Health Insurance

- We partner with HCF, Australia's largest not-for-profit health fund, helping you have easier access to health care avoiding long wait times and services that Medicare does not cover.

Leave Entitlements

- Receive an extra week of annual leave and double the long service leave (LSL) compared with other industries, improving work-life balance.
- After 10 years with us you will get around 17 weeks of LSL whilst other industries get just 8.7.

Did You Know?

You can move towns, change employers and keep your leave entitlements as long as you transfer directly to another public health service and there is no break in service.

SALARY PACKAGING

Maxxia

Salary packaging is an employee benefit that lets you pay for some everyday expenses before tax is calculated on your pay.

You can salary package (pay for things with pre-tax wages) living expenses up to $9,010 per year or use the ATO Remote Benefits for even more savings!

Living expenses can include:

- Mortgage, rent & personal loan repayments
- Utility bills, groceries & clothing.

You can also package an addition $2,650 per year for meal entertainment expenses such as dining out with your family!

FUN FACT

Assuming a $250k mortgage with a 2.3% interest rate on a 20 year loan, using the tax saving from salary packaging to pay down the mortgage, you would be able to pay of the mortgage 4 years faster and save $13,000 in interest payments!

HOW TO JOIN OUR GRAD PROGRAM...

Graduate Nurse Program Intake and Application Process

Intakes

Our Registered Nurse and Enrolled Nurse Graduate Programs commence annually in February and mid-year.

Ongoing contracts

Graduate programs are for one year and ongoing employment contracts are offered on successful completion of the graduate year program, subject to satisfactory performance.

How to Apply

West Wimmera Health Service participates in the Postgraduate Medical Council of Victoria's (PMCV's) computer matching services. More details on the timeline and eligibility criteria can be found at www.pmcv.com.au/medical-workforce/allocation-and-placement-service/.

For all enquiries, please contact our education department via email at education.department@wwhs.net.au or visit our website wwhs.net.au/about_us/employment

If you wish to apply and be considered for this role, please submit the following required documents to Ms Cheree Schneider, Executive Director of Clinical Services, via email to careers@wwhs.net.au:

- Cover Letter
- Resume, including three professional referees
- Document addressing each 'Key Selection Criteria' clearly demonstrating your ability to meet the objectives of the role.

The program consists of:

- Orientation
- Supernumerary time
- Professional development days
- Mandatory education
- Dedicated study days
- Clinical support
- Rotations - Surgical, Acute, Aged Care, Community Nursing.

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