

A World of Opportunity with Sydney Adventist Hospital





About Us

Adventist HealthCare is a large, leading health care provider owned and operated by the Seventh-day Adventist Church.

Sydney Adventist Hospital, fondly known as the San, is NSW's largest and most comprehensive private hospital (700+ beds) with a dedicated team of 2,400 employees plus 1,100 medical officers and 300 volunteers. For over 120 years we have been a not-for-profit healthcare organisation servicing our community. We have forged a proud history of delivering outstanding care placing us at the forefront of our field with best in-class technology and game-changing research.

TAKING CARE OF PEOPLE IS OUR REASON FOR BEING.

At the San, taking care of people is our reason for being. It's what drives us to deliver exceptional outcomes for our patients – and it's a shared sense of purpose that extends to everyone who works here too.

When you work for the San, you'll feel valued and supported by our strong commitment to learning, flexibility, great benefits and a positive culture of teamwork and cooperation.

WANT TO KNOW MORE? REGISTER TODAY!

For more information or to register your interest in our New Graduate program please contact the Talent Acquisition team at careers@sah.org.au

Working with us – why you'll love it!

Outstanding employment opportunities

- over 95% of our new graduates are employed on the completion of the program. They choose to stay with us and continue their learning journey.

Beautiful campus with multiple cafes, a gift shop, florist, pharmacy & hairdresser.

Great salary packaging benefits

Increase your net take home pay by as much as \$4,004* per year!

As a not-for-profit private hospital, we offer great salary packaging benefits that give you more money in your pocket by paying less tax:

- Salary Packaging of living expenses of up to \$9,009 per Fringe Benefit Tax (FBT) year
- Tax-free meal, entertainment & venue benefit card valued at \$2,650 per FBT year

At AHCL we pass on the full salary packaging benefit to you and not every employer does that.

** Base rate for a Year 1 nurse, working permanent full time (includes salary packaging & meal card benefit)*

Outstanding support during your new grad year to help you succeed

You'll receive extensive access to our expert clinical team. Our Nurse Educators, New Graduate Coordinators, Clinical Facilitators, NUMs and Peer Mentors, work across all departments to offer you continuous on-going informal and formal feedback, providing you with crucial learning opportunities 7 days a week.

Further educational opportunities

such as education days run specifically for new graduate nurses along with access to our extensive onsite library, workshops, symposiums and conferences run throughout the year and beyond to support your career development.

Continuing education allowance – ability to access our paid continuing education allowance for Post Grad Qualifications.

Eligibility is based on continued employment and after successful conclusion of your new graduate program.

Paid parental leave - Up to 14 weeks paid parental leave and convenient on-site childcare

Ample on-site car parking – at very reasonable prices plus you can pay for this through salary sacrifice for an even greater saving.

Discounted gym membership for you and your family, using Fitness Passport

Whole-person health & wellbeing – you will have access to join our Elia Wellness program – eliawellness.com. The program is designed around 7 dimensions of Wellness: emotionally thriving, physically energised, socially connected, vocational enriched, spiritually empowered, intellectually engaged, and environmentally attuned.

Many more employee benefits – to see a complete list of all our employee benefits visit our website: Working with us – Why you'll love it! – sah.org.au/why-work-for-ahcl



What our new graduate program offers you!

AT ADVENTIST HEALTHCARE WE ARE PROUD OF THE HIGH-QUALITY LEARNING PROGRAMS & OPPORTUNITIES WE DELIVER TO OUR PEOPLE AND THE WIDER HEALTHCARE COMMUNITY.

We believe that ongoing learning is an essential ingredient in our ability to deliver outstanding standards of care and service and to help grow the career confidence of every team member. That's why day to day we offer our people access to a very comprehensive range of learning options in classroom and online settings.

Our 12 month, comprehensive Graduate Nurse Program will set you up for success as you transition from a student nurse to your nursing career.

Our New Grad Program is designed with you in mind. We understand that there's lots to learn and navigate in your first year out of study and our New Grad Program is designed to make your transition into nursing as smooth as possible. We're proud of our New Grad Program and once you're a part of it, you'll understand why!



Here's what makes our New Graduate Program so special

At Adventist Healthcare we provide our New Graduate Registered Nurses, Midwives & Enrolled Nurses, with the very best start to their career and here's what this will look like for you:

- You'll be supported by our highly experienced, caring & friendly team, who will be there with you every step of the way as you navigate into nursing practice.
- You'll be part of a well-rounded, comprehensive, and structured graduate program.
- You'll gain a comprehensive hospital and clinical orientation.
- You'll have the opportunity to rotate through 2 clinical areas from a diverse range of specialties including: cardiac (medical and surgical, cardiac catheter lab and coronary care), emergency care, endoscopy and day procedures, general medical and surgical, intensive care, neurosciences, oncology and palliative care, orthopaedics, pain management, radiology, rehabilitation, renal dialysis, urology, and vascular surgery.
- You'll have access to dedicated New Graduate Facilitators and a full time New Graduate Coordinator to help you navigate your first year out of study.
- You'll have access to Peer Mentors who are specially trained to support you as a new graduate day to day.
- You'll be able to build on your education and training with regular ward specific in-services and education programs, clinical study days and access to seminars, workshops, online digital database and the campus library.
- You'll have a supported pathway toward continuing employment following the completion of the program.

During the 12 month Graduate Program with us you will:

- Further develop your nursing skills to deliver exceptional evidence-based nursing care
- Support and contribute to a culture of clinical excellence and continuous quality improvement
- Contribute to and be a part of a culture of camaraderie and teamwork
- Set yourself up with all the skills and experience you need to kick start your career!

Don't just take our word for it. Hear what our recent graduates have to say.

What makes us different is our supportive and caring team. We truly care about you and are committed to helping you, not only succeed, but excel.



Kelly

I would recommend this New Grad Program to nursing students and post grads alike. The support of the new grad coordinators, facilitators, CNEs, nurse practitioners and the NUMs is wonderful. There is definitely a positive, supportive culture which encourages learning and independent thinking while ensuring safe practice. My clinical skills are still developing but I am learning to be adaptable and resourceful.

Jessyn

I am so thankful to have had the opportunity to do my New Graduate year at the Sydney Adventist Hospital. Starting a new career can be challenging, there is a lot to learn and it can feel very overwhelming. The new grad coordinators, the facilitators and the allocated nursing mentors, provided me with tools and encouragement to become the best nurse I can be. I have gained many skills not only in varying specialities but also in adapting to change and working well in a team. I highly recommend this new grad program, the opportunity to gain such a wide variety of experience in just one year, accompanied by a myriad of people put in place to support and assist you, is one that you certainly cannot pass up.

Belinda

The San New Grad program has given me the opportunity to improve my skills in a safe, encouraging environment. The facilitators, educators and new grad coordinators have provided support and guidance throughout the program. Over the past few months, my skill sets have improved allowing me to care for patients with confidence and assurance. Working at the San has provided me with a team environment supporting and encouraging me on challenging days. Not only has my skills grown within the past year but my knowledge, confidence and support team too. The San is a family and one I am very proud to be part of.

Maddie

The new graduate program led by the San is a resourceful, educational program providing constant communication, assistance and guidance for learning nurses over the course of 1 year. With facilitators' face-to-face counselling every shift and entire education seminars, new grads are never left feeling unheard or without guidance. Nurses on the floor are equally as helpful and understanding during this time.

From personal experience working as part of the Poon ward, staff, the nursing culture is one of support, years of experience willing to be shared and optimism.

Always ask for help when not sure; you're not going to be judged by colleagues or facilitators; that's what they are there for and that's how you learn.



A world of opportunity

Oncology and Palliative Care (Poon Ward)

Poon ward is our 33-bed Oncology and Palliative Care ward. Services include pre and post oncology surgeries, cancer treatments, management of cancer related symptoms and palliative care. Poon ward is part of the extensive and award-winning Cancer services provided at the San.

I'm grateful for my time in Poon. Massive thanks to the kind and caring staff, the learning opportunities, and for making me feel so welcome. I am really grateful to the staff who were able to help me transition. The positive attitude and workplace made this rotation really helpful.

The staff on Burnside were so helpful and approachable, especially Team Leaders Talya and Eric who always helped me whenever I was in need and never said 'no'. They made my experience on Burnside very good. The ward NUM Maretha was very kind and flexible with rostering and was ready to help whenever I was in need, my buddy Myra was also very proactive in solving any doubts I had.

I really liked...

- The whole team, they were all very helpful and approachable
- The staff! They were all so friendly and helpful
- The staff and the culture in the ward. They're very kind and approachable

General Medical (Burnside Ward)

Burnside ward is a fast-paced 30-bed Acute Medical ward. Here you will gain experience in all areas of general medicine and a variety of specialties in an acute care environment. This ward has a dynamic mix of complex cases and patients with multiple acute and chronic conditions requiring specialised clinical care.

Neurosciences (Radley Ward)

Radley ward is a 29-bed neurology & neurosurgery ward, offering a dynamic mix of cases and great learning opportunities in the neuroscience specialty. Our services include acute stroke unit care, pre and post brain and spinal surgeries, neuro oncology surgeries and general adult neurology cases such as Parkinson's disease, Multiple Sclerosis, migraines, seizures, and others.



I felt very supported in Radley. The whole team was great. Evelyn was amazing, she always checked on me and made sure I was okay. Sam (my mentor) was amazing too, she went far and beyond.

I really liked...

- Ward in-service
- The support + team + Accessible ward NUM
- The ward and staff
- How I learnt about different types of spinal surgeries & learning about stroke and how we care for a stroke patient



This was a very good rotation. I had adequate education days and was supported at all times and never felt like I was stupid. The nurses, absolutely lovely and so supportive in helping me gain skills and learn new things.

So many to thank that helped my experience. Meg and Tracy were really supportive as NUMs and were really approachable! Senior members of the team really supported me in challenging shifts, such as Aarthi, Bec, Allen, Loren, Jocelyn and the rest of the team too.

Cardiothoracic and Cardiology (Kress 5 Cardiac Ward)

Kress 5 ward (formerly Butler ward) is a 24-bed ward specialising in Cardiothoracic patients and postoperative care following heart surgery, lung surgery and other cardiac surgical and medically related conditions. Kress 5 ward is part of a group of 3 cardiac areas with programs fostering ongoing collaboration and education within the Cardiac specialty.

Surgical (Butler Ward)

Butler ward (previously Hudson ward) is a 30-bed Surgical ward specialising in surgical urology, plastics & reconstructive surgical, vascular, interventional radiology and breast. Here you will learn a variety of clinical skills in the care of surgical patients. Butler ward is fast paced with plenty of opportunities to develop your professional and clinical abilities.



I would like to thank Todd (NUM), Stephanie (CNE), Mary (preceptor), Leah, Kathleen, Isaac, Matthew, Racheal, Katy, Vicky, Jane and everyone else on Hudson ward as they are amazing people and would highly recommend other new grads to go there to feel supported and learn a lot.

I really liked...

- The team, helpful colleagues, teamwork environment and most importantly the patients. I also appreciated how approachable the NUM + CNE were
- The team spirit
- The environment of Hudson. All the staff were very welcoming and willing to help me when I was stuck. The NUM is so friendly and was very accommodating to any request I have or dealing with any issues that arise in my rotation. The Educator was amazing and she was very knowledgeable. I appreciated that she could recognise potential and will push you if you need to be pushed



All the staff were extremely welcoming. They made it very easy for me to ask questions and never made me feel like it was a stupid question.

General Medical and MAU (Gee Ward)

Gee ward is a 29-bed General Medical ward with a focus on respiratory care. Medical patients can have a range of medical conditions including endocrine, renal, gastroenterology, urology, neurology, cardiac and geriatric related comorbidities. Within Gee ward is a new Medical Assessment Unit (MAU) established to fast-track patient assessment and commencement of treatment for patients with an expected length of stay of 72 hours or less.



I really liked...

- The amount of knowledge I get to learn in the particular field
- The team and the support they gave me
- The staff, the team, the support, the encouragement, learning the skills
- The nursing team. Very supportive and approachable
- Conducting wound care

General Medical (Harrison Ward)

Harrison ward is a 30-bed Medical/Surgical ward which specialises in vascular surgery, complex wound management, chronic pain management, and general medicine. Care is provided alongside the multidisciplinary team to ensure our patients and their families receive holistic care during their hospital journey.

Orthopaedic Surgical (Sharpe Ward)

Sharpe ward is a 40-bed Surgical Unit specialising in orthopaedic conditions. Our services include prevention and treatment of musculoskeletal disorders and acute presentations such as fractures, ligaments, tendon injuries and joint replacement. On Sharpe the nursing team and multi-disciplinary team work closely together to achieve positive patient outcomes.



I really liked...

- I did enjoy receiving post ops when I was able to prepare for them (e.g. on a PM shift)
- I enjoyed resolving acute medical issues, e.g. excessive bleeding from a wound, nausea, dressing changes, blood administration, etc
- Most of the team and the team dynamic of working together to get things done
- The team
- The people I met, most people were very lovely and made the experience really positive
- Working within the MDT all the doctors and physios were happy to work with us as nurses and answer questions re expectations

General and Colorectal Surgery (Knight Ward)

Knight ward is a 40-bed medical and surgical unit specialising in Gastroenterology, Colorectal & general surgeries.

Here you will gain knowledge and experience caring for acute patients, post-surgery. Knight ward is an exciting and dynamic department focused on teamwork and providing individuals the chance to grow and develop their surgical nursing skills.



My buddy (Kristen) was amazing and made my first rotation enjoyable, and really helped a smooth transition from student nurse to a practising nurse. She was incredibly approachable, and I could not have asked for anything more from her.

I really liked...

- The atmosphere on the ward, and strong support and teamwork
- Educator taking time to check where I am at, in terms of my skill assessment
- Post operative nursing
- The staff culture and teamwork during day shifts



Teamwork, supportive staff, Educator NUM who was very flexible which helped me a lot to balance my work life and personal life.

I really liked how approachable the team was, including Jodie & Yannick. The team made the whole rotation amazing & I was upset when it finished.

Rehabilitation (Kress Ward)

Kress ward is a 25-bed Inpatient Rehabilitation unit on level 4 of the Kress building. The Unit is within proximity to our allied health services and hydrotherapy pool. Kress ward provides a multi-disciplinary team approach contributing to the patient's personal rehabilitation program.

Cardiac Catheter Laboratory (CCL)

The Cardiac Cath Lab consists of 3 state-of-the-art interventional laboratories, procedural bays and a day stay unit. CCL procedures include angiography, coronary stents, electrophysiological studies and more recently Trans Catheter Aortic Valve Implantation and the Mitral Valve Replacement. Nurses working in this department work closely with cardiologists assisting in procedures both pre and post operatively. CCL is widely recognised as a leader in interventional cardiology giving nursing staff further opportunities to develop their critical care skills.



All the staff were fantastic and welcoming!

I really liked how Jesh adapted to my learning style and was patient with me when I needed things explained a few times.



Big shout out to the whole team who made my placement such a wonderful experience. Everyone has been so kind and patient with me. Special thanks to Rebecca for being understanding with my rostering; Rosa, who always kept up with my education and also to all lovely Tls & team who looked after me during work time!

The cardiac knowledge I got out from CCU makes me more confident in caring for sick patients.

Coronary Care Unit (CCU)

Coronary Care is a 25-bed unit located beside CCL. The San is a leading provider of complete private cardiac care. Being in a highly specialised environment, you will develop considerable skill and knowledge to understand this specialty. CCU is part of the San's emergency response and staff work with a highly trained team to assess and treat a broad range of medical and surgical cardiac conditions.



I have developed my skills in providing holistic care in a critical care environment. All the nursing staff were very approachable and made time to help. The in-services on Tuesdays and Thursdays were fascinating. Fast paced environment but felt very supported.

Emergency Care (EC)

The San's Emergency Care department is the largest private emergency unit in NSW. Our dedicated team of emergency care specialists and nursing staff care for a wide variety of presentations including cardiac, neuro, paediatric, sporting injuries, respiratory, wounds and more. EC is a fast paced, challenging but rewarding environment with dedicated staff who provide holistic care 24/7.

Intensive Care Unit (ICU)

ICU is a 30-bed state of the art unit caring for patients requiring advanced acute care. Being in a highly specialised environment, health care professionals work together as a team to address every aspect of our patients' needs. ICU nursing personnel are highly trained, supported by a group of Intensive Care Medicine Doctors specialising in life threatening conditions and major surgical procedures. Nurses working in ICU are encouraged and supported to advance their skills and learnings in caring for acutely ill patients.



Everyone was supportive and assisted me enough that I received a great transition into ICU. Linley and Emma have sat with me regularly when on the same shift and educated me / showed me skills. And Sue (NUM) was amazing in my confidence and ensuring she informed me of my patients and their care required for that day / anything the doctors had planned.



Special thank you to Aimee, Cassie, Stef, Penny S, and Judy for always being super supportive and helpful. All the staff were amazing and open to help and answer any Qs I had. Very appreciative for all the support I received from EVERYONE!

Surgical Centre (SC)

The Surgical Centre department operates Monday to Friday admitting patients for day surgery, short stay patients or overnight admissions. Nurses coordinate and prepare patients for their procedures. You will have contact with a variety of patients and many different specialties on one day. Working in Surgical Centre nurses will develop skills in patient assessments and 'whole person' observational skills.

Maternity (Baldwin Ward) Birthing Unit / Special Care Nursery

Our maternity department is comprised of a 40-bed postnatal and antenatal ward with 9 birthing suites with two having specially designed pools for water births and a 14-bay Special Care Nursery. Our maternity department is designed to ensure our mothers receive quality care in a state-of-the-art birthing and postnatal environment. The team is comprised of nurses and midwives who work closely with obstetricians.

I would like to thank Alison and Karen for allowing me the opportunity to commence my new grad in Maternity, I am endlessly grateful for their trust and support. I am grateful to each and every one of the of the fabulous midwives I get to work with on a day-to-day basis who offer constant guidance and go above and beyond to make me feel a part of the team.

The team was very supportive and understanding once settled in, the NUM was always there for support and approachable the team makes you feel as family.

Endoscopy Procedure Centre (EPC)

EPC is a standalone Monday to Friday day surgery centre within the walls of the San, with the benefits of being part of a large teaching hospital. EPC consists of an admission area, four operating theatres, a twelve bed Stage 1 recovery or PACU and a discharge lounge, as well as having its own specialised CSSD department. The unit services day only diagnostic and interventional procedures as well as servicing inpatients and the emergency department Monday to Friday. The main patient focus is Endoscopy. However, dermatology and pain management are also treated. Nurses in EPC can advance their skills in admission and discharge, instrument/circulating, anaesthetics, or recovery in the one area. Nurses working in EPC have the opportunity to develop skills and competence in all areas or choose to advance to working in Operating Theatre.



I would definitely recommend the PeriOp new grad program for people looking to work in a fast-paced environment, where you have the ability to work autonomously and use your critical thinking skills. I've felt extremely supported but also given the right amount of space to learn and develop.

The Theatres culture is fantastic, everyone is super welcoming and friendly; all staff members are happy to provide help and guidance when needed.

Theatre

The San has one of the largest theatre departments in Australia with 19 operating theatres including a Hybrid theatre. Geographically it extends over two of our buildings, the Clark and Tulloch towers, on Level 5. Two theatres operate with a Da Vinci robot system used for urology, colorectal, upper GI, gynaecological and cardiothoracic procedures. Another theatre operates with an orthopaedic joint replacement robot. All specialties are covered, with the exception of transplant surgery. Our operating theatre complex supports the accident and emergency department with theatre availability for emergency surgeries. Every day presents new challenges and learning experiences which are supported by a team of educators and ongoing training programs. Our theatre runs 7 days a week with a roster of on-call staff available for out of business hour emergencies.

Post Anaesthetics Care Unit (PACU) or Recovery

The PACU department supports first stage recovery of patients from all the theatres. Nursing staff will develop advanced skills in airway management and recognition of deterioration. Whatever your chosen path is in the future your time in a busy PACU department will always advance your career and your nursing skills.



Fun environment to work in with very supportive staff.

Instrument Circulation Nurses (Scrub Scout)

The scrub scout role provides patients with safe, quality care when they are at their most vulnerable. The San's internal training program allows you to rotate through all specialties to support your transition from novice to intermediate and then expert in your chosen speciality or specialities.

Anaesthetics

Anaesthetic nurses work together with Accredited Medical Officers in airway management, patient monitoring, fluid management and pharmacology within theatres. As an anaesthetic nurse you will learn and develop skills while being supported by our strong education team and team leaders on every shift.

Renal Dialysis

The renal dialysis unit provides both acute and chronic haemodialysis treatment to both outpatients and inpatients from Monday to Saturday. Our supportive and experienced team of nursing staff provide patients and families ongoing support and education related to care of a patient having dialysis.

Paediatrics (Wooler Ward)

The Children's Ward in Clark Tower provides families with a warm, caring environment in which children receive the very best of care. A range of day and overnight procedures including tonsils/adenoids, grommets, hernias and circumcisions, along with medical illnesses and recovery from surgery are provided for children and their families.

San Day Surgery Hornsby

The San Day Surgery Hornsby is a two theatre Day Surgery Centre directly opposite Hornsby Hospital. This facility is small and efficient, operating Monday to Friday. The services include ophthalmology, dental, plastics and minor orthopaedics. Nurses can experience and develop skills in admission, discharge, recovery, anaesthetics, and instrument circulating roles. This is an ideal place to become a well-rounded theatre nurse.

A teaching hospital of



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Partner in nursing education



Proudly supported by



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