

Calvary SA

Learning and Development

The Learning and Development (L&D) department works across Calvary SA hospital sites and aligns with National Standards.

L&D are responsive and adaptable, working to ensure that the learning journey is a supported and positive experience. They have a holistic approach to education and training, ensuring you are provided with a toolkit to capture work-life balance.

Innovative and targeted approaches to ensure mandatory training requirements are met and are meaningful to individual roles and environments

Clinical and non-clinical educational specialists across all areas of the organisation supporting all roles and services across all sites

Providing access to the **Calvary eLearning platform** is available 24/7 from any computer with internet access. Other courses that may help develop or refresh skill sets including computer courses, HR short courses, integrity courses and clinical courses

Delivery of **comprehensive, evidence based/ best practice education and training** at the bedside/area of work through to formal programs.

Supporting everything from **mandatory training through to post graduate education** as appropriate

Australian Resuscitation Council accredited course centre teaching **Advanced Life Support** (Adults and Paediatrics)



The Calvary SA Learning and Development team

Professional Pathways

Support for all staff within Calvary SA from novice through to expert and advancing practice.

- Targeted to workforce priorities and supporting a learning culture
- Personalised learning journey for staff, supported by leaders and managers
- Mandatory requirements and competencies are clearly articulated and understood
- Access to all resources and materials is easy and equitable
- Content is consistent, up to date and of a standard benchmarked against best practice
- Where possible, learning is supported in a relevant context to enable the multi-disciplinary team to work together
- Skills and qualifications are portable where possible providing the opportunity for linking to more advanced options inclusive of post graduate education / RTO training.

University of Tasmania (UTAS) Affiliation

Calvary has partnerships with UTAS for the provision of online post graduate nursing courses HECS-free for Calvary clinical staff, as well as Open Universities Australia for tertiary and vocational online courses.

Emerging Leaders

Calvary SA has a strong culture of developing leaders from within our organisation. This 12-month program supports and encourages staff to grow personally and professionally.

Clinical Facilitators

Undergraduate Nursing students have access to our on-site clinical facilitators, who offer a dedicated and supportive program for University of South Australia, Flinders University and The University of Adelaide.

We provide excellent learning opportunities in a variety of settings with a focus on delivering a safe and nurturing environment.

In addition to current student placement opportunities, Calvary North Adelaide offers a Clinical School program (which will also soon commence at Calvary Adelaide) in collaboration with The University of South Australia. This delivers consistent Placements at Calvary for third year nursing students.

Graduate Nurse Transition Program

For Enrolled and Registered Nurses and Midwives, this 12-month program consists of two 6-month rotations, delivered across all specialties.

In August 2021 we will be commencing our first cohort of graduates for our Regional GNTP, consisting of three 6-month rotations across our acute private, residential aged care and Community Care services in SA.

- The program includes comprehensive orientation, structured study days.
- Requires participation in our Make a Difference Project, by fundraising for local SA charities that align to our mission statement of 'Being for Others'.
- Requires participation in a group quality improvement project, conducted throughout the program and presented to our executive teams at the end of the year.

GNTP's in Calvary SA are supported by Graduate Nurse Transition Program Coordinators that have a comprehensive understanding of the program and its requirements, and ensures each graduate is able to achieve their goals. The program has been running for over 20 years and we have a rich culture of graduate support throughout our clinical areas from all staff.

Retention rates from our graduate programs to permanent positions have been above 96% in previous years.

Nurse Transition Programs

Perioperative:

The Perioperative Nurse Transition Program (POTP) is an exciting new program being piloted at Calvary Adelaide Hospital in 2021. This program is designed to provide Registered Nurses who have a minimum of 2 years acute clinical experience in any specialty, the support to move into the perioperative environment. Registered Nurses applying for this role will be supported to transition to perioperative nursing within an environment which will provide generous supernumerary time, study days to grow and develop, and a dedicated Perioperative Nurse Transition Program Coordinator to support and assist. The nurses in this program will 'exit' the transition program at the end of 2021 with a solid foundation in theatre (scrub and scout), recovery, anaesthetic nursing.

Emergency / Intensive Care / Cardiac:

This program is based on the principles of the Perioperative Program and will support experienced nurses to move into these specialist areas of practice in a supported manner. These national first experiences will be piloted shortly.

