



## The First Chapter

In mid 2007 we started a huge campaign to recruit the best graduates in NSW to join our Gradplus program.

Many months were spent interviewing and deliberating over which grads to choose, from over 450 applicants. With 19 hospitals participating in this year's program we came out the other end with over 110 graduate nurses for 2008.

Our Graduates hail from as far as Coffs Harbour - the city of the "Big Banana", to Tamworth -the city of the

"Big Guitar". Then right throughout Metropolitan Sydney and stretching as far south as Nowra, and of course, not forgetting those from overseas who are already enjoying the Aussie way of life.

From many walks of life these graduates have one thing in common, and that is their passion for nursing. We at Ramsay Health Care recognize this and see our future in their hands.

Back in February, at the commencement of the program we held a state orientation day to welcome each of the graduates to

Ramsay Health Care and the Gradplus program. Mr. Danny Sims, NSW State Operations Manager, was there to greet them on the day.

The days were run by our amazing bunch of Educators from various hospitals in NSW, who were on hand to pass on their knowledge and support to each of the graduates.

The Graduates themselves have now formed a strong bond with one another and already feel part of the "Ramsay Family".

We look forward to seeing what the next chapter brings.



North Coast Group at Baringa



Some of our wonderful Gradplus Coordinators

## Gradplus Welcoming Function Darling Harbour

Back in November 2007 Mr. Pat Grier, Managing Director of RHC hosted a welcoming function at the beautiful Maritime Museum, Darling Harbour. This was attended by the 2008 Graduates, Hospital and HO Executives and Gradplus Coordinators. A great night was had by all and it gave the Graduates the opportunity to let their hair down, get to know one another, take a break from studying and just relax and enjoy the scenery.



Enjoying a few drinks and canapés on the HMAS Vampire

On the night Pat spoke to the graduates and offered them this advice :  
" At Ramsay Health Care we encourage you to look after yourself as an individual, by balancing personal and professional areas of your life.....work to the best of your ability and don't forget your friendships along the way..."  
Great advice Pat!



Mr. Pat Grier  
Managing Director of RHC

- The First Chapter— Page 1
- Gradplus Welcoming Function—Page 1
- Personality Profile —Page 2
- Preceptor of the month award—Page 2
- Just for a Laugh —Page 2
- How to stay fit and healthy—Page 3
- Next study day —Page 3
- Our Graduates' Experiences —Page 4

# Personality Profile: Therese Poland (RN & Gradplus Coordinator for Northside Group)

Tess is the Quality and Education Coordinator for the Northside Group in Sydney. The Northside Group: Northside, Northside West and Northside Cremorne Clinics, offers specialist treatment for mood disorders, anxiety disorders, schizophrenia, psychosis and personality problems, post traumatic stress disorder, eating disorders and drug and alcohol abuse.

"This year the Northside Group is very excited about taking on graduates as it is our first Mental Health Graduate Program".



1. Describe yourself in a few words? *Adventurous, Self motivated & Quirky*
2. I would love to learn how to....*Surf & Scuba dive*
3. My most memorable travel adventure was.... *Time spent enjoying volunteer work in an orphanage in Africa.*
4. I absolutely love....*technology*

Thank you Tess for taking time to complete this interview.



## Preceptor of the Month Award

Each month the graduates will have the opportunity to nominate one of their preceptors for the "Preceptor of the Month" Award. We know that the preceptors are the backbone of this program and we do appreciate all the time and effort you put into guiding and supporting each of the graduates.

February's "Preceptor of the Month" goes to: Kerrie Maddin, from North Wing at Nowra Private Hospital. Kerrie was nominated by Merren Lawrence and this is what Merren had to say :

"My first day I was so nervous that I kept dropping all the medications knocking over patients water jugs and basically I was just a mess and I wouldn't have blamed Kerrie if she thought that I was mentally challenged. Kerrie persisted, she wouldn't tell me answers she made me find them for myself, she helped me with my goals and made sure that I had and have the opportunity to achieve them. While I still have loads to learn I am more relaxed and have fun with my job enjoying each victory and reflecting

on errors or finding better ways to do certain tasks. Kerrie has never not had time for me and through her guidance I believe more in my capabilities than I did and know that what I don't know I will be able to learn it." (Merren Lawrence, Graduate at Nowra Private Hospital. )

March's "Preceptor of the Month" goes to :Katrina Russell- Cargill from the Oxley Ward at Port Macquarie Private Hospital. Katrina was nominated by Julie Masterson and this is what Julie had to say:

"She has been a wonderful help! She has been my preceptor sometimes but even when she isn't my preceptor on a shift, she has always been more than happy to help me and explain things, she is wonderful and very knowledgeable nurse and is a real asset to Ramsey and all of our patients and staff! She is always very approachable and has a great personality for preceptorship!"

Well done to both Kerrie and Katrina, double movie passes are in the post to both of you along with your "Preceptor of the Month Certificate".

An honorable mention also goes to Karen Morrison, Level 3 at North Shore Private who was nominated by Alethea Day, Graduate at North Shore Private, and Leigh McCarthy from HDU at Port Macquarie Private Hospital who was nominated by Duane McPhee.

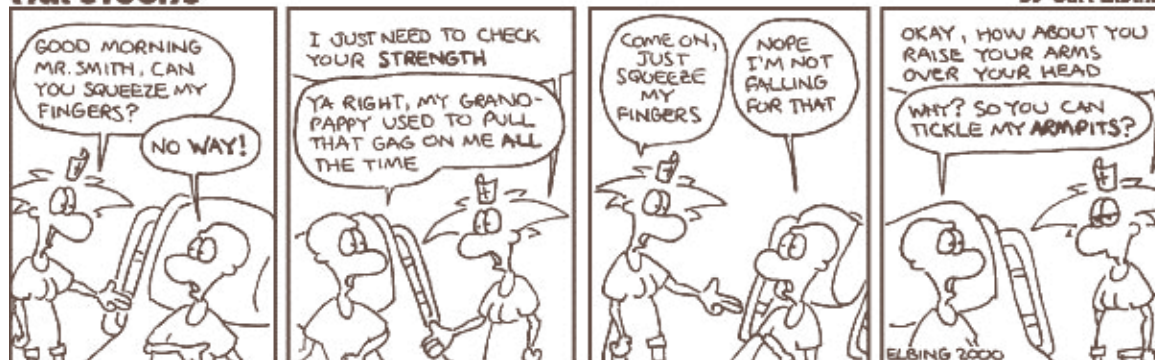
## Just for a Laugh

Seen on a nurse's bumper sticker: ER RN Pass me now, see me later!



### Nurstoons

by Carl Elbing



www.nurstoons.com

# How to stay Fit and Healthy

*The way you spend your morning can add a certain flavor to the rest of your day. Here are some healthy lifestyle habits to incorporate into your morning routine that can leave you better able to handle the stress you experience. Try one or several, and experiment until you find what suits you.*

## **Put On Some Music**

Music therapy has been shown to reduce stress and have a positive effect on health. But you don't need a therapist to enjoy some of the benefits music has to offer. Listening to music as you get ready and start your day will create positive energy and a soothing sense of peace (or a sense of fun, if you play party music). Music can compliment other healthy lifestyle habits, adding a sense of peace to a yoga workout, putting a spring in your step on a morning walk, or stimulating your mind as you write in your journal.

## **Stretch in the Shower**

The hot water will loosen up your muscles, so it's easier to get a good stretch. The act of stretching will help to release stored tension and enable you to start the day feeling more relaxed, at peace, and ready to handle what comes your way.

## **Eat a Balanced Breakfast**

For those of you who start the day on a bagel and coffee, *read this!* Breakfast is known as 'the most important meal of the day' for a very good reason: a healthy meal in the morning can balance your blood sugar levels and give you the sustenance you need to handle physical and mental stress. Without it, you will be less resilient, both physically and mentally. Be sure to have plenty of protein and fruit, not just caffeine and empty calories!

## **Drink Green Tea**

Sipping a warm cup of tea is a soothing activity that will help you prepare for the day ahead and feel nurtured. Green tea is loaded with antioxidants, so it's a delicious *and* healthy lifestyle choice.

## **Write in Your Journal**

Journaling has many health and stress management benefits, and can also lead to increased self-awareness. Writing once a day can help you feel focused, process negative emotions, and solve problems.

## **Morning Walk**

Walking has so many health benefits, the stress management benefits are practically just gravy! A morning walk can get you ready for your day, help you sleep better at night, lower your stress levels, and reduce your risk of numerous health conditions. And if you bring a dog with you, you'll be lavished with attention as well!

## **Yoga**

For a healthy body and peaceful mind, few activities give as much 'bang for your buck' as yoga. Combining all the goodness of several stress management techniques, such as deep breathing, meditation, stretching and more, yoga provides some of the best stress management and health benefits you can find in a single technique. A good way to start your morning is by doing a series of yoga poses called sun salutations.

For more information visit <http://stress.about.com/od/lowstresslifestyle/a/stayingfit.htm>



## Next study day

**North Sydney Group:**  
Date: 6th May 2008  
Venue: Westmead Private  
Time: 0900-1630

**South Sydney Group:**  
Date: 21st May 2008  
Venue: St George Private  
Time: 0900-1630

**North Coast Group:**  
Date: 9th May 2008  
Venue: Baringa Private  
Time: 0900-1630

Our first study day will be held in May and we are very excited about the day's content. This year, Gradplus NSW is focusing on "Customer Service", and in doing so we are incorporating the skills of Jacqueline Linke, who has recently done work for Ramsay and the Future Leaders Program. Jacqueline Linke has been working as a Professional Trainer for the corporate sector since 1999, focusing on Public Speaking, Presentation, Leadership, Facilitation, Influencing, Communication, Embedding Change, Group Dynamics, Negotiation and Personal Coaching.

Jacqueline, along with the assistance of a professional Actor, will cover the following topics: bedside manner, first impressions, and building new relationships. There will be the opportunity for each graduate to participate in the role plays with Jacqueline guiding the graduates through the different scenarios. The role plays will be based on scenarios which have been suggested by the graduates themselves, therefore using a hands-on learning approach.

We will also be covering topics such as "Documentation" and "Coroners Court cases".

*So don't forget to fill out your study leave form and get it signed by your Manager, and make sure you are rostered on for a study day.*

# Our Graduates' experiences so far

## I never thought I would...

*"Double scrub and assist for a few cases; nose resection, caesarian section, dental cases. I was also able to scout nearly independently for a few cases. I was able to get the opportunity to observe an 'off-pump' CABG which was pretty cool"*

(Diane Erica Santos, Graduate at Westmead Private Hospital.)

*"On an afternoon shift in the early evening one of my patient's went into pulmonary oedema. I called the supervisor immediately. Then I watched and participated (very minor participation) our emergency response team in action I was amazed at the way they bounced off each other and all took certain roles. I perhaps really understood how much I have to learn and how much I want to learn it."*

(Merren Lawrence, Graduate at Nowra Private Hospital)

*"I guess this isn't really something that I thought I would never do, but thought it would be a while before I had to do it. My first catheter was a male patient who had a prostate history and I did it without any problems. I don't know who was more nervous, the patient or I".*

( Duane McPhee, Graduate at Port Macquarie Private Hospital)



*"A vac dressing on a recently washed-out abdominal wound. The representative from the company was there too, so she was educating and guiding the procedure which another new grad was performing it, and I was assisting. It was complicated and incredibly interesting! It definitely had the 'wow' factor for me".*

(Charmaine Bru, Graduate, Westmead Private Hospital)

## My best shift so far....

*"Where to start everyday I accomplish something perhaps minor but I feel a sense of achievement nonetheless. The most memorable for me was setting up and running according to Ramsey protocols my first blood transfusion without being told what to do. I was so sure that I would never be able to run an IV correctly or be able to do the math on my feet that I was so pleased I did a little dance"*

(Merren Lawrence, Graduate at Nowra Private Hospital)



*"Best Experience I have had so far: The best way to answer this question is to say the best experience that I have had has been the overall experience. I find it hard to put my finger on any one experience that has stood out from the rest. I am learning things at a very fast pace, sometimes too fast and that itself has been a challenge. Maybe, things like being asked by Juliana (hospital educator) if I would be interested in tutoring a struggle student at Southern Cross University was a highlight. Good feedback from other staff is always nice to have".*  
(Duane McPhee, Graduate at Port Macquarie Private Hospital)

*"My whole first rotation. Everything's really come together in terms of my thought processes as a new grad nurse and through my nursing care. It feels amazing to be able to have this first rotation and feel like I've really developed and been able to do even more than what I initially had doubts over. I actually feel like a nurse now haha "*

(Charmaine Bru, Graduate, Westmead Private Hospital)

## When I'm not nursing I...

*"I try to socialize with friends, go out to lunch/dinner and catch a movie. I also go to the gym and sweat it out. I sleep, listen to my favorite music and watch comedy sitcoms – will and grace, scrubs, little Britain and other TV shows"*

(Diane Erica Santos, Graduate at Westmead Private Hospital)

*"Yoga and aerobics- Great for stretching and getting rid of that stiff back and accumulated tension.*

*Going to the beach- fresh air, relaxation and exercise.*

*Attending concerts- Fun and totally unrelated to healthcare.*

*Seeing friends- Gets me out and about and gives a new perspective on things that are bothering me".*

(Elizabeth Matters, Graduate at North Shore Private Hospital)



*"I go to the gym after/before work to de-stress and run it out. I go to my Church group activities which help me to re-focus. Talk to my family/spend time with them to both de-stress and re-focus. All these things help me to have a positive outlook and re-energize for a new week/ shift".*

(Charmaine Bru, Graduate, Westmead Private Hospital)



The next Issue of "Newsplus" will be out in June 2008 and if you would like to submit an article or find out more information about the Gradplus program please email Karina Kiely, Gradplus NSW coordinator at: [kielyk@ramsayhealth.com.au](mailto:kielyk@ramsayhealth.com.au)