



# Nurse Graduate Development Programme 2018/19



[www.hermitageclinic.ie](http://www.hermitageclinic.ie)

## Course Overview

This course aims to provide education and learning opportunities to the newly qualified staff nurse. Candidates will experience a supportive clinical environment that facilitates the transition from novice to expert. The course aims to develop the skills required in nurse practice today. The programme modules rotate across a number of clinical areas.

## Learning Outcomes

At the end of this course candidates will be able to

- Define the role of staff nurse within an acute hospital and identify the responsibilities for that role
- Perform effectively as a team member with a focus on patient safety and time management
- Demonstrate enhanced skills in patient assessment and patient management.
- Demonstrate enhanced skills in Medication Management including Administration of Medication
- Use a wide range of communication skills that will facilitate effective team dynamics

## Target Audience

Newly qualified Registered General Nurses

“ The Hospital is quite diverse and I gained so much experience in many different areas.

Course Participant 2017



## Course Content:

### Role of the Staff Nurse

- Safe Delegation
- Time Management
- Prioritising Care
- Admission & Discharge Planning

### Quality Management

- How to Audit your Nursing Care
- Fostering a Culture of Safety
- Policy Development
- Understanding National Standards

### Communication

- Effective communication in the MDT
- Escalation Techniques
- Preceptorship and giving Feedback
- Delivering Patient and Family Centered Care

### Clinical Skills

- Surgical Care including Pre-Assessment, fundamentals in Orthopaedic Nursing and Neurosurgical Nursing Care
- Medical Nursing Care including Cardiology, Intervention Radiology, Oncology and Nursing Care



“ The programme allowed me to join the nursing team in the Emergency Department. This is an area that I loved during my training.

Course Participant 2017



## Assessment

- As formative assessment each candidate must keep a reflective learning Journal.
- Summative assessment is a patient case study including an account of the nursing care given and rationale for that care pathway.
- To successfully complete the programme each candidate must achieve clinical competencies outlined at the start of the course.

## Methodology

A variety of teaching styles will be utilised during the programme including visual learning, workbooks, reflective practice and problem based learning.

## Certification

The Course is approved by the Nursing & Midwifery Board with CEU's available for each module.

## Delivery

The course will be delivered over 12 months.

With over 150 hours of class room time that is supported by clinical practice in various departments.

“ The programme gave me support at the start of my career when I most needed it.

Course Participant 2016

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## About Us

The Hermitage Medical Clinic is a 112 bed state of the art hospital in Lucan with access to over 200 leading consultants. The hospital has particular expertise in Neurosurgery, Orthopaedics, Diagnostic and Interventional Cardiology Services. The HMC has first class consultant expertise in the areas of Medical, Surgical, Radiation Oncology and CyberKnife.

## Nursing Education & Development Team



**Keith McCarthy**  
*Head of Talent Management & HR*



**Carolyn Whelan**  
*Educational Development Lead*

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## Participant Feedback

75% of participants have remained in employment with us post-programme.



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