



Princess Alexandra Hospital  
Permanent Nursing Pool (PNP)

## Graduate Nurse Program

### Hospital overview

Princess Alexandra Hospital (PAH) is a large 780 bed tertiary health care centre, providing care in most major adult specialties.

- We are nationally recognised for our expertise in trauma management and major organ transplants.
- We are one of Australia’s leading academic and research health centres.
- Our nursing excellence is internationally recognised, and we are the only hospital in Queensland that has prestigiously been formally recognised as a Magnet organisation since 2004 by the *ANCC Magnet Recognition Program®*.
- Continued Magnet Recognition ultimately recognises excellence in the practice of our 2,400 nurses, the delivery of high-quality care, support for personal and professional development, the supportive team environment and the commitment and passion to safe person-centred care.

### Program overview

The PNP Graduate Accelerated Program (GAP) is:

- A 26-week accelerated structured program.
- Focused on consolidating fundamental nursing skills gained through tertiary education.
- Not limited to one type of nursing experience.

The PNP GAP is composed of:

- Orientation, learning pathways and rotations through Divisions of Medicine, Surgery and many other clinical areas predominately at PAH.
- Educational “Study Days” dedicated to PNP graduates
- PNP graduate competency book
- Dedicated PNP clinical facilitator support
- Scheduled feedback on progression
- Rostered 8 shifts per fortnight (0.8FTE)
- Regular recruitment intakes throughout year

### Unit information

PNP at PAH is one of the largest and most dynamic units within the hospital. PNP consists of dedicated and multi-skilled nursing staff that have been employed to meet the emergent staffing needs of the hospital.

PNP staff work across all areas of the hospital, and associated areas. This provides a unique opportunity for staff to develop skills they may not have been exposed to in one area. These acquired skills are not bound to one specialty but are transferable across all areas developing staff both professionally and personally.

### Testimonials

“... working in pool trained me to be ready for anything.”  
(PNP Graduate, 2018)

“You know there’s always someone there ... they’re always available” (PNP Graduate, 2018)

### Advantages of PNP GAP

- Safe learning environment to explore nursing specialties.
- Transferable clinical and non-clinical skills.
- Gateway to preferred specialist nursing fields.
- Promotes ownership of learning.
- Increase confidence and competence in own practice.
- Facilitates “gaining your feet” as a nurse.



## Hospital initiatives

- Magnet®
- Planetree
- Commitment to Reconciliation
- Digital Hospital

## Program benefits

- A structured graduate nurse program that will assist you to transition from novice graduate nurse to a confident and skilled practitioner.
- The provision of education and support needed to build an enriching and rewarding professional career.
- Joining an organisation that is internationally recognised for nursing excellence and developing leaders of the future.
- A supportive clinical and educational environment that promotes competence and confidence in clinical practice.
- Diverse clinical specialties from which to choose.
- Multiple career development pathways with opportunities to progress and achieve your future nursing career goals.

## Placement opportunities

- Division of Medicine
- Division of Surgery
- Division of Rehabilitation
- Division of Cancer Services
- Emergency Department
- Patient Flow
- Transit Care Hub
- Public health services
- Various specialty wards
- Various speciality outpatient units

## More information

Visit [metrosouth.health.qld.gov.au](https://metrosouth.health.qld.gov.au) and search “graduate programs”.