



Government of Western Australia  
North Metropolitan Health Service  
Mental Health, Public Health and Dental Services

# Mental Health Nursing North Metropolitan Health Service



## Transition to Practice



We are proud to be a smoke-free site. Thank you for not smoking or vaping.

**One** team, **many** dreams.

Care / Respect / Innovation / Teamwork / Integrity



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# Acknowledgement of Country

We acknowledge the Noongar people as the traditional owners and custodians of the land on which we work, and pay respect to their elders both past and present.

North Metropolitan Health Service recognises, respects and values Aboriginal cultures as we walk a new path together.





## Vision

A trusted partner, delivering excellent health care for our people and our communities.

## Mission

To promote and improve the health of our people and our communities.

### Our Values

### Organisational Behaviour

### Our Individual Behaviour



#### Care

We show empathy, kindness and compassion to all.

- Caring for our patients as well as each other
- Offering help and support when needed
- Taking care of my own health while also looking out for the safety and wellbeing of others



#### Respect

We are inclusive of others and treat everyone with courtesy and dignity.

- Acknowledging the different beliefs, culture, views and circumstances of others
- Communicating with honesty and openness, and listening without judgement
- Trusting others' ability and empowering them accordingly



#### Innovation

We strive for excellence and are courageous when exploring possibilities for our future.

- Constantly seeking better and more sustainable ways to work
- Being proactive in identifying opportunities and proposing solutions for improvement
- Continuing to learn, encouraging research, and keeping up to date with new developments and best practice.



#### Teamwork

We work together as one team in a spirit of trust and cooperation.

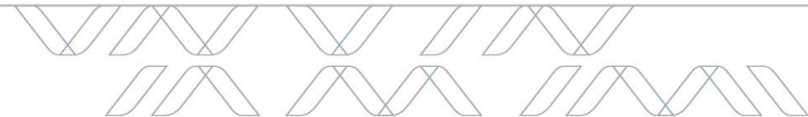
- Listening to, respecting and valuing the roles and contributions of others
- Fostering cooperation and joint problem solving through open communication and collaboration
- Sharing a sense of pride in achievements and celebrating success



#### Integrity

We are honest and accountable and deliver as promised.

- Being genuine, reliable and trustworthy, and treating others equitably
- Taking responsibility for my actions, behaviour and decisions
- Being professional and leading by example





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# Transition to Practice Program at NMHS



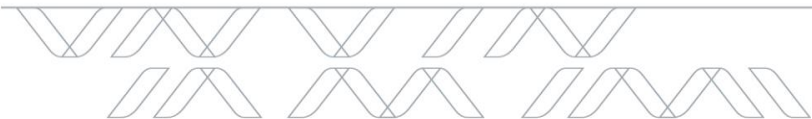
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## Mental Health Nurse Graduate Programs

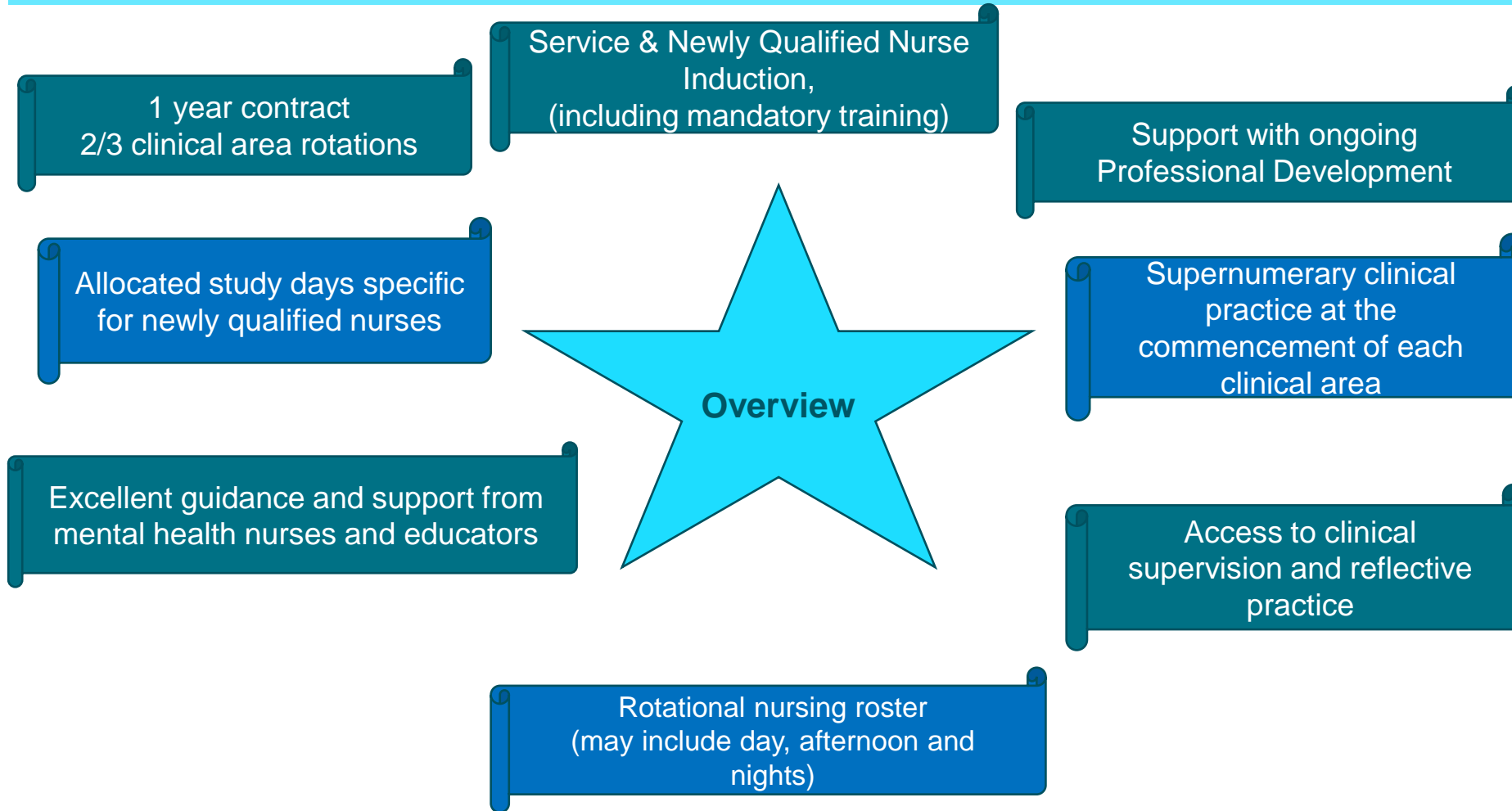
- ▶ Registered Nurse Program with ECU
- ▶ Collaborative Nurse Program with SCGH
- ▶ Enrolled Nurse Program



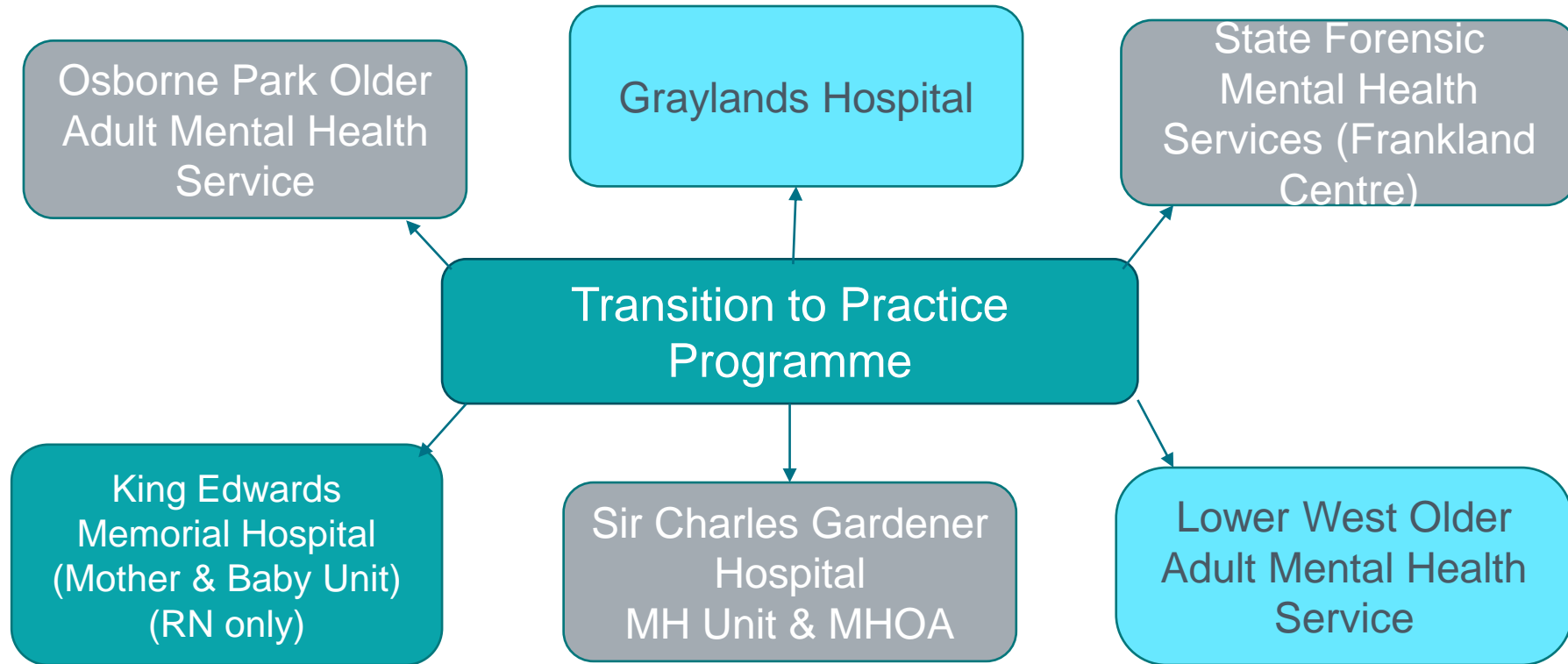
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# NMHS Mental Health Transition to Practice Program



# Participating Sites







# Staff Benefits

OSH Nursing

Salary packaging

Staff Influenza Vaccination

Employee Assistance Program



Wellbeing strategy

Wellbeing pillars



Wellbeing workshops

Wellbeing psychologists

Fitness passport

Peer support program



Safety Reps

Health Insurance - Corporate Discount

Psychiatric Services Library

Fit Testing



## Statements from Previous & Current Nurses about the Transition to Practice Program

Graduate Enrolled Nurse Eden McCrystal said the Transition to Practice Program gave her the opportunity to learn new skills in a safe environment

"When I started, I was excited but incredibly nervous. My Staff Development Nurse would reach out a few times a week and work alongside me in the ward, which made me feel more confident," Eden said.

"I was provided with resources on topics I didn't understand and encouraged to apply critical thinking and experience to situations. The support made me feel excited to come to work and care for my patients."

Firstly, I would like to thank everyone for providing so much support in my journey of transitioning as a newly registered nurse. I had a great experience, in both of my rotations during this program. Study days helped me to get better understanding and helped me to provide better care. During this year, I have learned a lot and again thanks to all the lovely staff in both places who were keen to teach and helped me to learn from my mistakes as well. All the support and lovely team made this year memorable for me. So, thank you for doing that and making my transition easier than I thought.



My experience of the NQN Support Program this past year has been nothing but incredible! I have been welcomed, supported and advocated for by passionate, knowledgeable and experienced nurses. My personal support nurse has gone above and beyond at times in their efforts to accommodate my need for support, clarification, encouragement and also providing me with a non-judgemental 'ear' when I have been confronted with difficult and or distressing situations during my shifts. I have appreciated her dedication to furthering my knowledge and experience and making my first year as a nurse an enjoyable, supportive and inclusive. The NQN Support Program has been invaluable to me and I believe my confidence as a NQN has developed accordingly as a result.



I have found the NQN program with North Metro Mental Health to be useful as a supported start to my career in nursing. Even though I have been fortunate to work within supportive team environments, it has always been great to know that I have a NQN support nurse who I can ask for further support and resources as needed. The program included a Post-Graduate Certificate in Mental Health, and encouraged me to develop the important skill of clinical reflection. If there is anyone who is unsure about applying for a NQN program, I'd strongly encourage them to! You won't look back!



# Questions?



Newly Qualified Nurses currently with our  
Transition to Practice Program 2023/24

**Contact us**

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**Email:-**

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**Thank you**