

*Charlies Nurses....  
Passion for Knowledge,  
Compassion for Life*



## Why Enrolled Nurses are choosing to start their careers at "Charlies"

Ann Williams commenced her nursing career at SCGH in 2002 with a place in the Enrolled Nurse Graduate Program. The program is designed to guide and support Enrolled Nurses during their first year of clinical practice. Initially, Ann said she felt a little daunted to be part of such a large teaching hospital but with support from all the nurses she worked with, she soon felt very much at ease.

Ann is the first to agree she has been given every opportunity to further develop her skills and education, and has completed an extensive list of post-graduate qualifications at Charlies to advance her career. All her hard work paid off when she was promoted to an advanced skill level just two years out of her training.

"Enrolled Nurses now have so much more opportunity to progress in the field," she said. "Post Graduate study allows me to be more efficient at my job, and in turn that gives me greater satisfaction."

Ann already has plans for post-graduate study in 2009, when she'll commence a Certificate in Acute Care. In the meantime she's chosen to keep busy working towards her Certificate in Neurosurgical Nursing and then her Certificate in Continence Nursing.

SCGH Executive Director of Nursing Services, Associate Professor Di Twigg, said because of its size the Hospital is able to offer many different fields of specialty and avenues for advancement for Enrolled Nurses.

Ann is one of a growing number of Enrolled Nurses at SCGH, and says she would encourage all new graduates to apply for positions within the Hospital. "Charlies has been extremely supportive of my study," she said. "Senior staff are understanding of the pressures of study and have always offered time-flexibility to allow me to keep up with course requirements."

Assoc. Prof Twigg said the Hospital recognised that supporting Enrolled Nurses who pursue post-graduate study to enhance their knowledge and skills, was directly beneficial to the Hospital, its staff and patients.

"Enrolled Nurses now have so much more opportunity to progress in the field,"

Ann Williams - Advanced Skilled Enrolled Nurse



Ann Williams

"...we are so proud to have achieved this recognition of our skills and professionalism"

Joy Catlow re Medication Competency.

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## Enrolled Nurse (EN) Matters @ Charlies

### How are nurses supported through education at Charlies?

Career development opportunities are essential in today's clinical areas where nurses care for unstable patients using advancing technology. Courses run through the Centre for Nursing Education (CNE), and at the ward level, are designed for nurses at all stages in their careers including those who are new to the nursing profession, who are currently working and those who want to refresh or further develop their knowledge.

### What opportunities are there for Enrolled Nurses at Charlies?

- The EN Graduate Program is a 12 month program specifically designed for the beginning EN to support and consolidate knowledge and skills in the acute clinical context. Rotations may be negotiated beyond the 12 month period.
- EN Professional Development days are run throughout the year where the role, responsibilities and scope of practice of the EN in the acute care setting are explored and discussed in depth.
- EN Medication Courses are available to EN's who wish to develop their competence in medication administration. In addition an IV Course is available for EN's who wish to develop IV medication competency.
- Specialty post registration courses are run for EN's at CNE. These include the specialty areas of neuroscience and nephrology.
- Career progression to Advanced Skills EN level (ASEN) is supported and follows the guidelines set by the Office of the Chief Nurse to recognize EN knowledge and experience. EN postgraduate studies and EN to RN conversion courses are also supported through roster negotiation and study leave.
- EN's are on-line at Charlies. An EN bulletin provides an opportunity to relay information and receive feedback via email on current Education programs and issues specifically related to the EN scope of practice with the program co-ordinator.

### In what range of speciality areas can EN's work at Charlies?

EN's at Charlies work in acute medical and surgical areas including areas including renal dialysis, emergency department, theatre, high dependency units.

EN's are leaders in supporting safe standards of practice at Charlies in their roles as hand hygiene leaders, diabetic link nurses, magnet champions, wound care and falls prevention representatives.

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