

# Graduate Ward/Hospital Opportunities for 2026

**Townsville  
Hospital  
and Health  
Service**

**All graduate positions are required to work across all three shifts (AM/PM/Night Shift) and public holidays (inclusive of Christmas).**

## Rural Hospitals Service Group

### Richmond MPHS

Richmond Multi-Purpose Health Service (MPHS) has 6 acute beds and 4 MPHS beds. It provides general medical and paediatric inpatient services to the Clinical Services Capability Framework (CSCF) Level 2.

Richmond is the midpoint between Townsville and Mt Isa and is classified as very remote using the Accessibility/Remoteness Index of Australia Plus.

Richmond MPHS provides a range of services including emergency care 24 hours/day / 7 days/week, general medical, and paediatric services in addition to a Hospital-Based Ambulance (HBA) Service.

Richmond HBA Service provides Registered Nurses with the opportunity to work in the pre-hospital setting as a first responder. Graduate nurses are rostered 8 shifts per fortnight.

### Hughenden

Hughenden is a 15-bed facility with 6 MPHS Aged Care beds and 9 acute beds. It has a 24-hour Emergency Department and diverse range of clinical presentations such as trauma, cardiac, paediatrics, and elderly patients. Graduate Nurses will be allocated patient loads and are encouraged to speak with team leaders with any concerns or questions.

Our Graduate Nurses work alongside senior Registered Nurses when they first start. The Western Corridor Nurse Educator organises education such as cannulation, Emergency Triage Education Kit (ETEK), Rural & Remote Nursing course. Advanced Life Support (ALS) is organised for Graduates to attend by mid-year of the program. Depending on their level of confidence, Graduate Nurses will be asked to be part of the facility's on-call roster and given team leader shifts with support from senior colleagues after 6 months.

Graduates will always have support by the team.

### Joyce Palmer Health Service

Joyce Palmer Health Service (on Palm Island) is an 11-bed acute ward consisting of maternity and paediatric beds.

Presentations to the ward usually consist of acute cardiac, respiratory, gastroenterology, head injury, mental health, skin infections, ENT infections, and Gynaecological concerns.

Joyce Palmer Health Service has an emergency room with 2 acute beds and 1 resus bed/room. There are also 4 fast track beds. Doctors are onsite with on-call provision for after-hours presentations.

A Graduate nurse would be expected to support patients on the ward with medication administration, observations, cardiac monitoring, assistance with Activities of Daily Living (ADLs) and any patient concerns. There are also 2 Indigenous Health Workers working Monday - Friday to assist patients with ADLs.

The second part of the Graduate year will be supported by senior nursing staff to help in the emergency room in non-busy periods to further develop their confidence and skills.

### Charters Towers Health Service

Charters Towers Health Service is a level 3 (CSCF), non-birthing, 20-bed rural hospital with emergency and ambulatory services. Ambulatory services include community health nursing, child health nursing, home care services, midwifery group practice (non-birthing), advanced health worker, physiotherapy, occupational therapy, speech pathology, and social work onsite.

Graduate Nurses will initially work on the ward. In time, they will progress to the shift coordinator role with support and work in the emergency service, under direct supervision.

## Home Hill Health Service

Home Hill Health Service provides traditional hospital-based services including a 14-bed inpatient unit providing Palliative and end-of-life Care, medical and rehabilitation services, as well as specialist outpatient clinics and an 8-bed satellite Renal Unit.

A 24-hour nurse lead triage system, with transfers to Ayr Health Service for medical attention, is supported by a nurse-led telehealth. Wound clinics are undertaken daily and we aim to provide care close to home for our community.

Graduate Nurses receive a high level of support in the first 6 months working with registered staff to consolidate clinical skills and gain leadership qualities.

The main objective is to develop critical thinking skills and work independently as a Registered Nurse.

## Ayr Health Service

The Ayr Health Service offers an unforgettable experience and rewarding career opportunities for our rural and remote nurses and midwives. As a graduate nurse or midwife, you will work in diverse environments within our service that offer experience and exposure within the Emergency Department, 28 bed Acute ward, Obstetrics and Perioperative Environment.

As you begin your career within our service, we will provide you with the transition education and support you need to build upon your existing skills. You will become part of a well-structured and highly supportive team that will open the door to many opportunities to empower your career in health.

We are committed to growing our First nations workforce to support consumers achieve equitable health outcomes. First Nations graduate nurses and midwives are pivotal in delivering culturally safe health care and improving experiences of all consumers who access our health service.

As a graduate midwife, you will be immersed in every stage of pregnancy, labour, and the early post-natal period. You will be mentored by experienced midwives and offered high level training and support to consistently deliver women centred care.

Ayr Health Service Graduate Nurses & midwives also have the opportunity to work alongside the Community Nursing and Allied Health Team. These teams have a primary health focus and include Child & Youth Health, Community Liaison, Chronic Disease, Aboriginal and Torres Strait Islander Health, Occupational Therapy, Oral Health, Physiotherapy, School-based Youth Health, Social Worker, and Speech Pathology.

The Ayr Health Service is committed to your development as a Graduate Registered Nurse or Midwife as you represent the future of health care and nursing and midwifery professions for our Burdekin community. We are privileged to help you reach your full potential whilst providing an exciting and rewarding career opportunity.

## Ingham Hospital

Ingham Hospital offers you the opportunity to work in a 28-bed acute rural facility, located approximately 120km north of Townsville. Services at the facility include an Emergency Department and an inpatient ward which includes Palliative Care, Birthing Space, and Theatre.

The Ingham Hospital also offers services such as Radiography, Ultrasonography, Physiotherapy, Speech Pathology, Occupational Therapy, Community Mental Health, Aboriginal and Torres Strait Islander health, Dental, Maternity Services, Child Health, Pharmacy, and visiting medical consultants from Townsville.

During your graduate year at Ingham, you will have the opportunity to work in a busy inpatient ward with exposure to a variety of clinical presentations.

Throughout the year you will work closely with the Clinical Nurse Educator to undertake competencies such as Venepuncture, Intravenous Cannulation, Nasogastric insertion, Indwelling Catheter insertion, PICC Line care, and Hi-Flow (Non-Invasive) Ventilation. You will also become familiar with using equipment such as bedside monitoring, Bladder scanner, ISTAT Point of Care testing, Hamilton T1 Ventilator, NIKKI syringe drivers, and infusion pumps.

Whilst completing your graduate year, you will also attend training such as Advanced Life Support, OPTIMUS CORE, Imminent Birth, Neo Resus, and dedicated Rural Graduate training days.

## Eventide Residential Aged Care Facility – Charters Towers

Eventide Residential Aged Care Facility is a Commonwealth-funded service offering 70 residential aged care beds to the Charters Towers community and surrounding areas. The facility provides holistic, person-centred care that emphasises dignity, independence, and wellbeing.

Eventide comprises two distinct care units: a high-care unit that provides 24-hour clinical support for residents with complex health needs, and a specialist dementia support unit designed to deliver individualised care for people living with dementia at all stages. Each unit is tailored to meet the unique and evolving needs of its residents, ensuring consistent, person-centred support. Care at Eventide is guided by individualised care plans and a Recreation Program that reflects residents' interests and preferences. Our multidisciplinary team is committed to delivering high-quality care through strong clinical leadership and a continuous improvement approach.

Graduate Nurses at Eventide are supported through a structured 12-month transition-to-practice program. Graduates are provided with on-site support from a dedicated Nurse Educator and a senior clinical team, ensuring guidance and mentorship throughout the

program. On the job clinical learning opportunities span a range of areas including dementia care, gerontology, palliative care, wound care, and medication management. Graduates also develop key professional skills such as leadership, communication, and critical decision-making. There are opportunities for rotation within different care areas of the facility, including the dementia support unit and high-care residential areas, allowing for well-rounded experience in aged care nursing.

In addition to core clinical duties, Graduate Nurses will be involved in care planning, documentation aligned with the Aged Care Quality Standards, and quality improvement activities. They may also support lifestyle and engagement programs, attend multidisciplinary team meetings and family case conferences, and contribute to the ongoing development of care practices. Graduates are expected to complete mandatory training and demonstrate flexibility in supporting residents with complex behaviours, including the use of communication aids and behaviour support strategies.

This graduate program offers a fulfilling and professionally enriching pathway for nurses who are passionate about making a meaningful difference in the lives of older people.

## **Parklands Residential Aged Care Facility – Townsville**

Parklands Residential Aged Care Facility is a Commonwealth-funded facility within the Townsville Hospital & Health Service, located on Kirwan Health Campus. Our facility is dedicated to providing exceptional care tailored to the individual needs and choices of each resident. Governed by robust Aged Care Standards, Parklands Residential Aged Care Facility strives to ensure a high level of service quality, safety, and resident satisfaction. Our facility emphasises a person-centred approach, where the dignity, and preferences of each resident are central.

Parklands Residential Aged Care Facility offers two distinct units, designed to cater to the specific requirements of our residents; Nautilus and McCarthy.

Nautilus unit is a 30-room memory support and dementia unit, designed to provide a safe, supportive, and stimulating environment for residents with memory impairments. The specialised care in this unit focuses on maintaining the highest possible quality of life through personalised care plans, therapeutic activities, and a compassionate approach that respects the unique experiences of each resident.

McCarthy unit, comprising of 40 rooms, is tailored for residents who require more intensive high care nursing support. Our unit and team are equipped to handle complex health conditions, providing around-the-clock care to ensure that each resident's medical and personal needs are met promptly and effectively. McCarthy unit is designed to create a comfortable and supportive environment, where residents receive comprehensive care that enhances individual well-being.

Graduate Nurses at Parklands Residential Aged Care Facility play a pivotal role in supporting resident care and choice. As integral members of our dynamic multidisciplinary team, Graduate Nurses are given the opportunity to hone their clinical skills, leadership abilities, and time management competencies.

Our facility fosters an environment of continuous learning and professional development, ensuring that Graduate Nurses receive the mentorship and support needed to excel in their roles. This nurturing atmosphere with access to a full-time Nurse Educator and senior managers, allows them to grow into competent and confident healthcare professionals, capable of delivering high-quality care.

The multidisciplinary team at Parklands Residential Aged Care Facility includes experienced nurses, carers, recreational offers, and support staff, all working collaboratively to provide holistic person-centred care. Our focus on individual care and choice, coupled with our robust support for Graduate Nurses, sets us apart as a leading provider of aged care.

# Mental Health Service Group

## Alec Illin Secure Mental Health Rehabilitation Unit

The Alec Illin Secure Mental Health Rehabilitation Unit delivers effective mental health care in a safe and secure environment, achieving a balance between society's expectations of safety and the consumers' right to the least restrictive treatment option. This unit provides a secure, structured environment for rehabilitation.

As a Graduate Nurse, you will be supported to develop a skillset to critically analyse mental health policy, legislation, and guidelines to deliver specialised care within Alec Illin Secure Mental Health Rehabilitation Unit.

Practicing within our model of trauma-informed care, you will focus on the assessment and risk mitigation of consumers that have committed serious offences due to the effects of their mental illness. You will be expected to integrate the clinical, legal, and ethical aspects of forensic mental health into nursing interventions that promote a recovery journey, back to the community, and support the least restrictive practice.

## Townsville Community Care Unit & Acquired Brain Injury Unit

The Townsville Community Care Unit (TCCU) 24 beds and Acquired Brain Injury Unit (ABIU) 10 beds, provides a comprehensive, collaborative, consumer-focused, psychosocial recovery service that empowers consumers to live their own lives as independently as possible.

As a Graduate Nurse, you will be a part of a dynamic team in which we have a lot to offer.

Graduate Nurses will be supported to build skills in providing trauma-informed care to our clients with a recovery focus, as well as being provided with education to learn how to assess/document mental state, conduct comprehensive risk assessments, learn skills in the least restrictive approach, formulate care plans, document clinical reviews, develop discharge pathways into the community.

You will also learn aspects of the Mental Health Act and how to support consumers who are supported by treatment authority and forensic order community category conditions.

## Adult Acute Mental Health Inpatient Unit

The Adult Acute Mental Health Inpatient Unit (AAMHIU) is made up of 2 units, the Low Dependency Unit (LDU) and High Dependency Unit (HDU). These units deliver tertiary mental health services to North Queensland.

The LDU is a 28-bed unit that provides short to medium-term 24-hour inpatient assessment and treatment services for people experiencing serious episodes of mental illness, who cannot be adequately supported in the community environment.

The HDU is an 8-bed unit designed to provide close, intensive support to consumers during the acute phase of mental illness. The unit works on the principles of a low stimulus and high support, to support and care for consumers require more intensive time and intervention.

Graduate Nurses will be supported by our team of Nurse Educators to complete a Graduate Certificate in Mental Health Nursing and build on skills in trauma-informed care, recovery focus, and least restrictive practice frameworks.

They will be provided education on assessment and documentation of mental state, conduct comprehensive risk assessments, care plans, the Mental Health Act, diagnosis, and treatment, and be fully trained in de-escalation and managing actual and potential aggression.

## Charters Towers Rehabilitation Unit

The Charters Towers Rehabilitation Unit (CTRU) is a 27-bed medium to long-term stay residential mental health rehabilitation unit.

CTRU recognises that positive mental health is essential for every member of society and facilitates access to high-quality residential care for consumers whose needs cannot be managed within the community without significant risk to their psychological and physical well-being.

CTRU aims to provide a therapeutic community that recognises that a consumer's recovery can be facilitated by continued positive authentic engagement with care providers.

Graduate Nurses will receive support from our team of highly experienced nurses and allied health members to complete their graduate year in mental health nursing, enhancing skills in trauma-informed care, recovery-focused practices, and least restrictive practice frameworks.

They will receive education on assessing and documenting mental states, conducting comprehensive risk assessments, creating care plans, understanding the Mental Health Act, diagnosing, and treating patients, and will be thoroughly trained in de-escalation techniques and managing actual and potential aggression.

## Adolescent Inpatient Unit and Day Service

Adolescent Inpatient Unit and Day Service (AIUDS) is a purpose-built 8-bed inpatient unit with additional areas for the provision of a day program to be accessed by both inpatients and outpatients.

The functions and intended achievements of the inpatient unit are to deliver acute mental health care and crisis intervention to young people in a safe and therapeutic setting through multidisciplinary care, diagnostic assessment, treatment, and evidence-based clinical interventions and therapies for young people aged between 12 and 18 years old.

AIUDS strives to provide a therapeutic milieu with an emphasis on positive communication, interactions, and healthy relationships. Also, arranging, coordinating, and supporting access to a range of services for consumers, their families, and or carers to aid in recovery and discharge planning.

These functions contribute to a safe environment for staff, young people, and visitors, and a recovery-focused service that maintains hope, promotes resilience enhances interpersonal skills, and improves family and peer relationships.

The Day Service includes therapeutic milieu, nursing, psychiatric and psychological evaluation and medication management, group, individual and family therapy, psychological testing, vocational and educational planning, substance abuse evaluation, and treatment and behavioural plans.

The environment at this level of intensity is highly structured and therefore should have a higher staff-patient ratio that is sufficient to ensure necessary therapeutic services are delivered.

Graduate Nurses will be supported by our team of experienced nurses and build on skills in trauma-informed care, recovery focus, and least restrictive practice frameworks.



# Medical Service Group

## Emergency Department – Townsville University Hospital

The Emergency Department (ED) at Townsville University Hospital (TUH) is a dynamic and fast-paced environment that is challenging and rewarding. Our caseload includes a variety of presentations from respiratory and cardiac to significant trauma, paediatrics, Mental Health and geriatrics, caring for the complete age spectrum.

Within ED there is a dedicated 12-bed Paediatric area, 28 Acute beds, 15 Fast Track beds, as well as a 3-bay resus room. We currently triage, assess, and manage approximately 280+ patients per day.

Graduate Nurses in the ED work 56hours/fortnight (0.74FTE). The first two weeks of being a Graduate Nurse in ED, are spent as supernumerary with your allocated preceptors, you will have access to Clinical Nurse Education Facilitators, ED Nurse Educator, Clinical Nurse Consultants as well as the broader ED Leadership team. All ED graduates will rotate through Short Stay for a 4-week period. Our goal is to provide you with a structured learning experience that is designed to develop your clinical knowledge and the skills needed to practice safely and confidently in the ED setting.

ED has its own internal graduate program and requirements, which all successful ED graduates are expected to complete in conjunction with the THHS program. During the year you will have opportunity to attend workshops, in services, ED specific graduate training and support to attend THHS Graduate reflective sessions.

## Emergency Department Short Term Treatment Area

Emergency Department Short Term Treatment Area (EDSTTA) is a high-turnover unit that provides longer-term care of patients from the ED, TUH.

Our specialty is toxicology and toxinology, and we admit a diverse range of illnesses and acute admissions requiring further investigation before an anticipated discharge.

Graduate Nurses in the EDSTTA work the first two weeks supernumerary with your allocated preceptors. You will be supported by the NUM and also have access to ED Clinical Nurse Education Facilitators, ED Nurse Educator, and ED Clinical Nurse Consultants.

EDSTTA links in with the ED graduate program which all graduates are expected to complete in conjunction with the THHS program.

## Endoscopy Unit

The Endoscopy Unit provides an efficient, high-quality diagnostic, interventional, and surveillance

gastroenterology and respiratory/ bronchoscopy service to both inpatients and outpatients.

It encourages ongoing innovation in the delivery of high-quality, patient-centred care. Inpatient and outpatient services are located at the TUH, and Outreach areas covered by our Gastroenterologists include Charters Towers, Ingham and Ayr.

The Endoscopy Unit offers new graduates a solid foundation in inpatient admissions, air way management, recovery, and discharging patients into the care of their families.

## Medical Ward 1

Located on Level One of the Acute Block at TUH, consisting of 29 inpatient beds, including 2 single negative pressure rooms.

Specialty services include:

- Renal – providing support for Nephrology inpatients including Peritoneal dialysis.
- Respiratory – providing support for Respiratory inpatients, including non-invasive ventilation.
- Gastroenterology – providing support for a diverse range of Gastroenterological inpatient medical conditions.

Ward in-services are held regularly, and staff are encouraged to participate by both attending and presenting.

Opportunistic education, assessments, and refreshers at the bedside are encouraged. The Medical Ward 1 Clinical Nurse Consultant (CNC) and experienced senior staff are highly focused on supporting the growth and clinical development of new nursing staff.

Time “offline” is negotiated with the CNC and Nurse Unit Manager (NUM) to ensure all staff can appropriately access education and development opportunities.

As a Graduate Nurse, you will be supported as a novice practitioner to provide direct nursing care in a clinical setting, utilising clinical skills, education, and support to patients and nursing staff, to ensure the delivery of best practice and quality patient care. This will provide the graduate nurse with a good foundation on which to build their career.

## Medical Ward 2

Medical Ward 2 is one of five medical wards that fall within the Medical Service Group (MSG). It is a 35-bed acute medical ward with specialties in general medicine, rheumatology, and endocrinology.

This ward strives to provide a client-focused and value-driven service to clients and their families within the Townsville Hospital and Health Service.

As a Graduate Registered Nurse, the Medical 2 team will support you to transition from academic learning into professional practice. You will work in a supportive and inclusive clinical environment that nurtures your clinical practice to ensure the delivery of best practices and quality patient care.

## Acute Admissions Unit

The Acute Admissions Unit (AAU) is a 33-bed medical admission unit consisting of 20 acute medical beds and 13 Neurology beds, including Hyper Acute and Acute Stroke.

AAU's function is to perform rapid assessments, investigations, and early referrals to allied health and multi-disciplinary teams for discharge planning, along with early access to Senior Medical Staff support. It also facilitates Consultant supervision of inter-speciality referrals.

The AAU model of care will facilitate early decision-making regarding discharge or if requiring longer admission, transfer to the appropriate ward.

AAU accepts patients presenting to the ED with an acute medical illness to improve timelines from ED towards admission and commencement of inpatient interventions and treatment.

The unit also facilitates telemetry and Bi-Level monitoring, along with Thrombolysis and Endovascular Clot Retrieval for Stroke Patients.

Graduate Nurses receive a high level of support in the first 6 months to consolidate their clinical skills and gain leadership qualities.

## Medical Ward 4

If you want to consolidate your knowledge and basic skills, with opportunities to learn about a variety of medical conditions, Medical Ward 4 is the ward for you.

Medical Ward 4 is a 36-bed ward, with a mixture of patients under the care of geriatric, internal medicine, and other medical specialties.

Our focus is to perform assessments, facilitate investigations, and provide a high standard of nursing care.

As a Graduate Nurse, you will be supported as a novice practitioner to provide direct nursing care in a clinical setting, utilising clinical skills, education, and support to patients and nursing staff, to ensure the delivery of best

practice and quality patient care. This will provide the graduate nurse with a good foundation on which to build their career.

## Medical Ward 5

Medical Ward 5 is a 30-bed unit with two different units:

- Non-secure Unit (17 beds).
- Secure Unit (13 beds) – provides specialised care for people who live with severe dementia complicated by physical aggression or other behaviours, in a secure environment.

In Medical Ward 5, we have patients with Delirium / Dementia and provide care for acutely unwell geriatric patients who are at risk of cognitive and functional decline, and who would benefit from a Comprehensive Geriatric Assessment, and early rehabilitation intervention.

Medical Ward 5 supports a clinical and educational environment that promotes competence and confidence in clinical practice for Graduate Nurses.

There are multiple career development pathways with opportunities to progress and achieve your future nursing career goals. If selected for a permanent role, there will be an opportunity to complete the Graduate Certificate in Dementia through the University of Tasmania (UTAS), fully funded by the MSG.

Graduate Nurses are offered a variety of education to increase their skills in Delirium and Dementia, such as:

- Dementia Capable care training and mid-level holding skills (1 day).
- Safety Interventions training.
- Dementia Essentials (3 -day workshop) by Dementia Training Australia.

## TUH Renal Unit & North Ward Renal Satellite

Renal run a six-day service Monday to Saturday across two shifts (AM/PM), providing acute and chronic haemodialysis treatment.

The TUH Renal Unit is a 30-chair unit while the North Ward Satellite Unit has 11 chairs. Shifts are 0630-1500; 0700-1530, 1200-2030 and 1300-2130. Renal staff also provide haemodialysis in the Intensive Care Unit (ICU) / Coronary Care Unit (CCU) for acutely unwell clients.

There is an expectation that our Graduate Nurses rotate through both the main unit (8 months) and the North Ward Satellite Unit (4 months). They are expected to be rotated on the on-call roster at approximately 9 months from the start date.

The Renal Unit provides a supportive and structured education program for your graduate year. All new staff have a preceptor, and the first 3 weeks are supernumerary. Graduate Nurses receive specialised renal skills training, renal module online education, and regular in-services with the Nurse Educator.

After your graduate year, there are further opportunities to build on your renal foundation knowledge via the Renal Transition Support: Nephrology Program or a Graduate Certificate in Renal through UTAS. Partially funded through the Renal Society of Australasia.

## **Oncology Day Unit**

The Oncology Day Unit is a fast-paced unit with 25 treatment spaces. We provide outpatient care to oncology and haematology patients, including antineoplastic therapy, immunotherapy, antibiotic therapy, blood product and electrolyte supportive infusions, blood tests, central venous access device management, telenursing and consultations/medical reviews. Graduates in this area will be expected to care for patients undergoing chemotherapy, including the handling of hazardous drugs and waste. The day unit treats on average 64 patients per day.

In addition to cancer care, five treatment-spaces provide infusional therapy and supportive nursing care for non-oncological patients under the care of medical teams including neurology, gastroenterology, rheumatology, renal and internal medicine. There are two procedure rooms, a four-bed recovery bay, an apheresis unit, a fast-track chair and a one bed triage bay. Procedures provided in these areas include bone marrow aspirate and trephine, lumbar puncture and intrathecal chemotherapy, therapeutic plasma exchange and haematopoietic stem cell collection. These services allow our patients, whenever possible, to receive outpatient treatment and nursing care and return home each day.

## **Townsville Cancer Centre Transition Support Program (TSP):**

All Graduate Registered Nurses (RN's) who obtain positions across the Townsville Cancer Centre will be required to commit to a learning plan and complete Advanced Standing modules and assessments through Queensland University of Technology (QUT). The program includes 32hrs of orientation and introduction to cancer care, 48hrs of workshop professional development in the first 12 months of practice in addition to online learning modules.

Graduate RN's who succeed in obtaining a position will be further expected and encouraged to apply and complete their Anti-Cancer Drug Administration Course in first six months of their post Graduate RN year. There will be three Graduate RNs chosen to rotate through the Townsville Cancer Centre areas of: Radiation Oncology, Oncology Ward and the Oncology Day Unit.

Approval of TSP participants are considered by the Oncology Ward, Oncology Day Unit & Radiation Oncology leadership and management teams in collaboration with the Cancer Nurse Educator. To ensure our Graduate RN's are appropriately supported and placed, the Townsville Cancer Centre recommends Graduate RNs specify their area of preference and if the TSP rotational program is of interest.

## **Radiation Oncology**

Radiation Oncology treats on average, 60 patients each day with many patients managed as outpatients, through a variety of treatment modalities including external beam radiation, stereotactic, brachytherapy, and teletherapy.

Radiation Oncology patients visit Oncology Clinics for routine consultations and reviews with Radiation Oncology staff, such as medical officers, nurses, dietitians, speech pathologists, and other members of the multidisciplinary team.

Radiation nursing care includes skin care, mouth care and specialist skills such as assistance with brachytherapy, cardiac device monitoring, and management of contrast administration during CT radiation therapy planning. Patients accessing our services are strongly supported and provided with education and assessment, and early intervention to prevent side effects of treatment and therefore, increase tolerability.

## **Oncology Ward, Haematology and Bone Marrow Transplant and Cellular Therapy**

The Oncology ward, located in the Townsville Cancer Centre, consists of 21 inpatient beds dedicated to providing specialised acute care for inpatients undergoing treatment for Medical Oncology and Haematological conditions, including recipients of Bone Marrow Transplant and Cellular Therapy.

Graduate Registered Nurses joining our ward will receive a comprehensive orientation program consisting of clinical supernumerary time, supported by specialised cancer specific education. This program is designed to enhance clinical knowledge, develop practical skills and build confidence and competence in managing complex oncology and haematology patients.

Throughout their 12 months, Graduate RN's will be supported in delivering holistic, person-centred care across all phases of the inpatient journey. This includes responding to oncology emergencies, managing complex symptoms, and working collaboratively within a multidisciplinary team.

## **Palliative Care Centre**

The Palliative Care Centre is a 20-bed ward that oversees health care primarily for Palliative Care and Radiation Oncology patients.

Expectations for our Graduate Nurses are to support, supervise, implement, and evaluate the care of patients and their families on their end-of-life journey. Also, to educate patients about treatment options, and assist with symptom management. Becoming a part of our Palliative Care team would also require you to be a productive member of the multidisciplinary team.

Specific education and learning requirements are expected to be completed from both the Palliative Care and Radiation Oncology areas during your graduate year.



You will be supported by your Nurse Unit Manager, Clinical Nurse Consultant, and preceptors to develop your skills and knowledge during your time in Palliative Care. The Palliative Care Ward has two, 12-month contracts working 7 shifts a fortnight.

## **Townsville Rehabilitation Unit**

The Townsville Rehabilitation Unit is a 45-bed unit where we care for patients after an acute life-changing event such as multi-trauma, stroke, spinal injury or amputation.

With a patient-centred focus, rehabilitation nurses work within a large multidisciplinary team, with the main goal of improving the patient's functions to a level where they can return to a meaningful life in the community.

Our patients often have complex injuries or comorbidities that require nursing treatments such as blood transfusions, intravenous electrolytes or antibiotics, complex wound dressings, strict continence regimes, or behaviour management.

A graduate program in Rehabilitation is a rewarding role as you learn to make a meaningful long-term impact on patients who on admission, possibly could not sit up/walk/talk/swallow to show great progress and are forever grateful for your care.

You will be supported by your NUM and CNC to help you develop your patient-centred caring skills. Our graduate nurses are rostered with their preceptors for 7 shifts per fortnight, variable working hours and all shifts.

## **Infectious Diseases Ward**

The Infectious Diseases Ward (IDW) is a 13-bed ward comprising of Infectious Diseases, medical and surgical patients with a range of conditions.

IDW offers a supportive environment for graduate nurses, with a strong emphasis on education, professional development, and hands-on experience. The opportunity to work alongside the ID (Infectious Diseases) team and Infection Prevention and Control Team (IPAC), as well as gain exposure to specialised skills like NIV (Non-Invasive Ventilation) and telemetry, is a great way to start a nursing career.

Graduate nurses in IDW are rostered at 7 shifts per fortnight. Nursing graduates are assigned clinical partners and the close involvement of the NUM (Nurse Unit Manager) and CNC (Clinical Nurse Consultant) ensures that new nurses receive ongoing guidance and support. IDW offers the Acute Care Transition Support Program which is a comprehensive, structured program to help grads adjust and gain confidence in a clinical setting.

# Surgical Service Group

## Surgical Ward 1

Surgical Ward 1 is predominantly an Orthopaedic, Gynaecology and Ophthalmology Unit. Expectations for Graduate Nurses are that they come with excitement and enthusiasm and that they apply themselves to learning and experiencing all that Surgical Ward 1 can offer.

As a Graduate Nurse, you will have the opportunity to consolidate your nursing skills and ask questions when you are unsure or need support and/or direction.

Graduate Nurses will be employed at a minimum of 0.74FTE (56 hours/fortnight) with an expectation that they can work across all three shifts, including weekends and public holidays.

You will be provided with a clinical skills orientation a day before commencing. All Graduates Nurses will be enrolled in the Acute Care Transition Modules with an expectation that the core modules will be completed during your graduate year, in addition to the requirements of the graduate program (excluding the case study).

You will be provided with education days to assist in completing module work.

## Surgical Ward 2

Surgical Ward 2 provides nursing care to general surgical, urology, colorectal, breast and endocrine, vascular surgery, and upper gastrointestinal (GI) and Hepato-Pancreato-Biliary (HPB) patients, making this a challenging but rewarding program that will provide you with a wide range of clinical nursing skills and abilities.

Graduate Nurses will be employed at a minimum of 0.74 FTE with an expectation that they can work across all three shifts, including weekends and public holidays.

You will be provided with a clinical skills orientation day before commencing, and all graduates will be enrolled in the Acute Care Transition Modules with an expectation that the core modules will be completed during your graduate year, in addition to the requirements of the graduate program (excluding the case study).

You will be provided with education days to assist in completing module work.

## Surgical Ward 3

Surgical Ward 3 is a 28-bed unit specialising in the care of Neurosurgical, Ear Nose and Throat, Maxillo-facial and Plastics patients.

Graduate Nurses will be enrolled in the Acute Care Transition modules with the expectation this will be completed during the year. There will be study days to support the learning required for the transition program.

## Medical Imaging

Medical Imaging is a rapidly growing and ever-changing subspecialty of nursing where you will be exposed to nursing practice not seen anywhere in the TUH.

Medical Imaging nursing staff work closely with various members of the multi-disciplinary team to provide patient care. Some of the main responsibilities of Medical Imaging nursing are scrub, scout, recovery, sedation, intravenous (IV) contrast administration and cannulation.

As a Graduate Nurse you will be rotated through the different modalities (Computed Tomography (CT), Magnetic Resonance Imaging (MRI), Fluoroscopy, Nuclear Medicine). You will develop Peripheral Intravenous Cannulation (PIVC) skills, assist with interventional procedures, and administer conscious sedation.

Become skilled with prepping and caring for patients post interventional procedure (e.g. lung biopsy), and recovery of paediatric patients post general anaesthetic.

## Planned Procedure Unit

The Planned Procedure Unit is located on Level 2, TUH and provides pre-operative and post-operative care for adult and paediatric patients over 6 months of age. Care provided includes admission, pre-operative preparation, post anaesthetic recovery and educational post-op discharge.

The Planned Procedure Unit Extended (PPUE) is a 24 hour/7 day/week 20-22 bed Unit.

Patients 16 years and older are admitted and discharge is expected by 10:00 am.

We also have a 6-bed Day Surgery Unit (DSU) that caters to all the booked day cases that are performed daily. The aim is for these patients to be discharged in safe manner within 1 hour.

Patients utilising the PPUE will mostly be routine admissions via the Planned Procedure Unit, although some patients are admitted via the Emergency Department, Surgical Clinical Decisions Unit, and all Central Admissions. These patients should have been assessed by the admitting surgical team, confirmed for surgery, and accepted on the fast-track E board.

## Cardiac Catheter Laboratory & Day Procedure Unit

The Cardiac Catheter Laboratory (CCL) and Day Procedure Unit (DPU) support the cardiac services within the TUH to perform Interventional and Diagnostic Angiography, Electro Physiology Studies, and Pacemaker and Defibrillator insertion on urgent and elective cases.

We also assist with diagnostic imaging such as Trans-Oesophageal Echocardiogram and Dobutamine Stress testing.

Our team works closely with radiographers and cardiac scientists to support consultant cardiologists and advanced trainees. The CCL has two laboratories staffed and equipped to provide 24-hour service to assist in the management and early intervention of patients with acute cardiac conditions.

Normal operational service is Monday to Friday with on-call coverage outside those hours.

Our team provides direct nursing care utilising clinical skills, education, and support to patients/clients and nursing staff within the CCL and Education Unit to ensure the provision of best practice and quality patient care.

## **Surgical Clinical Decisions Unit**

Surgical Clinical Decisions Unit (SCDU) is an inpatient surgical admission unit located on Level 1 of the North Ward block within the TUH and comprises 12 funded surgical beds.

In March 2019, due to organisational restructuring, SCDU aligned with the Planned Procedure Unit (PPU) and now shares one Nurse Unit Manager (NUM) and Clinical Nurse Consultant (CNC) between both units and floors.

SCDU is primarily an admitting unit within the Surgical Service Group (SSG) for all acute surgical patients at TUH, with patients arriving from the Emergency Department, Surgical Clinic, routine admissions via central admissions, and other hospitals.

The SSG provides a secondary surgical service to the TUH and surrounding Health Services. This area encompasses the North-West Hospital and Health Service, Cairns and Hinterland Hospital and Health Service, Cape York Hospital and Health Service, Torres Strait- Northern Peninsula Hospital and Health Service, and Mackay Hospital and Health Service.

The SCDU accepts referrals from as far north as Papua New Guinea, east to Palm Island, south to Sarina, and west to the Queensland/Northern Territory border.

Specialties serviced include general surgery, orthopaedics, vascular surgery, ENT, Maxillofacial, Urology, Obstetrics, Gynaecology, Neurosurgery, Cardiothoracic and Cardiology.

During organisational peak demand periods, the SCDU may inhibit Medical outlies to assist to meet these patient demands.

## **Intensive Care Unit**

The Intensive Care Unit has 18 funded beds, specialising in a large variety of conditions from respiratory illness, trauma, cardiac surgery, major abdominal surgery, and neurological conditions, to name a few.

Graduate Nurses in the Intensive Care Unit are expected to complete the Transition Support Program Intensive Care - Adult.

To support their learning, they will have initially 4 weeks in a supernumerary role, access to clinical facilitators, Nurse Educator, and experienced Intensive Care Unit nurses, and they will be rostered to attend workshop style training sessions throughout the year. Graduate nurses work 8-hour shifts, 9 shifts a fortnight in the Intensive Care Unit.

## **Perioperative Services (Anaesthetics, Operating Theatres & Post Anaesthetic Care Unit)**

The Perioperative Services Department comprises of 14 Operating Theatres, offering services within the following disciplines:

- Cardiac
- Neurosurgery
- Vascular Thoracic
- Ear Nose & Throat
- Plastic Reconstruction
- Maxillary Facial
- Oral and Dental
- Urology
- Orthopaedics
- Trauma
- Hepatobiliary
- Gastrointestinal
- Breast and Endocrine
- Ophthalmology
- Paediatrics
- Obstetrics and Gynaecology
- Transplant Donation
- 24/7 Emergency Surgery

In addition, anaesthetic support is provided to outlying areas within the TUH. Perioperative nurses provide critical care within several distinct areas, such as Anaesthetic nurses, Post Anaesthetic Care Unit nurses, and Instrument/Circulating nurses.

Graduate Nurses within the Perioperative Unit will rotate through two of the specialty areas during their graduate year and are expected to complete the relevant Transition Support Program modules and competency assessments.

## **Cardiac Centre (Cardiac Ward & Coronary Care Unit)**

The Cardiac Ward is a 24-bed unit with telemetry monitoring that services the Cardiology and Cardiothoracic specialties at TUH.

TUH provides an extensive Cardiac and Cardiothoracic inpatient service and includes electrophysiology studies and ablation, implantable defibrillators, permanent pacemakers, temporary pacemakers, angiography and stenting, transoesophageal and transthoracic echocardiography, stress testing, Fractional Flow Reserve (FFR), Transcatheter Aortic Valve Implantation (TAVI), Myocardial Perfusion Scan, Cardiac Magnetic Resonance Imaging (MRI) and cardiac and thoracic surgery.

The Cardiac Ward is co-located with the Coronary Care Unit and forms the Cardiac Centre, producing many benefits for patient care, including patient flow between units and increasing the skill sets of nursing staff.

The Cardiac Nurse Educator is a huge benefit as all nurses can readily access high quality, cardiac centre education.

The Coronary Care Unit is a 12-bed unit with Central/ Telemetry monitoring which provides a high level of cardiac intervention with appropriately skilled nursing, medical, and allied health staff. It is the referral centre for high-acuity cardiac patients throughout North Queensland.

Due to the organisational capacity to provide telemetry monitoring, other surgical and medical specialties can be managed in the unit. These include general surgery, orthopaedics, vascular, urology, neurosurgical, Ear Nose and Throat (ENT) and maxillofacial, renal, obstetrics, oncology and medical oncology.

In addition to the coursework in their graduate year, we expect the Graduate Nurses to have completed the first four modules of the Cardiac Transition to Specialty Practice program, as we are keen for our nurses to progress towards completing this program after their graduate year.

This may seem challenging, however nurses trained on this unit are respected across the state for their skills and knowledge, so we can highly recommend working in this challenging yet rewarding environment.



# Women's and Children's Service Group

## Townsville Prison Health Service

The Townsville Prison Health Service (TPHS) is a primary health care facility that operates between Townsville Men's Correctional Centre (TMCC) and Townsville Women's Correctional Centre (TWCC), located in Stuart, Townsville.

This is a nurse-led primary health care service and part-time medical officer service to 1500 prisoners for both facilities.

TMCC and TWCC include high security, medium security and low security accommodation as well as managing work camps in Bowen, Julia Creek, Boulia and Winton.

TPHS has 4 medical centres in TMCC, 1 in TWCC and 1 in each of the low custody sites.

The TPHS covers a large geographical range and complexities of managing health concerns across multiple facilities. It provides 24 hour / 7 days/week nursing coverage, with staff working a combination of 8-hour and 12-hour shifts.

Graduate Nurses will be able to gain specialist skills not limited to medication administration, observations, dealing with health care concerns and triage care based on clinical prioritisation, managing the deteriorating patients, wound management and venepuncture.

A condition of employment to the graduate program in prison health is the completion of the Prison Health New Graduate clinical modules and a Quality Improvement (QI) project. There is also the ability to undertake a Graduate Certificate in Correctional Nursing.

Graduate nurses are supported by the TPHS staff (Registered Nurses, Clinical RN, Clinical Nurses and Clinical Nurse Consultant) and facilitators from the Clinical Integration Team.

## Cleveland Youth Detention Centre

Cleveland Youth Detention Medical Centre is a primary health care facility located within a secure facility in Belgian Gardens, Townsville.

The service provides a nurse-led primary health care service and part-time medical service, for up to 112 young males and females aged between 10-18 years, on orders from Queensland Police Service and Court System.

Nursing staff provides 24 hour / 7 days/week coverage. However, Graduate Nurses do not work night shift. Other services onsite include part-time visiting medical officers, oral health, and mental health clinics.

Graduate Nurses would be expected to support young people with medication administration, health

assessments, admission and discharge preparations, and suicide risk safety assessments.

Nurses provide nurse-led clinical care in the medical centre and visit the accommodation units for medication administration and other health-related issues as required.

Support is provided by the unit nursing staff; Nurse Unit Manager and an allocated mentor.

## Children's Ward

The Children's Ward at TUH is a specialist unit with 30 inpatient beds, treating children from across North Queensland. It offers the opportunity to work with children aged 0-16 years from multiple medical and surgical disciplines.

Graduate Nurses will gain experience in many domains of nursing varying from medical, surgical, orthopaedic, neurology, day stay, oncology, cardiology, mental health, and chronic illness to name a few.

Graduate Nurses will be able to gain specialist skills not limited to central lines, managing the deteriorating child, family-centred care, indwelling devices, wound management, nutritional care and understanding developmental milestones.

A condition of employment to the graduate program in paediatrics is the enrolment and completion to the Paediatric Transition Program.

Supported is provided to Graduate Nurses by ward staff and the Paediatric Nurse Educator.

## Paediatric Intensive Care Unit

Townsville University Hospital's Paediatric Intensive Care Unit (PICU) is a tertiary centre which provides care to critically ill children and children requiring high dependency care in North Queensland.

PICU also has a Paediatric Retrieval Service (Yalurin) within our unit. Yalurin retrieve children via air and road from North Queensland and parts of Central Queensland, should Queensland Children's Hospital (QCH) be at capacity.

PICU has 5 funded beds: 2 paediatric intensive care beds and 3 paediatric high dependency beds. As a tertiary referral centre, we care for children within a wide range of specialties, including General Paediatrics, Surgery, Neurosurgery, Ear Nose and Throat, Paediatric Cardiology, Paediatric Neurology, Trauma, Orthopaedics and Vascular.

Graduate Nurses in PICU are expected to complete the PICU Transition to Practice Program as part of their graduate year. They will be supported by a preceptor, Clinical Nurse Consultant, and Clinical Facilitators during their time.

As a critical care area, we do offer 12-hour shifts, which would be possible after 3 months of 8-hour shifts and evaluation of progress through the Transition Program.

Initially as a Graduate Nurse, you will be given 4 weeks supernumerary which allows for orientation, and exposure to the unit in a supervised and supportive manner.

There is also the possibility to stay on after the graduate year, and we offer support for staff to go on and complete post-graduate studies in Paediatric Critical Care through the University of Melbourne.

## Neonatal Unit (Special Care Nursery & Neonatal Intensive Care Unit)

The Townsville University Hospital's Neonatal Unit comprises of the Special Care Nursery and Neonatal Intensive Care Unit, which provide family-centred care to babies and families in North Queensland.

As the only tertiary referral centre outside of south-east Queensland, the Neonatal Unit works in partnership with the community and other health services to keep families close to home wherever possible.

Graduate Nurses will be enrolled in the Queensland Health State-wide Neonatal Transition Program which includes six study days. It is an expectation that Graduate Nurses will complete all related competencies and assessments.

## Midwifery

*Thank you for considering a Graduate Midwife position within Townsville Hospital and Health Service. We offer a range of different opportunities for graduate Midwives:*

We offer a range of different opportunities for graduate Midwives:

- Midwifery only graduate year: where you **rotate primarily between Birth Suite and Maternity, with short rotations to Clinics and Home Visiting**. This position involves working 7 shifts per fortnight.
- A Midwifery/ED graduate year: where you spend a third of your graduate year in ED, and the remaining time in Maternity, Birth Suite, and short rotations to Clinics and Home Visiting. This position also involves working 7 shifts per fortnight.
- Midwifery Group Practice (MGP) (all-risk model) graduate year, where you work in partnership with a Clinical Midwife in a team of four midwives. This position has a full-time caseload where you will be required to work an on-call roster to provide antenatal, intrapartum, and 6-week follow-up for your allocated caseload of women. As a Caseload Midwife, you will work within the Nurses & Midwives Award - Midwifery Models of Care provisions, which requires you to be on-call for the women in your caseload for 10 days per fortnight and paid an annualised salary with caseload loading (35%).

As a Graduate midwife you will be offered a 12-month temporary contract that will commence in late January (Note: MGP Graduate positions are for 2 years). You will be encouraged to participate in regular forums throughout the year, as well as rostered to attend regular training sessions to help you transition into your new midwifery role.

There is also a requirement for you to **complete a quality improvement activity on an allocated topic during the year**.

## Ingham Midwifery Group Practice

Thank you for considering a graduate midwife position at Ingham Hospital, within Townsville Hospital and Health Service.

This is a rewarding role and will provide opportunities for you to consolidate your midwifery skills within a rural hospital setting. This position works within the MGP at Ingham Hospital and works in partnership with a Clinical Midwife, within a team of five midwives.

This is a full-time position where you will provide primary midwifery care throughout the pregnancy, labour, birth and the post-partum period for a caseload of up to 40 women per year, in collaboration with other health care providers. As a Caseload Midwife, you will work within the Nurses & Midwives Award - Midwifery Models of Care provisions, which requires you to be on-call for the women in your caseload for 10 days per fortnight and paid an annualised salary with caseload loading (35%).

As an MGP Graduate midwife you will be offered a 2 year temporary contract that will commence in late January. You will be encouraged to participate in regular forums throughout the year, as well as rostered to attend regular training sessions to help you transition into your new midwifery role. There is also a requirement for you to complete a quality improvement activity on an allocated topic during the year.

Working in a rural setting, you will work closely with the broader multidisciplinary team within the Ingham Hospital.

This is a full-time position, and you will be encouraged to participate in regular forums throughout the year as well as rostered to attend regular training sessions (at Ingham Hospital and TUH) to help you transition into your new midwifery role.

## Corporate Service Group

### Nursing and Midwifery Staffing Team (unable to preference this area)

This 12-month supported transition program places newly graduated Registered Nurses and Midwives in the Graduate Nurse & Midwifery Program (GNMP) within the Nursing and Midwifery Staffing Team (NMST) at Townsville University Hospital (TUH).

NMST graduates are rostered to relieve daily staffing deficits across general clinical areas—including, **but not limited to**, medical, surgical, mental health, and the Emergency Department—excluding specialty areas. Transition to practice is supported through point-of-care education, structured feedback, and regular check-ins.

Across the year, graduates gain broad clinical exposure that builds a diverse skill set. Where service needs allow, short-term contracts may be offered—and are encouraged—to align with developing skills and contribute to a well-rounded clinical experience. These opportunities enhance graduate versatility and competence across the healthcare setting.