

Guide to Nursing Roles and Employment Opportunities in Nursing for Injured and/or Ill Nurses in Victoria



**It's my career:
I'm taking charge!**

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Index	Page
Introduction	1
Section 1 Career Planning	3
Section 2 Nursing Roles	7
Community Health Nurses	9
Maternal and Child Health Nurse	11
School Nursing	12
Youth Health Nurse	13
Refugee Health Nurse	14
Sexual Health Nurse	15
Pap Test Nurse Provider	16
Women's Health Nurse	17
Breast Health Nurse Educator	18
Breast Care Nurse	19
Prostate Care Nurse	20
Health Prevention and Promotion Nurse	21
Diabetes Nurse Educator	23
Nurse led Chronic Disease Clinics in General Practice	24
HARP Nurse	25
Cardiac Rehabilitation Nurse	27
Immunisation Nurse	28
Infection Control Nurse	29
Stomal Therapy Nurse	30
Wound Management Nurse	31
Continence Management Nurse	32
Renal Nurse	34
Rehabilitation Nurse	35
Nurse Educator	36
Practice Development Nurse	37
Nursing Preceptorship	38
Drug and Alcohol Nurse	39
Occupational Health Nurse	40
Telenursing	41
Diversional Therapist	42
Rehabilitation Consultant	43
Pharmaceutical Consultant	44
Section 3 Identified Courses	45
Appendix 1	59
Appendix 2	61
Appendix 3	63
References	65

Introduction

Injured nurses have informed the Nurses Return to Work in Hospitals Project they want to be assisted to remain in the nursing profession where it is identified they are unable to return to their pre-injury role and/or clinical role due to their ongoing effects of their injury and/or illness. Nurses informed the Project they experienced a loss of identity when they were advised they could no longer undertake their pre-injury role which for them is equated with not being able to nurse (ANF (VB), 2007d). Injured and/or Ill nurses therefore are having to react to this change as well as managing their injury and/or illness.

The Nurses Return to Work in Hospitals Project in recognition of this has developed a Guide to Nursing Roles and Employment Opportunities in Nursing for Injured and/or Ill Nurses in Victoria.

Injured/Ill nurses require support and assistance to take charge and be in control of their careers. Many injured/ill nurses, who cannot return to their clinical role, question:

- How can I plan and/or continue a career in nursing?
- How can I be assisted/assist myself to remain in the nursing profession?
- How can I remain employable?
- What employment opportunities are there in the nursing profession? (ICN, 2001; McGillis Hall et al, 2004).

The Guide aims to assist nurses in answering the above questions.

This is not an exhaustive to Guide Nursing Roles and Employment Opportunities in Nursing for Injured and/or Ill Nurses in Victoria, and it is important you undertake your own research and utilise this as a tool for identifying where you want to go with your nursing career.

Purpose

“It’s My Career: I’m Taking Charge” is for injured/ill nurses in Victoria to help them take charge and be in control of their nursing careers (ICN, 2001).

This Guide provides injured/ill nurses with:

- Career planning guidance; and
- Guidance in the identification of nursing roles and employment opportunities in nursing.

The guide will assist injured/ill nurses to plan their ongoing nursing career and assist in knowing how to begin to do this (McGillis Hall et al, 2004).

You can utilise this Guide when discussing nursing roles and employment opportunities with your employer, occupational rehabilitation providers and the Agent in advising of where you want to go with your nursing career.

Section 1:

Career Planning

Section 1: Career Planning

What is Career Planning?

“Career Planning is a ‘continuous process of self assessment and goal setting’...which...helps nurses adapt to change in their own development, in the profession and in the environment in which they live and practice” (ICN, 2001:6).



Career planning it's about what I can do rather than what I can't do

As an injured and/or ill nurse you may have to assess your career path due to your injury and/or illness to determine how you can continue with your identified career path. It may not mean a major change in the direction of your career it could be as simple as learning a new skill (NANB, 2001).

The skills you apply on a day to day basis in your nursing roles such as assessing, planning and development of care management plans for patients are transferable skills you can apply to yourself in planning your career (ICN, 2001). Career planning is not a one off event, it is a continually evolving process which assists you in achieving your professional and personal goals.

Why is Career Planning important?

Career planning is important as it assists in identifying the direction of your career and helps you answer the following questions:

- Where have I been?
- Where am I going?
- Where would I like to go?
- How will I get there? (ICN, 2001:7).

How can I plan my career?

To assist you in determining how you can plan your career four phases of the Career Planning and Development Model have been utilised and are outlined below (ICN, 2001; McGillis Hall et al, 2004).

Phase 1: Environmental Scan

The first step to planning your career is to scan your environment. This involves understanding current trends “in the health care system and the work environment as well as the future trends at the global, national and local levels in society, healthcare and nursing” (ICN, 2001:9). Scanning enables you to identify career opportunities that are currently available and will be in the future (ICN, 2001; McGillis Hall et al, 2004).

Environment in this context means the area in which you currently work and/or previously worked in, and then broadening this to incorporate surrounding areas. To have a thorough understanding of current and future trends in healthcare you must also consider the broader environmental context, for instance nationally and globally (ICN, 2001).

The environmental scan should be continuously undertaken to reflect the current and future trends in Healthcare. The following can assist you in scanning your environment:

- What health/social issues seem to be worldwide phenomena?
- What are the nursing issues that seem to be global in their scope?
- What are the health and social trends in Victoria?
- What are the issues affecting nurses in Victoria?
- What are some of the important social and health issues in your local area?
- What are the important nursing issues in your local area?
- Where are the gaps between patient/consumer needs and services provided? (ICN,2001:11)

Phase 2: Self Assessment

Self Assessment is singularly focused on you and “is the key to exploring new and previously unconsidered career opportunities” (McGillis Hall et al, 2004:234). In undertaking a self assessment this enables you to identify your values, experiences, knowledge, strengths and limitations (ICN, 2001; McGillis Hall et al, 2004).



What am I capable of?

The self assessment does take time, requires reflection, the asking of tough questions to yourself and validation of your responses by peers (ICN, 2001; McGillis Hall et al, 2004). The self assessment will enable you to “promote your skills and talents and to understand where to improve or add to your skills. With an accurate picture of yourself, you can investigate the full spectrum of available and potential opportunities and decide which options are right for you” (ICN, 2001:11).

Once the self assessment is complete you can then combine this with the environmental scan to create a career plan and vision of how to achieve this (ICN, 2001; McGillis Hall et al, 2004).

Phase 3: Creating Your Career Vision



What do I want and where do I want to go

In creating your career vision this enables you to focus “on what is possible for you and realistic for you, both in the short and longer term”...and to answer the question of “what do I want?” (ICN, 2001:14). To create a career vision you need to have an idea of where you want to go if you do not know then you will more “likely react to events as they occur” (ICN, 2001:14). In determining what you want to do you need to ask yourself “where would I like to go?” and “what is my ideal vision for my work?” (ICN, 2001).

At this stage it is important to identify self-limiting blocks, for example I’m not good enough, and deconstruct these blocks, as it is what you believe about yourself and your abilities that will be the key determinants in creating a career vision that reflects where it is that you do want to go (ICN, 2001).

Phase 4: Developing Your Strategic Career Plan

Your strategic career plan will set out “the goals, activities, timelines and resources you need” to aid you in achieving your career vision (ICN, 2001:16). Only you can design your career plan, the objective is to “ensure that you have a plan that is both uniquely yours and easily converted into action” and clearly defines your goals (ICN, 2001:16).



How will I get there?

Document your plan, you can utilise Appendices 1, 2 and 3 as a tool for doing this or you can create your own tools. A Strategic Career Plan should include:

- Identification of goals;
- Action steps;
- Resources;
- Timelines; and
- Indicators of success (ICN, 2001:16).

The objective is to ensure that your strategic career plan reflects what it is that you want to do and how in practice you are going to make this happen. Having developed your career plan and vision the next step is to identify employment opportunities.

An injured nurse's story of returning to work

Following my injury I returned to work and worked for many months in my pre-injury role. When necessary I modified the way I approached the role in order to work within my physical capacity. For example, I broke up loads I carried into small loads and used a trolley to transport equipment. I alternated between activities in order to avoid repetitive activities which were beyond my capacity. I consulted with my doctor and physiotherapist in relation to specific aspects of the role and on occasions when it was not possible to complete specific work, even by modifying my approach, I discussed this with my line managers and alternative arrangements were made for the work to be completed.

During this time I continued to consider my personal career goals and sought opportunities at work to further develop my skills. I took the opportunity to act temporarily in a more senior role. At the same time I was also considering my personal career goals and looking out for other roles, as well as consulting my doctor and physiotherapist and considering what roles were within my capacity. I took on some further work which enabled me to gain further experience in the type of work which was within my capacity.

A role came up which interested me, I considered the role was within my capacity so I applied and was subsequently offered the job. On commencing the role I discussed with my colleagues and the return to work officer that the role was within my physical capacity. While working in the role I modified the way I approached the role in order to work within my physical capacity. I alternated between activities in order to avoid repetitive activities which were beyond my capacity. For example, I broke up the work that required sitting at the computer with work that required standing and walking to the photocopier and filing cabinet. Also I stood up or knelt on the floor to sort papers and read and think, rather than sitting down to complete this work.

I was very pleased to work in that role because I was able to achieve several important aims at the same time:

- I fulfilled the requirements of the role to the satisfaction of my colleagues and the patients with whom I worked;
- I contributed to developing my skills and experience further;
- I developed new skills;
- I worked within my physical capacity; and
- I worked towards achieving my career goals.

I also pursued other roles as the new role I had taken on involved fewer hours. I pursued roles which were in line with my professional interests as well as offering flexibility to work within my physical capacity. I was successful in obtaining one role, the commencement of which unfortunately was delayed by several months. In the meantime I decided not to pursue another role I had considered because it was unclear to what extent that role could be modified to accommodate my physical capacities.

I also took up opportunities which arose through my main role, to do other work which developed my skills and experience in line with my career goals. One issue I encountered during this time which I was unable to resolve, was that I was working fewer paid hours and my income suffered as a result. As the time approached for that role to end I talked with colleagues about my career interests and looked out for other job opportunities.

Ongoing in other roles my ability to modify my approach, in order to work within my physical capacity, was significantly challenged. The repetitive nature of the work was difficult to sustain, particularly during the increased hours this role involved. With the advice of my treating health professionals I further developed my skills in modifying my approach to work. This involved developing new and different ways to approach my work. Strategies I have learned include:

- Standing or sitting on the floor during longer meetings;
- Sitting at the computer only when necessary and then standing while reading and talking;

- Filing documents at floor level to allow for a change of posture;
- Rearranging working hours to within my physical capacity; and
- Adjusting my work expectations and life priorities and coming to terms with my physical capacities.

I also continued post graduate studies which I had commenced prior to the injury, although my studies were delayed due to reduced physical capacities. I have been pleased to continue my studies because:

- The skills gained have helped me gain employment; and
- The skills and knowledge I have gained have helped me to pursue my career goals.

It has taken me a long time to reach this point. Now I'm beginning to develop a realistic sense of satisfaction and achievement in my continued journey towards reaching my career goals. What advice would I have to a nurse returning to work and study following injury or illness? The journey may be a long one and at times a turbulent one, but the satisfaction of achieving every step along the way keeps you going, and knowing that you're continuing to work towards your personal career goals makes it worthwhile.



Section 2:

Nursing Roles

Section 2: Nursing Roles

In identifying nursing roles several factors have been considered:

- The availability of employment opportunities in the particular role; and
- The potential for the use of transferable skills and attributes; and
- The potential for injured/ ill nurses to fulfill the physical and psychological requirements of the role, given due consideration by injured/ ill nurses of their individual physical and psychological capacities (refer to Appendix 3).



It's my career: I'm taking charge!

Before you look at the nursing roles it is important and necessary to develop your career plan, as set out in Section 1, which will assist you in developing a career path. Knowing where you want to go in your career will assist you in identifying what nursing roles will help you achieve this and/or identify what skills you will need to develop in achieving and meeting your career goals.

In identifying your career path it is also important to consider your own physical and psychological capacity, in relation to the nature and frequency of specific physical and psychological demands of any particular role. You will also need to consider how you will be able to manage your injury and/or illness in that role.

Nurses work in various settings within hospitals and the community including: hospital wards, clinics, office and classroom settings, schools, factories and other workplaces, private houses and community based residential care and day care settings – and these roles include a range of physical and psychological activities.

The nature and extent of the physical and psychological demands of specific roles vary. The physical demands of roles vary depending on the specific domains of nursing care involved. Nursing roles which involve assisting adult patients with personal care tend to involve the highest level of physical demand.

These roles may include working with in-patients in hospitals and residential care settings, as well as some community based roles working in private homes. Whilst most nurses are employed in nursing roles in hospitals, many employment opportunities exist for nurses in roles which involve less physical demand. Some roles require nurses to transport significant amounts of equipment between worksites. Whilst practicing the 'no-lifting technique' generally ensures safe working practice, individual injured/ ill nurses will need to consider the requirements of any role in relation to their own individual physical capacities (ANF, 2008).

The psychological demands of some nursing roles may be greater than other nursing roles, for example, working with: inpatients in an acute setting; patients with particular psychosocial support needs; patients dealing with grief and loss or mental health issues - may involve greater psychological demands.

A role working in a busy acute setting may be both more psychologically and physically demanding than other roles. However, this may not be the case for a particular individual injured and/or ill nurse. For example, return to work in a busy acute setting is likely to be achievable: when the individual injured and/or ill nurse has the relevant acute clinical skills and the required physical and psychological capacity; and when there is scope and flexibility within the role for the nurse to adapt approaches in order to work within his/ her physical and psychological capacity.

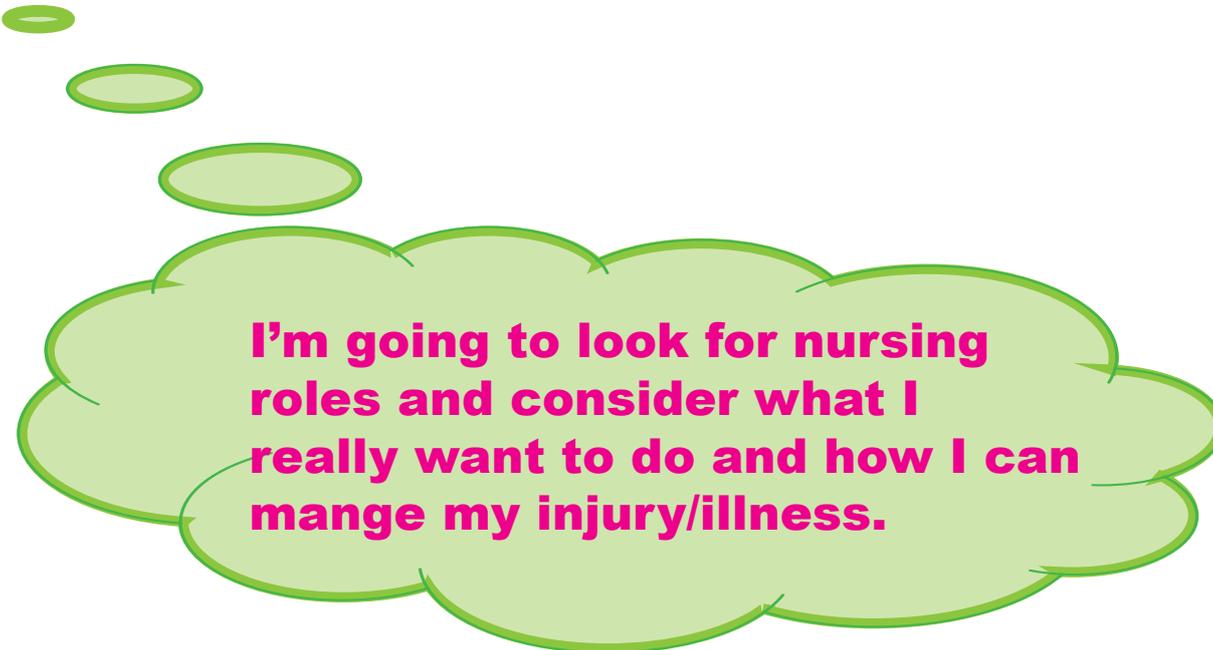
There may be greater scope and flexibility for this to occur in more autonomous roles. Nursing roles in community settings may be more autonomous and may include greater scope for flexibility and adaptability.

The process of returning to work after an injury or illness may, in itself, be a psychological challenge for the individual injured and/or ill nurse. This challenge will be achievable when:

- The skills and attributes of the individual injured/ ill nurse match those required in the role
- The individual nurse identifies and applies transferable skills and attributes in the new role
- There is scope and flexibility within the requirements of the new role for the individual injured/ ill nurse to work within his/ her physical and psychological capacity and modify and adapt ways of working when required

The frequency of occurrence of the physical and psychological demands of particular roles will vary, from occasional demands to intermittent or frequent demands. It is important that your research includes talking with someone already in the nursing role.

The following is not an exhaustive list of nursing roles, and it is important you undertake your own research and utilise this as a tool for identifying where you want to go with your nursing career.



I'm going to look for nursing roles and consider what I really want to do and how I can manage my injury/illness.

COMMUNITY HEALTH NURSES

What do Community Health Nurses do?

Community Health nurses work across diverse areas, providing primary health care. They provide comprehensive nursing across the full range of health needs to clients anywhere in the community from community health centres, primary health clinics, public health units, schools and universities, local councils and clients homes.

Community Health nurses assist clients and their carers/families in focusing on their health situation in relation to their environment and coping skills to maximise their management of the disorder. Community Health Nurses use health promotion, prevention, early intervention, treatment and referral as the mainframe for community nursing service delivery. They work with the acute care sector, domiciliary and community mental health nurses, specialists, general practitioners, allied health specialists, health advancement specialists and community based care providers and organisations to provide a continuum of care.

How do I become a Community Health Nurse?

You will be required to have a current registration as a Division 1 nurse or midwife with the Nurses Board of Victoria. Nurses considering a career in community health nursing can choose from a variety of postgraduate courses. It may be possible to commence employment as a Community Health Nurse without completing further study. Relevant courses range from general community health, alcohol and drug, sexual health, HIV/AIDS, public health, nurse immuniser, maternal, child and family health, indigenous studies, mental health studies, aged care, health education, health prevention and promotion, continence management, diabetes nurse educator and accreditation, rehabilitation, women's health, men's health, cultural and indigenous awareness, management and administration, teaching and health education, and leadership. For more information refer to Section 3.

What are the skills and attributes of a Community Health Nurse?

Community Health Nurses have the skills required to work autonomously in various community settings, with good written and verbal communication skills required to liaise between various health professionals, teachers, patients and their families. Community Health Nurses have well developed clinical assessment, care planning and nursing intervention skills. Need to have knowledge of community environment in raising awareness of community resources such as Meals on Wheels. The specific clinical skills required vary depending on the area of clinical practice.

There are three primary skills of a Community Health Nurse:

1. Total Health Assessment – physical, psychological and psychosocial assessment.
2. Educator – formally and informally.
3. Referrals to other health related services as required.

Related Roles:

Community Health Nurse	Community Health Nurse Educator	Community Mental Health Nurse
Alcohol and Drug Nurse	Immunisation Nurse	Sexual Health Nurse Educator
Sexual Health Nurse	Public Health Nurse	Alcohol & Drug Nurse Educator
Child Health Nurse	Aged Care Nurse	Diabetes Nurse Educator
School-based Nurse	Community Nursing Director	Continence Nurse Adviser
Women's Health Nurse	Director of Nursing, Community	Community Health Nurse Manager
Maternal, Child and Family Health Nurse	Continence Nurse	Hosp/Community Liaison Nurse
Acute In-Home Nurse	Post-Acute Nurse	Indigenous Health Nurse

Where can I get more information?

Visit the following websites for further information and to identify Community Health Nursing roles:

www.anfvic.asn/sigs
www.nursingjobs.com.au
www.criticalcare.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.jobseeker.org.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

MATERNAL, CHILD AND FAMILY HEALTH NURSE

What do Maternal, Child and Family Health Nurses do?

Maternal, Child and Family Health Nurses generally work in the community setting. Maternal, Child and Family Health Nurses role includes:

- Providing information, support and advice on a variety of topics including parenting, breastfeeding, child health, development and learning, child behaviour, maternal health and wellbeing, child safety, immunisation, nutrition and family planning;
- Developing and delivering support programs such as Young Parents Program and Parent and Infant Relationship Support Program;
- Providing one on one consultation with parent and child during early years to undertake health and development checks.

How do I become one?

You will be required to have a current registration as a Division 1 nurse and midwife with the Nurses Board of Victoria, and undertake graduate study in maternal, child and family health, refer to Section 3.

What are the skills and attributes of a Maternal, Child and Family Health Nurse?

Maternal, Child and Family Health nurse's skills include:

- Clinical assessment and monitoring;
- Clinical advising and health education;
- Referral and liaison - working with other relevant health professionals eg GP, district nurse;
- Good communication including – verbal, face to face, telephone, and written documentation; and
- Autonomous/ independent working skills.

Related Roles:

Primary school Nurse	Community Health Nurse	Health Prevention and Promotion
Secondary School Nurse	Hosp/Community Liaison Nurse	Nurse Educator

Where can I get more information?

Visit the following website for further information and to identify Maternal, Child and Family Health nursing roles:

www.vamchn.org.au
www.acpchn.org.au
www.anfvic.asn.au/sigs
www.criticalcare.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.jobseeker.org.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

SCHOOL NURSING

What do School Nurses do?

School nursing is provided in primary and secondary school settings. Primary school nurses provide a visiting service and undertake universal screening and surveillance in primary schools. Primary health care services encompass services directed towards health promotion and information, early identification and early intervention for identified health concerns. Secondary school nurses work as part of a school welfare team providing individual health counselling to students and developing health promotion and prevention initiatives.

Primary School Nursing Program activities include health assessments for all school entrant students and other students in any grade where a parent, teacher or nurse has a concern.

The role of the secondary school nurse is to provide appropriate preventative health care, which addresses the sensitive and complex nature of health issues for young people, their families and school community.

How do I become one?

For a primary school nurse you will be required to have a current registration as a Division 1 nurse or midwife with the Nurses Board of Victoria, with desirable post graduate qualifications and/or experience in child health, primary health care, community health, public health or health promotion.

For a secondary school nurse you will be required to have a current registration as a Division 1 nurse or midwife with the Nurses Board of Victoria, with desirable post graduate qualifications and/or experience in adolescent health, primary health care, community health, public health, mental health or health promotion.

What are the skills and attributes of a school nurse?

School nurses have the skills required to work autonomously in school settings, with good communication skills required to liaise between various health professionals, teachers, children and their families. School nurses have well developed clinical assessment, health screening, health counselling and education skills. Depending on the ages of the children in the school, skills specific to the health needs of primary or secondary school aged children are required.

Related roles:

Primary School Nurse	Council Nurse	Child Health Nurse
Secondary School Nurse	Hosp/Community Liaison Nurse	Indigenous Health Nurse
Family Health Nurse	Community Health Nurse	

Where can I get more information?

Visit the following website for further information and to identify school nursing roles:

www.deecd.vic.gov.au
www.health.vic.gov.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au

www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.deecd.vic.gov.au
www.myfuture.edu.au

YOUTH HEALTH NURSE

What do Youth Health Nurses do?

Youth Health Nurses deliver nursing services that are relevant to the health and wellbeing of young people. The role of a Youth Health Nurse includes:

- Providing information, support and advice on a variety of topics including sexual health, sexuality, general health and well being, emotional and mental health, drug and alcohol issues, homelessness;
- Counselling both formal and informal for individuals and groups;
- Developing, delivering and monitoring youth support programs; and
- Providing one on one consultation with young people, including health checks.

How do I become one?

You will be required to have a current registration as a Division 1 nurse or midwife with the Nurses Board of Victoria, and undertake graduate study in Adolescent Health and Welfare.

What are the skills and attributes of a Youth Health Nurse?

Youth Health Nurses have the capacity:

- To develop good rapport with youth/adolescents;
- To undertake clinical adolescent health assessments;
- To promote health and wellbeing;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in Teams.

Related roles:

Women's Health	Health Prevention and Promotion	Community Health Nurse	Sexual Health
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Where can I get more information?

Visit the following website for further information and to identify youth health nursing roles:

www.rch.org.au/cah/
www.frontyard.org
www.health.vic.gov.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/

REFUGEE HEALTH NURSE

What do Refugee Health Nurses do?

Refugee Health Nurses work in a variety of clinical settings.

The role of the Refugee Health Nurse includes:

- Undertake early health and social needs assessments of refugee clients;
- Facilitate and coordinate mainstream and specialist referrals to health and community service providers;
- Work closely with local settlement services to respond quickly to needs of newly arriving people.
- Promote social connection and integration through referrals to established social support and orientation programs;
- Enable individuals, families and refugee communities to improve their health and wellbeing;
- Provide information and support regarding clients' rights, entitlements and obligations under the Victorian health care system;
- Work with health promotion programs that identify refugees as a population group to provide health promotion interventions specific to refugees;
- Actively engage local refugee community leaders in community consultation;
- Collect refugee health data for reporting, service planning and evaluation;
- Participate in developing culturally responsive and high quality refugee health and wellbeing assessment and service provision; and
- Actively participate in professional development and networking opportunities, in particular those provided by the Victorian Foundation for Survivors of Torture.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria.

What are the skills and attributes of a Refugee Health Nurse?

Refugee Health Nurses are familiar with the developmental needs of people of all ages including adults, children and families.

Refugee Nurses have the capacity:

- To undertake clinical health assessments;
- To promote health and wellbeing;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in Teams.

Related roles:

Community Health Nurse	Sexual Health Women's Health	Health Prevention and Promotion	Refugee Health Nurse Facilitator
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Where can I get more information?

www.refugeehealthnetwork.org.au
www.health.vic.gov.au/communityhealth/downloads/rhnp.pdf
www.anfvic.asn.au/sigs/
www.jobs.com.au
www.seek.com.au

www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

SEXUAL HEALTH NURSE

What do Sexual Health Nurses do?

Sexual health nursing is a specialised area of nursing practice requiring a comprehensive body of clinical knowledge and practical skills in the areas of sexual and reproductive health including HIV/AIDS.

The general practice of a sexual health nurse includes using clinical skills that involve complex history taking and the physical examination and assessment of patients. They also conduct screening and diagnostic testing (including pap smears) and interpretation of pathology results. The identification and management of infections and hepatitis vaccination programs, contraceptive management and counselling (sexuality in relationships, infections, contraception and men/women's health issues) also form part of a sexual health nurse's regular activities. They also conduct contact tracing and coordinate drug trials. The role also includes the management of education and health promotion programs and activities for health professionals and the community.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria and undertake graduate study in sexual health.

What are the skills and attributes of a Sexual Health Nurse?

Sexual Health nurses are familiar with the developmental needs of adolescents, adults and families.

Sexual Health nurses have the capacity:

- To undertake clinical assessments;
- To educate on sexual health;
- To counsel and advocate for clients;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

Pap Test Nurse Provider	Sexual Health Women's Health	Community Health Nurse	Health Prevention and Promotion
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Where can I get more information?

Visit the following website for further information and to identify sexual health nursing roles:

www.ashna.org.au
www.papscreen.org.au
www.apna.asn.au
www.fpv.org.au
www.gp.unitmelb.edu.au
www.mshc.org.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

PAP TEST NURSE PROVIDER

What do Pap Test Nurse Providers do?

Pap Test Nurse Providers perform pap tests for women. Pap Test Nurse providers are screening women for abnormalities which could include cancer cells or sexually transmitted diseases. They are also educators on women's sexual health.

How do I become one?

To become a qualified nurse Pap Test Provider, Division 1 nurses or midwives need to:

1. Undertake a training course that has been accredited by the Royal College of Nursing, Australia (RCNA). Refer to Section 3.
2. Once the course has been successfully completed, register as a Credentialed Nurse Pap Test Provider with the Royal College of Nursing, Australia.
3. Apply to the Victorian Cytology Service (VCS) for a practice number which will enable the nurse to have access to VCS to have their Pap tests processed.

What are the skills and attributes of a Pap Test Nurse Provider?

Pap Test Nurse Providers are familiar with developmental and sexual health needs of adolescent and adult women.

Pap Test Nurse Provider's nurses have the capacity:

- To undertake Pap Tests;
- To educate on sexual and women's health;
- To counsel and advocate for clients;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously.

Related Roles:

Pap Test Nurse Provider	Sexual Health Women's Health	Community Health Nurse
Health Prevention and Promotion	Practice Nurse	

Where can I get more information?

Visit the following website for further information and to identify pap test provider nursing roles:

www.papscreen.org.au
www.apna.asn.au
www.fpv.org.au
www.gp.unitmelb.edu.au
www.mshc.org.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

WOMEN'S HEALTH NURSE

What do Women's Health Nurses do?

Women's Health Nursing is a specialised area of advanced nursing practice that provides a unique holistic woman centred approach to primary health care provision. In practice, Women's Health Nurses blend a range of clinical services with counselling, health promotion, education, self-help, consumer advocacy and research. Services are provided across a woman's lifespan and this is not solely concerned with reproduction.

Women's Health Nurses role includes:

- Monitoring and make recommendations regarding the provision of health care services to women;
- Increasing the level of awareness in women and the general community of the specific physical, emotional and social health issues affecting women; and
- Encouraging and assisting women to take responsibility for their own health through the provision of information which enables women to make informed decisions regarding their health.

How do I become one?

You will be required to have a current registration as a Division 1 nurse or midwife with the Nurses Board of Victoria, and undertake graduate study in women's health.

What are the skills and attributes of a Women's Health Nurse?

Women's Health Nurses are familiar with the unique health needs of women of all ages including women in both heterosexual and same-sex relationships.

Women's Health nurses have the capacity:

- To undertake clinical assessments;
- To educate on women's health;
- To counsel and advocate for clients;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

Pap Test Nurse Provider

Sexual Health Women's Health

Community Health Nurse

Where can I get more information?

Visit the following website for further information and to identify women's health nursing roles:

www.womenshealthnurses.asn.au
www.thewomens.org.au/wellwomensclinic/
http://rch.org.au/wellwomens/whic.cfm?doc_id=2281
www.myfuture.edu.au
www.jobs.com.au

www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

BREAST HEALTH NURSE EDUCATORS

What do Breast Health Nurse Educators do?

Breast Health Nurse Educators raise awareness of breast health and breast cancer in the community.

How do I become one?

You will be required to have a current registration as a Division 1 nurse and/or midwife with the Nurses Board of Victoria. Relevant work experience, preferably oncology and breast health. You will need to undertake a postgraduate qualification in either a graduate certificate or masters in Cancer Care with electives in breast care nursing. Desirable qualifications include - Certificate IV in Workplace Training and Assessment; and Breast Health Training Program through the Cancer Council of Victoria.

What are the skills and attributes of a Breast Health Nurse Educators?

Breast Health Nurse Education have the capacity:

- To educate on breast health to individuals and the community;
- To develop education programs/materials suitable for clients and professional staff;
- To raise awareness of breast health and breast cancer;
- Presentation Skills;
- Excellent written/communication skills;
- Capacity to work autonomously; and
- Basic computer skills.

Related roles:

Women's Health	Breast Care Cancer Centre	Community Health Nurse
Health Prevention and Promotion	Living with Cancer Educator	Sexual Health

Where can I get more information?

Visit the following website for further information and to identify Breast Health educator roles:

www.thewomens.org.au/BreastService
www.cancervic.org.au
www.petermac.org/nursing
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

BREAST CARE NURSE

What do Breast Care Nurses do?

Breast Care Nurses manage the care of breast cancer patients throughout the course of their treatment. They are the principal liaison between the patient and specialists to coordinate treatment whether it is surgery, radiotherapy or chemotherapy.

Breast Care Nurses also play an important advocacy role helping to clarify technical or complicated information. Most importantly they offer emotional support to the patient and their family.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria and relevant work experience in Oncology. You will be required to undertake a postgraduate qualification either a graduate certificate or masters in Cancer Care with electives in breast care nursing.

What are the skills and attributes of a Breast Care Nurse?

Breast Care Nurses are familiar with health needs of women of all ages with Breast Cancer.

Breast Care Nurses have the capacity:

- To undertake clinical assessments;
- To educate on breast health;
- To counsel and advocate for clients;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

Women's Health	Breast Care Cancer Centre	Community Health Nurse
Breast Health Nurse Educator	Living with Cancer Educator	

Where can I get more information?

Visit the following website for further information and to identify Breast Care nursing roles:

www.cancervic.org.au
www.petermac.org/nursing
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
<http://www.thewomens.org.au/BreastService>
www.myfuture.edu.au

PROSTATE CARE NURSE

What do Prostate Care Nurses do?

Prostate Care Nurses manage the care of prostate cancer patients throughout the course of their treatment. The role is varied and can include acting as a counsellor, advocate and advisor for men and their families from diagnosis to treatment, through to follow up care and palliation where appropriate.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria. With relevant work experience in Oncology, Urology and Continence Management, and you will be required to undertake a postgraduate qualification either a graduate certificate or masters in Cancer Care with electives in prostate care nursing.

What are the skills and attributes of a Prostate Care Nurse?

Prostate Care Nurses are familiar with the health needs of men in particular older men.

Prostate Care Nurses have the capacity:

- To undertake clinical assessments;
- To educate on prostate health;
- To counsel and advocate for clients;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

Men's Health	Living with Cancer Educator	Community Health Nurse	Health Prevention and Promotion
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Where can I get more information?

Visit the following website for further information and to identify Prostate Care nursing roles:

www.cancervic.org.au
www.petermac.org/nursing
www.anfc.org.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

HEALTH PREVENTION AND PROMOTION NURSE

What do Health Prevention and Promotion Nurses do?

Health Prevention and Promotion Nurses work with individuals and the community on health prevention and promotion. This includes:

- Provision of information, support and assistance to individuals and the community on disease prevention, nutrition and health care.
- Develop and deliver health promotion programs for individuals and the community.
- Educator – dependant on scope of practice for instance Diabetes nurse educator.

How do I become one?

Division 1:

You will be required to have a current registration as a Division 1 nurse or midwife with the Nurses Board of Victoria. The Certificate IV in Workplace Training and Assessment maybe a requirement of the identified role. You will be required to have expertise in an area of speciality to educate individuals and the community, refer to Section 3.

Division 2:

You will be required to have a current registration as a Division 2 nurse with the Nurses Board of Victoria. The Certificate IV in Workplace Training and Assessment maybe a requirement of the identified role. You will be required to undertake further training and expertise in an area of speciality to educate individuals and the community, refer to section 3.

What are the skills and attributes of Health Prevention and Promotion Nurse?

Health Promotion and Prevention Nurses are familiar with health needs of client groups which is dependant on their specific needs.

Health Promotion and Prevention Nurses have:

- To undertake clinical assessments;
- Skills and Knowledge in an area of expertise relevant to the particular role;
- Ability to develop education programs/materials suitable for clients and professional staff;
- Facilitation skills;
- Presentation Skills;
- Excellent written/communication skills;
- Capacity to work autonomously and in a team; and
- Intermediate computer skills.

Related Role:

First Aid/CPR Instructor (1&2)	Anaphylaxis Instructor	Asthma Educator
Alcohol and Drug Nurse	Arthritis Educator	Sexual Health Nurse
Lung Health Educator Community Health Nurse	Maternal, Child and Family Health Nurse	Diabetes Nurse Educator
Women's Health Educator	Men's Health Educator	Quit Educator
No Lifting Coordinator (1&2)	Health Promotion Officer	

Where can I get more information?

www.premiumhealth.com.au

www.arthritisvic.org.au

www.healthpromotion.org.au

www.vichealth.vic.gov.au

www.myfuture.edu.au

http://www.health.vic.gov.au/healthpromotion/what_is/foundations.htm

www.anfvic.asn.au

www.nursingjobs.com.au

www.jobs.com.au

www.seek.com.au

www.mycareer.com.au

www.health.vic.gov.au/jobs/

www.myfuture.edu.au

DIABETES NURSE EDUCATOR

What does a Diabetes Nurse Educator do?

Diabetes Nurse Educators:

- Provide one on one advice to clients either per phone or in person on diabetes management;
- Develop, apply and implement Diabetes education programs for Diabetess and carers;
- Develop brochures and educational materials for Diabetess and carers;
- Present at conferences/seminars and public forums;
- Conduct education sessions for professional staff;
- Act as a resource/mentor to other staff working in the facility;
- Act as a resource and referral person to other agents including National Diabetes Services Scheme;
- Conduct children's residential camps for Diabetes children;
- Assist in pre & post operative intervention for Diabetess;
- Assist in clinics run by Endocrinologists;
- Write care plans for Diabetes patients/client; and
- Conduct and/or participate in research as required.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria. Your will be required to undertake at the minimum a Graduate Certificate in Diabetes Education and the course must be approved by the Australian Diabetes Educators Association (ADEA). Desirable qualification in - Certificate IV in Workplace Training and Assessment.

Further education for ongoing development is available through the ADEA if the Diabetes Nurse Educator wishes to obtain credentialing.

What are the skills and attributes of a Diabetes Educator?

A Diabetes Nurse Educator requires the following skills:

- A sound understanding of diabetes and diabetes nursing care including medications;
- Ability to develop education programs/materials suitable for clients and professional staff;
- Clinical Assessment skills in particular in relation to monitoring diabetes;
- Liaison with medical staff
- Presentation Skills;
- Excellent written/communication skills;
- Capacity to work autonomously; and
- Basic computer skills.

Related roles:

Practice Nurse	Nurse Practitioner – Masters Qualification	Community Health Nurse	Educator in Hospital for inpatients/outpatient clinics
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Where can I get more information?

For further information and in identifying Diabetes Nursing roles:

www.deakin.edu.au

www.adea.com.au

www.diabetesaustralia.com.au

www.nursingjobs.com.au

www.jobs.com.au

www.seek.com.au

www.mycareer.com.au

www.health.vic.gov.au/jobs/

www.myfuture.edu.au

NURSE LED CHRONIC DISEASE CLINICS IN GENERAL PRACTICE

What are Nurse led Chronic Disease Clinics in General Practice?

A Nurse led Chronic Disease Clinic is designed to provide patients who have a chronic disease with additional support and strategies to self manage their illness. A clinic usually runs in a set time during a practice's usual business hours, so that patients can access both nursing and GP support for their chronic disease.

The core activities of a chronic disease clinic include:

- An initial assessment;
- Management of the annual cycle of care;
- Development and implementation of a patient education program;
- Discussion and setting self management goals, and re-establishing these if the patient relapses;
- Setting clinical targets and strategies to pursue;
- Strong linkages with GP management including medication management;
- Development of a care plan (GP Management Plan (GPMP));
- Shared care with other health professionals (Team Care Arrangements);
- Referral to other health professionals for specific care requirements; and
- Ongoing review and support (GPMP, TCA, self management goals etc).

You can work in Nurse led Chronic Disease Clinics in General Practice if you are a:

Practice Nurse - A Practice Nurse is a registered nurse (Division 1 or Division 2) with the Nurses Board of Victoria.

Clinical Nurse Specialist - A Clinical Nurse Specialist could be either a:

- Diabetes Educator who has completed post graduate qualifications recognised by the Australian Diabetes Educators Association (ADEA).
- Asthma Educator level 2 or 3 who has completed post graduate qualifications recognised by the Australian Asthma and Respiratory Educators Association (AAREA).

There is scope in the future in Nurse led Chronic Disease Clinics for Clinical Nurse Specialists in:

- heart, stroke and vascular disease;
- osteoarthritis, rheumatoid arthritis and osteoporosis;
- Pain management; and
- Health Prevention Educator.

Where can I get more information?

For further information and in identifying Nurse led Chronic Disease Clinic roles:

www.health.vic.gov.au
www.wdgp.com.au
www.apna.asn.au
www.agpn.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/

HOSPITAL ADMISSION RISK PROGRAM (HARP) NURSE

What do HARP Nurses do?

The HARP program provides a coordinated program for:

- People with chronic heart disease;
- People with chronic respiratory disease;
- People with diabetes;
- Older people with complex needs; and
- People with complex psychosocial needs.

The program ensures optimal medical management, education, exercise and support is provided to maintain and manage clients with chronic diseases in the community.

The HARP Nurse is a part of a multidisciplinary team, which links closely with community based services to provide continuity of care from hospital to the community.

The role of a HARP Nurse will vary depending on area of expertise.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria.

Post Graduate qualifications in a relevant field including:

- Cardiac Nursing;
- Diabetes Nursing;
- Allergy, Immunology and Respiratory Nursing;
- Asthma Educator including paediatric; and
- Rehabilitation Nursing.

What are the skills and attributes of a HARP Nurse?

HARP Nurses are familiar with health needs of client groups which is dependant on their specific needs.

HARP Nurses have the capacity:

- To undertake clinical assessments;
- To educate on health and wellbeing;
- To counsel and advocate for clients;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

HARP Nurse	HARP Program Manager	HARP Team Leader Specialist streams
Community Health Nurse	Hosp/Community Liaison Nurse	RDNS

Where can I get more information?

For further information and in identifying HARP nursing roles:

<http://www.health.vic.gov.au/harp-cdm/>

www.alfred.org.au/harp/

www.mh.org.au

www.bendigohealth.org.au/Community_Services/Hospital_Admission_Risk_Program/index.aspx

www.easternhealth.org.au/eastern/harp

[www.southernhealth.org.au/gp/BLBH%20-%20\(HARP-CDM\)/default.htm](http://www.southernhealth.org.au/gp/BLBH%20-%20(HARP-CDM)/default.htm)

www.wh.org.au

www.bhs.org.au

www.nh.org.au

www.jobs.com.au

www.seek.com.au

www.mycareer.com.au

www.health.vic.gov.au/jobs/

www.myfuture.edu.au

CARDIAC REHABILITATION NURSE

What do Cardiac Rehabilitation Nurses do?

Cardiac Rehabilitation Nurses provide support that assists a patient with cardiac disease to return to a satisfactory lifestyle, with the objective to prevent the recurrence of further cardiovascular events by improving self-efficacy and promoting favourable behaviour change.

Cardiac Rehabilitation Nurses:

- Develop, deliver and evaluate cardiac rehabilitation programs tailored to the individual patient;
- Educate patients on cardiovascular disease and its risk factors;
- Plan and conduct exercise sessions tailored to the individual patient;
- Educate on practical aspects of diet;
- Work with the patient on changing behaviour; and
- Provide support for the patient in returning to work and activities of daily living.

How do I become one?

You will be required to have a current registration as a Division 1 nurse, with the Nurses Board of Victoria.

What are the skills and attributes of a Cardiac Rehabilitation Nurse?

Cardiac Rehabilitation Nurses are familiar with health needs of adults and older people specifically in relation to cardiac health.

Cardiac Rehabilitation Nurses have the capacity:

- To undertake clinical assessments;
- To educate on cardiac health and wellbeing;
- To counsel and advocate for clients;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

Cardiac rehabilitation clinics

Clinical nurse consultant

Where can I get more information?

For further information and in identifying cardiac rehabilitation nursing roles:

www.heartresearchcentre.org

www.carc.org.au

www.nursingjobs.com.au

www.jobs.com.au

www.seek.com.au

www.mycareer.com.au

www.health.vic.gov.au/jobs/

www.myfuture.edu.au

IMMUNISATION NURSE

What do Immunisation Nurses do?

Immunisation nurses are authorised to administer immunisations to all age groups, including infants and children. Immunisation Nurses educate parents/patients on vaccine safety and effectiveness, possible side effects and demystify the risk of immunisation.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria. You will be required to have accreditation as an Accredited Nurse Immuniser. There is only one course in Victoria and this is through La Trobe University, refer to Section 3. You will also be required to have CPR and Anaphylaxis Accreditation, refer to Section 3.

What are the skills and attributes of an Immunisation Nurse?

Immunisation Nurses are familiar with health needs of children and adolescents in particular in relation to immunisation.

Immunisation Nurses skills include:

- Clinical intervention;
- Administering immunisations;
- Knowledge and application of emergency first aid and resuscitation;
- Educating on health prevention and promotion;
- Referral and liaising with other relevant health professionals such as GPs; and
- Working autonomously and in a team.

Related roles:

Practice Nurse	Infection Control Nursing	Sexual Health
Community Health Nurse	Health Promotion and Prevention	School Nurse

Where can I get more information?

For further information and in identifying immunisation nursing roles:

www.health.vic.gov.au/immunisation
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au
www.premiumhealth.com.au

INFECTION CONTROL NURSE

What do Infection Control Nurses do?

Infection Control Nurses work in specialist roles in hospitals, and contribute to the development and implementation of infection control policies and procedures in order to minimise preventable infection rates.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria. For further development you may wish to undertake postgraduate studies, refer to Section 3.

What are the skills and attributes of an Infection Control Nurse?

Infection Control Nurses are familiar with the health needs of people of all ages in particular in relation to preventable infections and infection control.

Infection Control Nurses skills include:

- Research and Audit;
- Development and application of policies and procedures;
- Educating on health prevention and promotion;
- Presentation Skills;
- Excellent written/communication skills;
- Capacity to work autonomously and in a team; and
- Intermediate computer skills.

Related roles:

Sexual Health	Mobile Infusion Services	Community Health Nurse
RDNS	Health Prevention and Promotion	Nurse Educator
Government project officer - infection control policy	Infection control specialist nurse	

Where can I get more information?

For further information and in identifying infection control nursing roles:

www.vicpa.org.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

STOMAL THERAPY NURSE

What do Stomal Therapy Nurses do?

Stomal Therapy nurses develop, implement and evaluate strategies for the support, care, education and rehabilitation of anyone anticipating or who has undergone surgery resulting in temporary or permanent faecal or urinary diversion.

Stomal Therapy Nurses provide advice to other health care professionals, including surgeons and general practitioners, about the assessment and management of stomas, fistulae, wound and peri-stomal aspects of patient care. They initiate diagnostic investigations, make recommendations on the prescription of medications and referrals to other health care providers.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria. You will also be required to undertake at the minimum a Graduate Certificate in Stomal Therapy and the course must be approved by the Australian Association of Stomal Therapy Nurses (AASTN).

Further education for ongoing development is available through the AASTN if the stomal therapy nurses wishes to obtain credentialing.

What are the skills and attributes of a Stomal Therapy Nurse?

Stomal Therapy Nurses are familiar with health needs of people of all age's in particular older people depending on the patient group, in relation to stoma care and related diseases.

Stomal Therapy nurses have the capacity:

- Promote self management of wound care;
- To educate on health prevention and promotion;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

Practice Nurse	Nurse Practitioner – Masters Qualification	Community Health Nurse
Educator in Hospital for inpatients/ outpatient clinics	RDNS Stomal nurse therapist	

Where can I get more information?

For further information and in identifying stomal therapy roles:

<http://www.stomaltherapy.com/>
<http://www.wocn.org/>
www.rdns.com.au
www.nursing.edu.au
www.mayfield.edu.au
www.nursingjobs.com.au
www.jobs.com.au

www.seek.com.au
www.health.vic.gov.au/jobs/
www.mycareer.com.au

WOUND MANAGEMENT NURSE

What do Wound Management Nurses do?

Wound Management Nurses practice within acute care facilities and community settings. Wound Management Nurses provide holistic nursing care to all ages with acute or chronic wounds that have proven challenging to treat.

Wound Management Nurses emphasise defining underlying aetiologies, determining factors affecting wound healing, complication prevention and/or management of chronic disease. Services include but are not limited to ordering, conducting, supervising and interpreting diagnostic and laboratory tests and prescription of pharmacologic agents and non-pharmacologic therapies and performing minor procedures. Educating and counselling of patients families and health professionals are a major component of practice.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria. You will be expected to have the following experience and competencies:

- A post graduate degree or at least certificate in wound management;
- Been working in the specialty for at least three years;
- Belong to the their professional wound association;
- Evidence of advanced clinical skills; and
- Experience in teaching and mentoring.

What are the skills and attributes of a Wound Management Nurse?

Wound Management Nurses are familiar with health needs of people of all ages. In particular older people, people with diabetes or vascular disease and is dependant on the patient group.

Wound Management Nurses have the capacity:

- To undertake clinical assessment's;
- To educate on health prevention and promotion in relation to wound management;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

Wound Management Nurse	Health Prevention and Promotion	Nurse Educator
Community Health Nurse	RDNS	

Where can I get more information?

For further information and in identifying wound management roles:

www.awma.com.au
www.worldofwounds.com/home
www.health.vic.gov.au/hacc/projects/woundmanagement.htm
www.nursingjobs.com.au
www.jobs.com.au

www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/

CONTINENCE MANAGEMENT NURSE

What do Continence Management Nurses do?

Continence Management Nurses specialise in the treatment of incontinence and other bladder and bowel problems. Continence Management Nurses work in a different range of health settings and specialist areas and may be found in urology departments of public outpatient clinics and hospitals, aged care facilities and in community nursing services.

Continence Management Nurses roles include:

- Assessing the problem and finding out the cause;
- Providing advice about specialist tests and investigations, and communicating with patients' general practitioners; and
- Helping patients manage a continence problem and providing information about aids such as continence pads and catheters.

Nurses that practice in continence care and management usually are employed in the capacity of either Continence Nurse Advisor or Continence Nurse Consultant.

How do I become one?

Division 1

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria. You will be expected to have the following experience and competencies:

- A post graduate degree, refer to section 3;
- Relevant work experience in Oncology, Urology and Continence Management;
- Evidence of advanced clinical skills;
- Experience in educating and mentoring.

Desirable qualification in - Certificate IV in Workplace Training and Assessment.

Division 2

You will be required to have a current registration as a Division 2 nurse with the Nurses Board of Victoria, relevant work experience in continence management and ongoing training, refer to section 3.

Desirable qualification in - Certificate IV in Workplace Training and Assessment.

What are the skills and attributes of a Continence Management Nurse?

Continence Management Nurses are familiar with health needs of people of all ages, in particular older people.

Continence Management Nurses have the capacity:

- To undertake clinical assessment's in relation to continence management and related diseases;
- To provide clinical advice;
- To educate on health prevention and promotion in relation to continence management;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

Stomal Therapy Nurse	Health Prevention and Promotion (Div 1 & 2)	Rehabilitation Nurse
Community Health Nurse (Div 1 & 2)	Living with Cancer Educator	Men's Health
National Continence Helpline Nurse Educator (Div 1)	Aged Care (Div 1 & 2)	RDNS
Pelvic Floor muscle Educator	Prostate Care Nurse	Transport Accident Commission
Continence Care Advisory Consultancy		

Where can I get more information?

For further information and in identifying continence management roles:

www.continence.org.au
www.anfc.org.au
www.anzuns.org
www.anfvic.asn.au/sigs
www.myfuture.edu.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/

RENAL NURSE

What do Renal Nurses do?

Renal Nurses care for health clients suffering from chronic and acute kidney disease. Renal Nurses work in diverse settings including acute care, dialysis and mobile dialysis and in the community.

Renal Nurses roles include the detection, prevention and treatment of chronic and acute kidney disease, which involves:

- One on one consultation with patients in detecting the early signs of kidney disease, educating on diet and lifestyle choices, provide preventative health information and the referral of high risk patients;
- Educating the patient and their family on available treatment;
- Provision of treatment including maintenance dialysis and nursing care related to transplantation.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria. You will be expected to have the following experience and competencies:

- A post graduate degree or at least certificate in Renal Dialysis/Nephrology, Urology;
- Minimum of 12 months recent post registration acute general nursing experience or similar;
- A demonstrated interest in renal nursing.

What are the skills and attributes of a Renal Nurse?

Renal Nurses are familiar with health needs of people of all ages.

Renal Nurses have the capacity:

- To undertake clinical assessment's;
- To educate on health prevention and promotion in relation to renal care;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

Related roles:

Stomal Therapy Nurse	Health Prevention and Promotion	Rehabilitation Nurse
Community Health Nurse	Practice Nurse	Men's Health
RDNS Nurse Educator	Aged Care	Renal Units in Hospitals
Community Clinics	Mobile Dialysis	

Where can I get more information?

For further information and in identifying Renal Nursing roles:

www.kidney.org.au
www.health.vic.gov.au/renaldialysis/index.htm
www.renalsociety.org
www.anzuns.org
www.renalresource.com
www.nursingjobs.com.au

www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

REHABILITATION NURSE

What do Rehabilitation Nurses do?

Rehabilitation Nurses work with the patient in order to help them achieve the very best outcomes in terms of health, independence and function. People of all ages can require rehabilitation due to illness and injury.

Rehabilitation nurses work with the patient in identifying their goals, from dependence upon others, through to the ability to care for themselves and live as independently as possible.

An important part of nursing is not only understanding and empathising with a patient's situation, but also to support them through the process of getting better. Nurses involved in rehabilitation also have a large teaching role. They assist patients to practise new skills and provide education to help them to regain and maintain their health.

The nature of patients' needs often mean Rehabilitation Nurses work inter-dependently with a variety of other health professionals such as physiotherapists, speech pathologists and occupational therapists, as well as the patient's family. Rehabilitation Nurses are often the coordinators of the team and a central point for communication and decision making.

How do I become one?

You will be required to have a current registration as a Division 1 with the Nurses Board of Victoria.

Nurses wishing to focus on a particular area need to gain specific knowledge and skills. For more information on postgraduate courses, refer to Section 3.

What are the skills and attributes of a Rehabilitation Nurse?

Rehabilitation Nurses must be familiar with the rehabilitation of people of all ages.

Rehabilitation Nurses have a capacity:

- To undertake clinical assessment' relating to maximising mobility;
- To educate on health prevention and promotion in relation to self management in activities of daily living;
- To apply problem solving skills and be able to be inventive in enabling patients to reach their goals;
- To counsel and advocate to and for patients;
- To refer and liaise with other relevant health professionals such as GPs; and
- To work autonomously and in a team.

What are the career opportunities?

Rehabilitation is undertaken in every setting from home to community clinics and hospitals. Nurses can choose to specialise in all sorts of areas such as cardiac, spinal injuries, mental health, drug and alcohol, stroke, amputation, workplace and sports rehabilitation. It is a good background for nurses interested in moving into areas such as disability services or community service provision.

Where can I get more information?

For further information and in identifying Rehabilitation Nursing roles:

www.arna.com.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au

www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

NURSE EDUCATOR

What do Nurse Educators do?

The Nurse Educator is accountable for the design, implementation and assessment of nursing staff development programs; managing educational resources; and providing expert advice on nursing educational issues and other issues within the hospital.

Nurse Educators develop ways of ensuring that an organisation includes staff education and professional development into its business planning processes. They work with the organisational leadership in determining the strategic direction for nursing practice. They also develop educational initiatives to maximise employees potential to achieve desired levels and range of knowledge and skills.

How do I become one?

You will be required to have a current registration as a Division 1 with the Nurses Board of Victoria, and the Certificate IV in Workplace Training and Assessment. Expertise in nursing is required whether it is general and/or in an area of speciality training Division 1 and Division 2 nurses.

What are the skills and attributes of a Nurse Educator?

A Nurse Educators requires the following skills:

- Teaching and Facilitating adult learners;
- Ability to develop education programs/materials suitable for clients and professional staff;
- Clinical Assessment;
- Liaison with medical staff;
- Presentation Skills;
- Excellent written/communication skills;
- Capacity to work autonomously; and
- Basic computer skills.

Related Roles:

Nurse Preceptor	Registered Training Organisations	Practice Development Nurse	Carer Div 2 Nurse Teacher/Trainer TAFE
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Where can I get more information?

For further information and in identifying Nurse Educator roles:

www.skills.vic.gov.au
www.trainingsupport.otte.vic.gov.au
www.ants.org.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

PRACTICE DEVELOPMENT NURSE

What do Practice Development Nurse's do?

Practice Development Nurses work with nurses to review and develop their practice, utilising a critically reflective approach. This approach fosters participation, inclusivity and collaboration with nurses, in reflecting on values and assumptions, to develop creative and innovative improvements in practice.

How do I become one?

You will be required to have a current registration as a Division 1 with the Nurses Board of Victoria. Practice Development Nursing is a growing area. Post graduate certificate and diploma qualifications in practice development are desirable but not essential.

What are the skills and attributes of a Practice Development Nurse?

Practice Development Nurses have a capacity to:

- Facilitate working groups;
- Apply action research skills;
- Enable nurses to reflect on and develop their practice;
- Apply leadership skills; and
- Work autonomously and in teams.

Related roles:

Nurse Preceptor

Nurse Educator

Nurse Researcher

Where can I get more information?

For further information and in identifying Practice Development Nursing roles:

www.latrobe.edu.au/cpd/

www.med.monash.edu.au/nursing

www.nursingjobs.com.au

www.jobs.com.au

www.seek.com.au

www.mycareer.com.au

www.health.vic.gov.au/jobs/

www.myfuture.edu.au

NURSING PRECEPTORSHIP

What do Nurse Preceptors do?

Nursing Preceptors provide a clinical role model and resource person to a nursing student, and work closely with them on an ongoing basis to plan their orientation, clinical practice/learning experiences, monitor progress, provide feedback on performance and help them feel welcome and integrated into the nursing practice setting and nursing team.

How do I become one?

You will be required to have a current registration as a Division 1 with the Nurses Board of Victoria, and a Certificate IV in Workplace Training and Assessment. You must be:

- Currently employed;
- Experienced and competent in area of employment or clinical practice;
- Prepared to take on preceptor responsibilities; and
- Prepared to participate in ongoing professional development activities for preceptors.

You will also be required to undertake post graduate qualifications, refer to Section 3.

What are the skills and attributes of a Nurse Preceptor?

A Nurse Educators requires the following skills:

- Teaching and Facilitating adult learners;
- Knowledge and application of adult learning principles;
- Clinical Assessment;
- Liaison with medical staff;
- Presentation Skills;
- Excellent written/communication skills;
- Capacity to work autonomously; and
- Basic computer skills.

Related roles:

Nurse Educator	Registered Training Organisations	Practice Development Nurse	Carer Div 2 Nurse Teacher/Trainer TAFE
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Where can I get more information?

For further information and in identifying nursing preceptorship roles:

www.ants.org.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

DRUG AND ALCOHOL NURSE

What do Drug and Alcohol Nurses do?

Drug and alcohol nurses provide clinical services to people whose drug and alcohol problems are often complex and can involve a variety of drugs. These include tobacco, alcohol, prescribed medications, illicit drugs such as heroin, amphetamines and cannabis, as well as combinations of drugs and alcohol.

Alcohol and other drug related problems impact on the entire health care system, community resources and social situations. A range of injuries and other health problems occur either directly or indirectly because of drug and alcohol problems. Nurses in particular, being highly skilled and the largest number of health care providers, are in an ideal position to identify potential risks and minimize alcohol and other drug related harms. Nurses can effectively apply prevention strategies such as education, support, direct clinical interventions and referral for many of their patients with alcohol or drug problems.

How do I become one?

You will be required to have a current registration as a Division 1 nurse with the Nurses Board of Victoria. For more information on post-graduate courses in this area refer to Section 3.

What are the skills and attributes of a Drug and Alcohol Nurse?

Drug and alcohol nurses must be familiar with developmental and health needs of Adolescents and adults in relation to drug and alcohol related health issues.

Drug and Alcohol Nurses have the capacity:

- To undertake clinical assessment;
- To provide counselling on drug and alcohol health issues;
- To promote self management;
- To educate on drug and alcohol health issues to individuals and the community;
- To develop health education programs/materials suitable for clients and professional staff;
- To raise awareness of drug and alcohol health issues;
- Presentation Skills;
- Excellent written/communication skills;
- Capacity to work autonomously and in a team; and
- Basic computer skills.

What are the career opportunities?

Nurses who provide alcohol and other drug clinical services work in a range of settings including: alcohol and other drug specialist outpatient services in community health centres and acute care hospitals, home detoxification services, pharmacotherapy clinics (formerly methadone clinics), community corrections services, education services, mental health services, rural and remote services, employee assistance programs, industrial areas, private consultative practices and many other areas.

Where can I get more information?

For further information in identifying Drug and Alcohol Nursing roles:

www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au

www.health.vic.gov.au/jobs/
www.myfuture.edu.au
www.mycareer.com.au

OCCUPATIONAL HEALTH NURSE

What do Occupational Health Nurses do?

Occupational Health Nurses work in workplace, clinic and office settings. Occupational Health Nurses are involved with assisting and/or coordinating the internal health centre which can deal with; first aid to trauma care (depending on the type of injuries); health promotion; vaccination programs; injury management; injury prevention; hazard identification; risk management and occupational health and safety

How do I become one?

You will be required to have a current registration as a Division 1 and /or Division 2 nurse with the Nurses Board of Victoria. With qualifications and experience in occupational health and safety and other related areas, refer to section 3. Desirable qualification in - Certificate IV in Workplace Training and Assessment.

What are the skills and attributes of an Occupational Health Nurse?

Occupational Health Nurses have the skills required to work autonomously in workplace, clinic and office settings and have an understanding of occupational health and safety issues from the perspective of workers and employers. Good health screening and assessment skills are required, as well as good verbal and written communication skills, to provide reports and liaise between various parties including workers, employers, insurers and health professionals.

Related roles:

OHS Professional	Mining Industry	Manufacturing Industry	Rehabilitation Consultant
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Where can I get more information?

www.myfuture.edu.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au

TELENURSING

What do Telenurses do?

Telenursing is part of the telehealth industry. Telenurses provide care and assistance to patients, but not in a face to face work environment. As interaction takes place exclusively via the telephone or online.

Telenurses meet the health needs of clients through assessment, triage and provision of information via the telephone and online.

How do I become one?

The Australian Nursing and Midwifery Council (2001:2) Guidelines on Telenursing outline:

- Nurses and Midwives practising in Telenursing shall be registered nurses or midwives.
- Division 2 nurses involved in Telenursing need to be under the supervision of a registered nurse or midwife.

What are the skills and attributes of a Telenurse?

The Telenursing role is non-diagnostic, it is about helping callers make informed healthcare decisions. Telenurses draw on their nursing skills and knowledge, and in particular assessing, referring and educating callers.

You will need sound communication and computer skills. Clinical experience related to a specific role, for example Nurses on Call - emergency nursing, intensive care or cardiac nursing experience preferred but not essential

Related roles:

Nurses on Call	Maternal and Child Health and Breastfeeding Line	Cancer Council Line
Diabetes online	Asthma Foundation HelpLine	Royal Women's Information Line
ANF (VB) Information Line	National Continence Helpline	Mental Health Triage

Where can I get more information?

Visit the following websites to identify Telenursing roles:

www.aths.org.au
www.nursingjobs.com.au
www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.health.vic.gov.au/jobs/
www.myfuture.edu.au

DIVERSIONAL THERAPIST

What do Diversional Therapists do?

The primary goal of Diversional Therapy is to facilitate the process of empowerment and enable participants to make choices and decisions which maximise their participation in leisure experiences that suit their individual needs and wants. This is achieved through the facilitation, co-ordination and planning of leisure and recreational programmes that are designed to support, challenge and enhance the psychological, social, emotional, spiritual, cognitive and physical well-being of individuals.

How do I become one?

You will be required to undertake a Diploma in Community Service (Lifestyle and Leisure).

It would be feasible to explore Recognition of Prior Learning and Recognition of Current Competency.

What are the skills and attributes of a Diversional Therapist?

Diversional therapists have specialised skills and knowledge in the following areas:

- Leisure counselling and education;
- Assessment of leisure related needs and abilities;
- Development of individual personal programmes;
- Facilitating client choice and decision making;
- Leisure programming for individuals and groups;
- Lifestyle management;
- Creative and expressive recreation;
- Activity analysis and modification;
- Teaching and facilitation;
- Health promotion;
- Team and group work.

What are the career opportunities?

Community Worker	Disability Services Instructor	Orientation and Mobility Instructor
Social Worker	Welfare Worker	Youth Worker
Special Care Worker		

Where can I get more information?

For further information and in identifying Diversional Therapy roles:

www.myfuture.edu.au

www.diversionaltherapy.com.au

www.diversionaltherapy.org.au/

www.jobguide.thegoodguides.com.au

REHABILITATION CONSULTANT

What do Rehabilitation Consultants do?

Rehabilitation Consultants provide support and assistance to clients who have work related and/or non-work related injury/illness. The primary function is case management and assessment, including vocational, ergonomic and worksite assessments.

Rehabilitation Consultants work with job seekers and/or clients with a disability, injury or health condition. Rehabilitation Consultants can be involved in a range of services including delivering vocational rehabilitation programmes and Job Capacity Assessments, specialist disability services, injury prevention services, and injury management services.

How do I become one?

You will be required to have a current registration as a Division 1 and/or Division 2 nurse with the Nurses Board of Victoria. For further development you may wish to undertake postgraduate studies in rehabilitation, refer to Section 3.

What are the skills and attributes of a Rehabilitation Consultant?

Rehabilitation Consultants have the skills required to work autonomously in various settings, with good written and verbal communication skills, and are required to liaise between health professionals, employers, Insurance Agents and clients.

Rehabilitation Consultants have the following skills:

- Counselling;
- Assessment of individual clients vocational, social, medical, personal and psychological needs in order to develop an individual rehabilitation plan;
- Planning, developing, implementing and monitoring individual clients' rehabilitation programs, making sure that appropriate services are provided within timeframes;
- Managing the placement of clients into suitable paid employment or back into the community after coordinating the client's required training;
- Negotiating and managing a gradual return or introduction to a job to ensure a smooth transition;
- Provide an information and advisory service to organisations assisting people with disabilities;
- Application of case management principles.

What are the career opportunities?

Rehabilitation Consultants work in vocational rehabilitation, job capacity assessment, employment services, occupational rehabilitation, and injury prevention in a variety of industry settings.

Where can I get more information?

For further information and in identifying Rehabilitation Consultant roles:

www.asorc.org.au
www.arpa.com.au
www.myfuture.edu.au
www.jobs.com.au

www.seek.com.au
www.mycareer.com.au

PHARMACEUTICAL CONSULTANT

What do Pharmaceutical Consultant do?

Pharmaceutical Consultants role is to sell pharmaceuticals to GP's, Health Industry and other target groups. The role also includes being a representative at trade fairs, presenting to special target groups and providing consultation on the application of products.

How do I become one?

You will be required to be a Nurse, preferably with experience in sales. For further development you may wish to undertake studies in Pharmaceutical Sales, refer to Section 3.

What are the skills and attributes of a Pharmaceutical Consultant?

As a Pharmaceutical Consultant you will need to have strong communication skills, knowledge of pharmaceuticals and understanding of medical terminology. You will need to develop relationships with the Health Industry in selling and promoting products.

What are the career opportunities?

Dependent on how you wish to tailor and own your career, it might be selling one particular brand; manage a sales team, or strategic sales ownership of a therapeutic area.

Where can I get more information?

For further information and in identifying Pharmaceutical Consultant roles:

www.jobs.com.au
www.seek.com.au
www.mycareer.com.au
www.careerjet.com.au
www.myfuture.edu.au

Section 3:

Identified Courses

Section 3 Identified Courses

In identifying nursing related courses to be included in this list consideration has been given to several factors in relation to the specific courses:

- The availability of employment opportunities in the particular field;
- The potential for the use of transferable skills; and
- The potential for injured and/or ill nurses to fulfill the physical and psychological requirements of the course and related nursing roles, given due consideration by injured/ ill nurses of their individual physical and psychological capacities.

Before you look at the following nursing courses it is important and necessary to develop your career plan, as set out in Section 1, which will assist you in developing a career path. Knowing where you want to go in your career will assist you in identifying what nursing roles will help you achieve this and/or identify what skills you will need to develop in meeting your career goals, as set out in Section 2. You can now identify what courses will assist you in achieving and meeting your career goals.

In identifying your career path it is also important to consider your own physical and psychological capacity, in relation to the nature and frequency of specific physical and psychological demands of any particular course. You will also need to consider how you will be able to manage your injury and/or illness in undertaking the identified course.

This is not an exhaustive list of nursing courses nor of the institutions in which they are available, and it is important you undertake your own research and utilise this as a tool for identifying where you want to go with your nursing career. It is important that your research includes talking with someone already in the nursing role.



**I know my career goals.
I know I can manage my
injury/illness. I now need to
identify courses to assist me
in achieving my goals.**

3.1 University Courses

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Graduate Certificate in Stomal Therapy Nursing (Div 1 nurses)	Specifies the competencies required to work in a clinically advanced practice role.	Required to develop, implement and evaluate strategies for the support, care, education and rehabilitation	Stomal Therapy Nurse, Continence Management Nurse, Wound Management Nurse, Nurse Educator.	1 year Cost varies ranging from \$3490 to \$4600	www.mayfield.edu.au www.nursing.edu.au
Graduate Certificate in Diabetes Education and Health Care (Div 1 nurses)	Specifies the competencies required to deliver training and assessment in an area of expertise - Diabetes Educator.	Required to develop higher level skills and expertise in diabetes management and provide quality diabetes education in any setting.	Diabetes Educator	25 days 451 hours self directed learning 60 hours clinical experience	www.mayfield.edu.au
Masters Nursing – (Cancer/Palliative Care)	The course is designed to prepare qualified nurses to extend and deepen their knowledge of cancer/palliative care nursing, as it occurs in a variety of settings, with the opportunity to specialise in Breast Care, Prostate Care, and Lung Care Nursing.	There is practical clinical development which is outlined under each core unit	Breast Care Nurse; Lung Cancer Nurse; Prostate Care Nurse	The Master of Nursing (Cancer/Palliative Care) is a 1.5 year, full-time or 2-3 year, part-time award with exit options available at either the Graduate Certificate (one year, part-time, 60 credit points) or the Post Graduate Diploma (one year, full-time or two years part-time, 120 credit points). Per Unit \$1670	www.latrobe.edu.au www.nursing.edu.au
Master of Occupational and Environmental Health	This course assists occupational health professionals to prevent and manage occupational health problems. It provides the skills necessary to evaluate health problems in communities associated with industrial activities.	There is practical clinical development which is outlined under each core unit	OHS Nurse; OHS Consultant; Environmental Health	Masters Course 1.5 years full time and 3 years part-time. Graduate Diploma 1 years full time and 2 years part-time. Graduate Certificate 1 year part-time.	www.monash.edu.au www.rmit.edu.au www.ballarat.edu.au
Graduate Certificate in Health (Drug and Alcohol)	The course is for nurses who are interested or have a role in assisting communities and individuals with alcohol and other drug problems. Providing a broad knowledge base related to alcohol and other drug problems.	There is practical clinical development which is outlined under each core unit	Drug and Alcohol Nurse, Community Nurse	1 year part time	www.newcastle.edu.au www.finders.edu.au
Graduate Diploma Nursing (Women's Health)	The course is designed to prepare qualified nurses with the skills and knowledge to practice in women's health.	There is practical clinical development which is outlined under each core unit.	Sexual Health Nurse, Women's Health, Reproductive Health, community nurse.	1 year full-time, 2 years part-time. Cost \$2,487 per semester	www.courses.qut.edu.au

¹ Timeframe and cost is per 2009 calendar year

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Masters in Nursing (Nurse Practitioner)	This course provides students with the in-depth knowledge and skills required to practise at an advanced level and provide professional leadership in contemporary clinical and professional nursing specialties. This is a coursework degree designed to build on the knowledge base and clinical judgment skills of specialist nurses.	There is practical and theoretical clinical development which is outlined under each core unit.	Nurse Practitioner	1 year full-time, 2 years part-time. Cost \$15,000	www.latrobe.edu.au
Certificate in Infection Control and Sterilisation	The objective of the course is to provide graduates with the opportunity to develop advanced specialist knowledge relating to the practice of Infection Control.	An examination, written assignments, and class presentations. A certificate is awarded after achieving a satisfactory standard in all areas.	Infection Control Nurse	19 days Cost \$4715	www.mayfield.edu.au
Masters in Adolescent Health and Wellbeing	The Master of Adolescent Health & Welfare program will provide a unique learning opportunity for students to develop in-depth knowledge and advanced skills in the specialist discipline of adolescent health and well being.	There is practical clinical development which is outlined under each core unit.	Youth Health	The Masters is 4 years part-time, with exit options available at either the Graduate Certificate (one year, part-time) or the Post Graduate Diploma (one year, full-time or two years part-time).	www.unimelb.edu.au
Renal Nursing (Graduate Certificate)	This course is designed to prepare qualified nurses to care for people with renal disease. It will provide nurses with the opportunity to attain knowledge and skills to care for in-patient and community-based clients from diverse backgrounds who require dialysis, transplantation and other interventions for acute and chronic renal failure and associated conditions.	There is practical clinical development which is outlined under each core unit.	Renal Nursing	The Master of Nursing (Cancer/ Palliative Care) is a 1.5 year, full-time or 2-3 year, part-time award with exit options available at either the Graduate Certificate (one year, part-time, 60 credit points) or the Post Graduate Diploma (one year, full-time or two years part-time, 120 credit points). Cost \$2040 per unit	www.latrobe.edu.au
Masters of Public Health	The MPH course is designed to build sound skills and expertise in Australian and international public health. More specifically, this course aims to provide graduates with the knowledge and skills necessary to develop, analyse and implement policy, plan and evaluate health services and programs, and understand how research and project work are conducted, within the public health context.	Assessment theoretical based.	Public Health, Sexual Health, Women's Health	The Masters is 4 years part-time, with exit options available at either the Graduate Certificate (one year, part-time) or the Post Graduate Diploma (one year, full-time or two years part-time).	http://www.publichealth.vic.edu.au/

¹ Timeframe and cost is per 2009 calendar year

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Graduate Certificate in Clinical Education	Develop beginning level competencies in clinical education that will enable participants to implement and evaluate a variety of teaching strategies in the health and education sectors.	Theoretical assessment	Nurse Educator, Nurse Preceptor.	1 year part time Cost \$1250 per unit	www.acu.edu.au www.latrobe.edu.au
Master of Wound Care	The Master of Wound Care is a coursework degree that prepares the health professional for advanced practice in wound care. The masters program consolidates the theoretical and practical skills acquired in the Graduate Diploma in Wound Care and extends the student's clinical reasoning skills in the critical appraisal of contemporary wound care practices.	Assessment is based on a combination of web-based tasks, written and oral assignments, online discussion group participation, case studies, reflective journals and written examination.	Wound Management Nurse, Community Health, Practice Nurse, HARP Nurse.	The Masters is 3 years part-time, with exit options available at either the Graduate Certificate (one year, part-time) or the Post Graduate Diploma (two years part-time). Cost \$8700 per year	www.vcp.monash.edu.au
Graduate Diploma in Health Promotion	The objective of the course is prepare health professionals integrate health promotion into their professional practice.	Theoretical Assessment	Health Prevention and Promotion	The Diploma is 1 year full time or 2 years part time, with exit option at Graduate Certificate (1 year full time or 2 years part time). Cost \$12,500	www.latrobe.edu.au
Graduate Certificate of Human Nutrition	Graduates of the course will have an understanding and be able to apply knowledge in the areas of: the physiological basis of nutrition; nutritional requirements; the nature and composition of foods and food groups; nutritional assessment; and social, cultural and economic aspects of nutrition.	Theoretical Assessment	Health Prevention and Promotion	1 year part time. Cost \$9485	www.deakin.edu.au

¹ Timeframe and cost is per 2009 calendar year

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Master of Nursing (Continence Nurse Advisor Stream)	<p>The Continence Nurse Advisor stream is designed to prepare registered nurses to practice as continence nurse practitioners.</p> <p>The stream traces the development of continence across the human lifespan, and developments in nursing assessment and management of incontinence (urinary and faecal). It offers negotiated clinical practicum which is assessed against the national competencies for continence nurse practitioners.</p>	There is practical and theoretical clinical development which is outlined under each core unit.	Nurse Practitioner (Continence)	<p>The Masters is 1.5 years full time or 3 years part-time, with exit options available at either the Graduate Certificate (one year, part-time) or the Post Graduate Diploma (one year, two years part-time).</p> <p>Cost \$10,325</p>	www.flinders.edu.au
Master of Nursing (Advanced Continence Nurse Specialist)	<p>The Advanced Continence Nurse Specialist stream will facilitate extended practice skills and knowledge essential for the expanded advanced role of the continence nurse.</p> <p>The stream will assist the student to develop advanced continence nursing practice, and develop and utilise evidence-based nursing research skills to plan, implement and evaluate care provisions in a specialist nursing research environment.</p>	There is practical and theoretical clinical development which is outlined under each core unit.	Continence Nurse	<p>The Masters is 1.5 years full time or 3 years part-time, with exit options available at either the Graduate Certificate (one year, part-time) or the Post Graduate Diploma (one year, two years part-time).</p> <p>Cost \$10,325</p>	www.flinders.edu.au

Scholarship Program websites:

The following websites have information on Scholarship Programs and eligibility (note this is not exhaustive):
www.anvic.asn.au www.health.vic.gov.au/nursing/furthering/postgrad www.rcna.org.au/scholarships

¹Timeframe and cost is per 2009 calendar year

3.2 Vocational Education and Training Courses

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Diploma of Nursing (Division 2)	This course is designed as a post graduate program, for those RN Div 2's who wish to study, once they are endorsed to administer medication. Prerequisite: RN Div 2 with medication endorsement	You will be assessed to show that you have achieved the skills and knowledge required by the course. Assessment may include written, oral, practical and clinical assessment methods.	Division 2 Nurse	Cost \$300 per module	www.kangan.edu.au
Advanced Diploma of Nursing (Division 2)	This course is designed as a post graduate program, for those RN Div 2's who wish to study, once they are endorsed to administer medication. Specialist skills within the current scope of practice of the RN Div 2 who is endorsed to administer medications. Prerequisite: Diploma of Nursing	You will be assessed to show that you have achieved the skills and knowledge required by the course. Assessment may include written, oral, practical and clinical assessment methods.	Division 2 Nurse	Cost \$300 per module	www.kangan.edu.au
Diploma of Business	Specifies the competencies required to meet the workplace demands placed on frontline managers in the health and community services sector.	Required to develop significant supervisory or management functions within an organisation.	Unit or department manager, project officer within the health and community services sector	1 year part time – Various TAFES \$900 approx.	www.anfvc.asn.au/education
Certificate in Infection Control in long term Care	Specifies the competencies required infection control practices.	An examination, written assignments and a presentation.	Community Health, Aged Care	11 days Cost \$2830	www.mayfield.edu.au
Apply principles of Diabetes nursing care (Div 2 Nurses)	Specifies the competencies required to deliver assessment in an area of expertise -Diabetes nursing care.	Required to Develop and Plan an individual diabetes management program and; Maintain standards and meet accreditation.		6 classroom days 5 days clinical experience ANF Members \$160	www.anfvc.asn.au/education
Certificate IV Workplace Training and Assessment	Specifies the competencies required to deliver training and assessment in an area of expertise i.e. nursing.	Required to develop and implement training and assessment in the workplace.	Health educator Clinical teacher Nurse Preceptor	7 class room days ANF Members \$1100	www.anfvc.asn.au/education

¹ Timeframe and cost is per 2009 calendar year

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Diploma in Alcohol and other drug works	This qualification applies to workers providing services to clients in relation to alcohol and other drugs issues. It includes counselling, referral, advocacy and education/health promotion services. It requires high level specialist knowledge, skills and competencies especially in the regard to laws affecting clients, the range of services available to them and health issues related to alcohol and drug use and misuse.	You will be assessed in a variety of ways both in the classroom and in the workplace. Assessments include: Demonstration of tasks/ techniques, Group activities, In class activities, Written work, Work based projects, Group presentation, Research projects.	Case Worker drug and alcohol; Family support; Outreach.	1 Year Full time Cost \$877	www.nmit.vic.edu.au www.tafe.vic.gov.au
Certificate IV in Community Services Work	The program aims to develop students' knowledge and skills in relation to community services operations, requirements, interventions and client issues.	You will be assessed in a variety of ways both in the classroom and in the workplace. Assessments include: Demonstration of tasks/ techniques, Group activities, In class activities, Written work, Work based projects, Group presentation, Research projects.	Community Support; Drug Alcohol Counsellor; Outreach; Mental Health	1 Year Full time Cost \$877	www.nmit.vic.edu.au www.tafe.vic.gov.au
Diploma of Community Services (Case Management)	The program qualifies you to work in a diverse range of government and non-government organisations supporting and advocating for individuals and groups of people.	You will be assessed in a variety of ways both in the classroom and in the workplace. Assessments include: Demonstration of tasks/ techniques, Group activities, In class activities, Written work, Work based projects, Group presentation, Research projects.	Housing support worker; Family Violence support worker; Youth worker in a range of settings; Employment pathways worker; Settlement Support Worker; Disability advocacy and support worker; Community development worker; Project worker; Community Worker; Welfare Worker; Case manager.	1 Year Full time Cost \$877	www.nmit.vic.edu.au www.tafe.vic.gov.au

¹ Timeframe and cost is per 2009 calendar year

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Certificate IV Occupational Health and Safety	This course is designed to provide you with skills to obtain entry level employment as occupational health and safety practitioners, and provide a scientific and practical approach to occupational health and safety.	You may be assessed by a combination of written assignments or tests, oral tests and practical assessments in class and in the work place.	Occupational Health Nurse, OHS Practitioner	1 year part-time Cost \$877 - \$2500	www.tafe.vic.gov.au
Diploma of Occupational Health and Safety	This course aims to provide the knowledge and skills required for a person specialising in occupational health and safety. Prerequisite: Certificate IV Occupational Health and Safety.	You may be assessed by a combination of written assignments or tests, oral tests and practical assessments in class and in the work place.	Occupational Health Nurse, OHS Practitioner	1 year part-time Cost \$877 - \$2500	www.tafe.vic.gov.au

¹Timeframe and cost is per 2009 calendar year

3.3 Short Courses

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
CPR	This train the trainer course is designed to provide the skills necessary to teach CPR in the community or workplace.	Required to develop and implement CPR training and updates in the workplace.	CPR Instructor	6 hours classroom \$99	www.anfvic.asn.au
Acute Life –threatening Emergencies, Recognition & Treatment	This course is designed to provide clinicians with essential skills relating to the assessment & management of patients who are experiencing life threatening emergencies.	N/A	Health Prevention and Promotion	2 days Cost \$330	www.criticalcare.edu.au
Asthma Education and Management	Knowledge and skills to assist in the implementation of the Asthma Cycle of Care.	Meets Competency Level 1 Asthma and/or Respiratory (COPD) Educator.	Health Prevention and Promotion	3 days \$525	www.aarea.com.au www.nationalasthma.org.au
Basic Life Support and Advanced Cardiac Life Support	Developing advanced skills in managing cardiac arrest and other medical emergencies.	Competency Based Assessment with theoretical and practical components.	Health Prevention and Promotion	2 Days \$325	www.criticalcare.edu.au www.emergencycare.com.au www.resus.org.au
Medical Emergencies in Children	Many medical emergencies occur during the course of day-to-day life. It has been noted through the media that a number of children die or become severely handicapped due to the mismanagement of emergency medical situations. This course endeavours to provide the participant with knowledge and skills to manage the most common situations found in children who are in care.	Competencies are assessed in a simulated environment.	Health Prevention and Promotion	3 Classroom days Cost \$895	www.mayfield.edu.au
Respiratory Course	The course takes a holistic approach to working with patients with respiratory illness to best manage their conditions.	Assessment is theoretical and based on a questionnaire and case study.	Health Prevention and Promotion	5 days Cost \$835	www.lunghealth.org

¹Timeframe and cost is per 2009 calendar year

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Nurse Immuniser Program	The purpose of the program is for registered Division 1 nurses to maintain knowledge, competence and skills in immunisation practices in Victoria.	Theory component must have a mark of 80% and above must be gained and completion of compulsory activities to a satisfactory academic standard. Practical component – indicating satisfactory level of skill in immunisation Emergencies: Management and Resuscitation (IEMR) has been reached.	Immunisation Nurses, Community Health, Sexual Health, Maternal and Child Health, Practice Nurse	The program takes 10 weeks to complete the theory, and up to 3 months to complete IEMR. Cost \$380 Cost IEMR \$220	www.latrobe.edu.au/nursing www.premiumhealth.com.au
First Aid Management of Anaphylaxis	The purpose of this course is to provide participants with a theoretical knowledge and practical ability to respond appropriately to an emergency anaphylactic reaction in a first aid situation.	2 Units of Competency: 1. Provide first aid management of severe allergic reactions and anaphylaxis; 2. Develop risk minimisation and management strategies for allergic reaction and anaphylaxis.	Health Prevention and Promotion	2-3 hours Cost \$40 to \$60	www.redcross.org.au www.tafe.vic.gov.au
Quit Educator Training Program	Quit Victoria's two-day Educator Training program equips health and community professionals to work more effectively with smokers by running Quit courses. The training also provides the skills required for brief smoking cessation intervention on a one-to-one basis with clients.	N/A	Quit Educator, Health Prevention and Promotion	2 days Cost \$250	www.cancervic.org.au
Breast Health	The course is designed for those new to the area of breast health and breast cancer or who want to update skills and knowledge.	N/A	Health Prevention and Promotion, Breast Health Educator	1 day Cost \$150	www.cancervic.org.au
Counsellor Accreditation Course in Pre & Post HIV and Hepatitis C Testing	Equips nurses with the skills to give advice and pre and post counselling to those seeking an HIV or Hepatitis C antibody test, and educating on prevention. The course covers both community-based HIV and Hepatitis C risk, as well as pre- and post – test counselling in occupational exposure settings for both workers and source patients.	Practical and theoretical assessment, including a clinical placement.	Sexual Health Nurse, Immunisation Nurse	6 days \$660	www.ms hc.org.au www.latrobe.edu.au

¹ Timeframe and cost is per 2009 calendar year

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Comprehensive Sexual Health and Reproductive Health (Nursing) Note Nurses who also complete the Nurse Pap Test Provider Course and Introduction to Sexual Health and clinical placements will receive the Certificate in Sexual and Reproductive Health (Nursing).	Equips nurses with evidence based information on broader issues in sexual and reproductive health, particularly contraception and sexually transmitted infections. Explores the physiological, social and environmental aspects of sexual and reproductive health.	Practical and theoretical assessment, including a clinical placement.	Sexual Health Nurse, Women's Health, Reproductive Health, community nurse	6 Months The courses vary in cost from \$1000 to \$2300.	www.fpv.org.au www.mshc.org.au www.gp.unimelb.edu
Nurse Pap Test Provider Course and Introduction to Sexual Health (Div 1) Note Nurses who also complete the Comprehensive Sexual Health and Reproductive Health (Nursing) and clinical placements will receive the Certificate in Sexual and Reproductive Health (Nursing).	Enables you to develop clinical knowledge to become a Pap Test Provider, which includes intensive sessions on the role and practice, and introduces topics such as contraception, sexually transmitted infections, continence, breast health and menopause.	Required to undertake clinical placements and assessments, and must complete a minimum of 15 pap tests.	Pap Test Nurse Provider	6 Months The courses vary in cost from \$1000 to \$2300.	www.fpv.org.au www.mshc.org.au www.gp.unimelb.edu
Fundamentals of Wound Management (Division 1 and 2 Registered Nurses)	Specifies the competencies required to provide best practice wound management.	Required to meet clinical practice standards in wound management.	Health educator Wound Management "Consultant"	1 classroom day	www.mayfield.edu.au
Nursing Preceptorship	Engaging students to convert their theoretical knowledge into patient centred care skills is a major issue for health professional and healthcare organisations alike. Students and new staff depend on experienced exceptional practitioners to provide a dynamic and engaging learning environment. Support systems such as Nursing Preceptors provide the right stimulus for role learning and acquisition of professional skills. This program offers Registered Nurses the skills they require to become effective Nursing Preceptors.	Submission of a portfolio and completion of an assessment task is required for participants wishing to receive a Statement of Attainment.	Nurse Preceptor	2 Days Cost \$780	www.mayfield.edu.au

¹ Timeframe and cost is per 2009 calendar year

Course Title	Explanation of Course	Assessment Method	Identified Roles following qualification	Timeframe and Cost	For further information
Cardiovascular Disease Rehabilitation and Prevention	The course addresses both theoretical and practical aspects of cardiac rehabilitation and secondary prevention programs.	Assessment is based on the development, delivery and evaluation of a Cardiac Rehabilitation and Prevention Program, which is presented and must meet identified criteria	Cardiac Rehabilitation Nurse	5 days \$1125	www.heartresearchcentre.org
Integrated Disease Management for Patients with Chronic Heart Failure	Designed to build capacity in understanding and responding to the needs of patients with Chronic Heart failure	Develop model program tailored to suit the needs of the patient group.	Cardiac Rehabilitation Nurse, Practice Nurse, Community Nurses	3 days \$550	www.heartresearchcentre.org
Introduction to Infection Control	Specifies the competencies required infection control practices.	Required to develop higher level skills and expertise in infection control management requirement for accreditation for health care facilities.	Infection Control Nurse	3 days Cost \$895	www.mayfield.edu.au
No Lifting Coordinator	The aim of the workshop is to provide participants with an understanding of the No Lifting Coordinators role and equip coordinators with up to date knowledge and the skills needed to undertake the role effectively.	N/A	No Lifting Coordinator	2 days Cost \$250	www.anfvc.asn.au/education/
No Lifting Practical	Designed to provide an update/refresher on patient handling tasks, techniques and equipment	N/A	No Lifting Coordinator	1 day \$180	www.anfvc.asn.au/education/
Refugee Health Nurse Training	The program will provide an overview of the key areas of refugee health and wellbeing relevant to nurses working with refugees	N/A	Refugee Health Nurse	2 Days No fee	www.foundationhouse.org.au
Continence Management (Division 2 Nurses)	Specifies the competencies required to assist the facility in developing and maintaining a successful continence program.	Required to Develop and Plan an individual continence management program; and Maintain standards and meet accreditation requirements.	Continence nurse	6 classroom days 5 days clinical experience ANF Members \$160	www.anfvc.asn.au/education/
Living with Cancer Education Program	The course is designed for nurses and other health professionals for accreditation to Facilitate the Living with Cancer Education Program.	To be accredited must complete Modules 1 & 2, deliver program, and submit a case study and learning outcomes assignment.	Facilitator	2 days Cost \$200	www.cancercervic.org.au

¹ Timeframe and cost is per 2009 calendar year

Appendixes

Appendix 1 Career Planning Worksheet

Where have I been?

Where am I going?

Where would I like to go?

How will I get there?

Appendix 2 Goal Setting

Goals	Short Term	Long Term
Professional		
Personal		

Appendix 3

List of Transferable Generic Nursing Skills and Attributes

Clinical skills

1. Clinical Assessment and Monitoring;
2. Care Planning;
3. Research;
4. Clinical Intervention
 - medication administration via various routes: CVC, IV, SC, IM etc and monitoring of complications and side effects of medications
 - wound management and care
 - monitoring and maintenance of invasive devices: CVC, IV, SC, NGT, IDUC
 - stoma management and care
 - Clinical Advising
 - Health Education
 - Health Promotion and Prevention
 - Counselling
 - Advocacy
5. Interdisciplinary skills:
 - Referral;
 - Liaison;
 - Care Planning;
 - Care Coordination;
 - Case Management.

Attributes

- Autonomous/ independent working skills
- Team work skills
- Leadership skills
- Personal life skills and experience with particular groups of people or types of health or illness issues
- Communication:
 - verbal face to face and telephone
 - written documentation

Client groups

When undertaking the environmental scan consider the particular groups of people with whom you have personal or work experience, which could include:

- Children;
- Adolescents;
- Families;
- Babies;
- Maternity;
- Aged;
- Women's Health;
- Men's Health;
- Refugee Health.

Clinical Specialty Areas of growing demand

In undertaking the environmental scan consider potential nursing roles and employment opportunities in areas of growing demand, which could include:

- Diabetes;
- Asthma;
- Arthritis;
- Cancer;
- Cardiac health;
- Risk factors Prevention/ Chronic disease;
- Aged Care;
- Dementia;
- Palliative care;
- Pain Management;
- Nursing Practice Development (NSW Health, 2008).

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www.jobs.com.au
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www.lunghealth.org

www.mayfield.edu.au
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www.mimt.com.au

www.mshc.org.au
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www.nmit.vic.edu.au
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