



Graduate Nurse Support Programme



At Tallaght University Hospital (TUH) we value your Nursing Qualification. The Hospital offers opportunities at all levels. The Graduate Nurse Support Programme enables graduate nurses to begin their nursing careers here in TUH in a well-supported, dynamic and inclusive work environment and to become an integral part of Dublin's fastest growing hospital.

The Graduate Nurse Support Programme equips newly graduated nurses with the skills and confidence to excel in their nursing careers here in TUH. The programme is aimed at nurses who are newly qualified or less than two years qualified and wish to gain experience in a vibrant and technologically advanced acute clinical environment.

Graduate nurses start their nursing career journey here with us with a comprehensive bespoke induction programme before commencing work in the clinical areas. Our team of Clinical Facilitators offer great support as they mentor graduates to gain competency in varying clinical skills as well as facilitating clinical skills workshops. Nurses will have an opportunity to attend demonstrations on various clinical skills delivered by experts and practice these skills in a supportive learning environment.

The Mentorship Programme is available to graduate nurses and is designed to help guide and support, open doors, and offer advice. To date we currently have 35 mentors trained from various nursing disciplines including clinical nurse specialists, advanced nurse practitioners, clinical nurse managers, clinical placement co-ordinators, clinical facilitators and staff nurses from different clinical area. Any graduate nurse can sign up to be a mentee and the mentee chooses their own mentor from the TUH mentor database, depending on what career path is of interest to them.

TUH offers a variety of educational opportunities, including Master Classes in speciality topics and a vast catalogue of interactive and engaging speciality programmes. TUH supports professional development by offering study days for staff and encouraging funding applications for post graduate courses.

In line with TUH's mission of People Caring for People to Live Better Lives, the hospital is part of the Magnet4Europe Hospitals, which recognises excellence in nursing care. The opportunity to join the Staff Nurse Council to discuss, share and implement ideas will also be available to our nursing team. The Innovation Hub provides nurses with an outlet to share ideas that could enhance patient care and introduce quality improvement projects.

TUH also offers a variety of health and well-being initiatives for staff including pilates and yoga classes, an out-door gym, Minding Your Well Being online programme, and a psychological support programme. The Employee Assistance Programme is a free service available to staff of TUH to provide practical and emotional support in a strictly confidential manner. Supports available include professional consultation, counselling and assistance with any work, personal, family or financial issues.

Nurses who successfully complete the programme continue their employment in TUH as part of the nursing team. The scope for furthering your professional development is endless. Our careers hub supports career development and provides the opportunity to further your nursing career at the Hospital. There is also a free coaching programme available to staff. The SOAR programme offers one to one counselling, it is a practical approach to personal and professional development.



Programme Benefits

- Personal and professional development opportunities
- Staff health & wellbeing initiatives
- Clinical Facilitation support
- Clinical Skills Workshop
- Free Centre for Learning & Development education in house of over 250 programmes
- Mentorship programme
- Employee Assistance Programme
- Onsite Crèche
- Public transport & onsite parking
- Staff canteen offering subsidised meals
- Onsite Library

Department Specialties

Surgical Wards – Urology, Trauma Orthopaedics
Medical Wards – Acute Medical Assessment Unit,
Gerontology
Intensive Care Unit
Renal & Haemodialysis

Coronary Care Unit
Oncology, Haematology, Palliative Care
Intervention Radiology
Anaesthetics & Recovery
Theatre & Day Surgery

Education Programmes include

- Bespoke induction programme
- Orientation process in the clinical area
- Lectures and clinical skill demonstrations from experts
- Workshops in management of clinical scenarios and high-fidelity simulations including Recognition and Nursing Management of the Acutely Ill Adult, Diabetes Master Class and Wound Management to consolidate ongoing learning
- Mandatory training:
 - CPR
 - Manual Handling
 - Infection Prevention and Control
 - Haemovigilance
 - Fire training
 - Venepuncture and Cannulation
 - Central Venous Access Device
 - IV Medication and Medication Safety

Entry Requirements

- B.Sc. General Nursing due to graduate in 2022
- Registered with the NMBI

Testimonials from Graduates

"I have now been in TUH for three months now and I can say I am truly enjoying my experience so far. There is amazing support within this hospital from staff members on the ward to our outstanding clinical facilitators whom constantly check in with us on a daily basis from helping us develop our skills through medication management to physically demonstrating the correct procedures and understanding TUHs policy when completing tasks e.g. correct education on TPN education.



There is outstanding learning opportunities within TUH also. We are constantly encouraged to develop our knowledge through the learning development centre within TUH as they offer a range of classes and from which I have already benefited greatly from e.g. End of life bereavement care and more recently Clinical skills workshop to keep myself up to date with my skills.

I hope to continue learning and developing my skills within TUH over the coming years and have no fear I will be greatly supported throughout this process."

Laura O Keefe (Graduate Nurse 2021)

"During my transition period to registered nurse, the clinical facilitators were paramount in making me feel supported and welcomed to TUH. The induction programme helped me feel prepared for starting work in the clinical area. The clinical facilitators ongoing support has helped me to develop learn and become more confident. I look forward to the opportunities available in TUH to progress my nursing career in the future."

Kerrie Sleith (Graduate Nurse 2021)

What Next?

For further information about the recruitment process and requirements for our Graduate Support Programme please contact our HR Department at HRRecruitment@tuh.ie or talent.acquisition@tuh.ie

The poster features the Tallaght University Hospital logo and name in both English and Irish, along with the text 'An Academic Partner of Trinity College Dublin'. To the right, it states 'People Caring for People to Live Better Lives'. The central focus is the 'CARE' acronym, where each letter is in a blue box: C for COLLABORATE, A for ACHIEVE, R for RESPECT, and E for EQUITY. To the right of the acronym, it lists the values: 'Our CARE values for patients, their families, our community and staff are: Collaborate together and with our academic and care partners; Achieve our goals, positive outcomes and wellbeing; Respect for patients, each other and our environment; Equity for patients and staff'.