

## University & TAFE Everything I Need To Know

### Enrolled Nurses

#### NURSING ENROLMENT

Once you have graduated from TAFE, you will be required to enrol as a nurse with the Queensland Nursing Council (QNC). As a regulatory body, the QNC oversees all aspects of nursing in Queensland from education and practice to nursing conduct.

You are required to update your enrolment every year. If you have previously been enrolled as a nurse in Queensland, or you are licensed to practice as a nurse in another State or Territory, or New Zealand, you must still re-enrol.

For more information on the QNC, nursing enrolment and enrolment forms, go to:  
<http://www.qnc.qld.gov.au>

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#### WHAT CAN I EXPECT DURING MY FIRST YEAR?

The transition from student to enrolled nurse can be challenging. Most hospitals provide some form of transition support for all new nursing graduates.

This will ensure that an experienced nurse in the area where you'll be working will support you during the early stages of your nursing career, helping you become an effective member of the health care team.

If you are employed within Queensland Health, whether you're a graduate or a nurse who's moving to a new area, the Preceptorship Program has been designed to help you to fit in to your new environment. This program involves being 'teamed' with an experienced nurse who can help you to adjust to working life.

The Queensland Health Preceptorship Program is designed to provide you with the support you need to complete the transition from student to working as an enrolled nurse.

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#### SHIFT WORK

Shift work is not always bad for your social life! While you may be required to work nights and weekends, you'll also be able to enjoy days off when the rest of the world is working, or sleep in after a big night out! You will also receive financial benefits for working shift work.

As an enrolled nurse, you may be required to work a rotating, seven-day shift roster. This means you will work day, afternoon and night shifts, as well as weekends and public holidays.

You will also receive penalty payments for afternoon, night, weekend and public holiday shifts. An example of a typical nursing roster is as follows:

Example Rosters:

	M	T	W	T	F	S	S	M	T	W	T	F	S	S
R1	E	E	E	DO	DO	L	L	N	N	N	DO	DO	ADO	L
R2	L	L	E	E	DO	DO	L	L	L	E	E	E	DO	DO

Legend (as an example only)

R1 - Roster 1

R2 - Roster

E - Early shift - 7.00am - 3.30pm

L - Late shift - 3.00pm - 11.00pm

N - Night shift - 11.00pm - 7.00am

DO - Day off

ADO - Accrued day off

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#### WHAT WILL I EARN?

In the Queensland public sector, the yearly base rate for an enrolled nurse, over the age of 21, is \$29,964. If you work a roster that includes shift work this figure could increase to more than \$35,000!

If you work shift work, on top of your base rate of pay, you're given the following shift loadings:

- 12.5 per cent for Afternoon shifts
- 15 per cent for Night shifts
- 50 per cent for Saturdays
- 75 per cent for Sundays
- 150 per cent for Special Public Holidays - Easter Saturday, Labor Day and Show Day
- 50 per cent for all other Public Holidays

Based on the example rosters provided in the previous section Shift Work , including shift loadings, your fortnightly base pay would increase from \$1148.50 to:

- Roster 1 EN Grad \$1474.76 before tax each fortnight
- Roster 2 EN Grad \$ 1326.60 before tax each fortnight

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#### WHAT ARE MY POST-GRADUATE OPTIONS?

As a qualified enrolled nurse, you are able to work in a variety of clinical areas such as acute care in a hospital setting or aged care in residential aged care facilities.

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#### FURTHER EDUCATION

For enrolled nurses wanting to undertake further study at TAFE, the following options are available:

Diploma of Nursing (Post-Enrolment)

Medication Practice for Enrolled Nurses (Post-Enrolment)

For more information on these courses go to:

<http://www.tafe.qld.gov.au/courses/index.html>

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ARE YOU INTERESTED IN BECOMING A REGISTERED NURSE?

If you are an enrolled nurses wanting to further your career in nursing you may be interested in further study to become a registered nurse. Universities offering nursing degrees may give recognition for your prior learning or experience, however this varies according to the guidelines of each university. You should contact the university directly to find out more information.

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#### TAFE LINKS

The following link will take you directly to the TAFE Queensland search page:  
<http://www.tafe.qld.gov.au/courses/index.html>

The following link will take you to Queensland's TAFE institutes:  
[http://www.tafe.qld.gov.au/about\\_us/institutes/index.html](http://www.tafe.qld.gov.au/about_us/institutes/index.html)