

Nursing FAQ's

Q: Do I have to work rotating shifts 24 hours/day like hospitals?

A: No – this is one of the best things about RDNS. Most of the nurses work day shift. We do have evening shifts and staff can choose to work these shifts. We do have flexi day shifts (see shift information on the vacancy page)

Q: Are my shifts the same days each week?

A: Usually, unless you have been contracted otherwise (eg 7 day roster). Often the part time staff will have the same days at work and same days off work over the fortnightly pay period. For example: Working every Monday Tuesday and alternate Wednesday, Saturday and Sunday.

Q: Are rosters negotiable?

A: Yes, provided they meet the needs of the business and are equitable.

Q: What sort of orientation does RDNS provide for new nursing staff?

A: RDNS provides a comprehensive 12 week orientation program. The first 2 weeks includes working full time in a supernumerary capacity with a preceptor as well as having various specialist education and training sessions (e.g. manual handling, safety training, wound care & palliative care, and clinical information sessions). The specialist education sessions continue on a weekly basis and the orientation is completed with a final meeting at week 12. Even when the orientation phase is completed, there are many professional development opportunities in the organisation.

Q: I have a holiday booked but I won't have any annual leave accrued.

A: RDNS recognizes that some of our new employees will have holiday plans that may have been arranged before changing jobs. You will be asked at interview if you have any holidays booked. You won't be eligible for paid annual leave however you can apply for leave without pay when you start with us.

Q: Can I bring my service over from the public sector?

A: No. RDNS is not a public sector organisation and therefore doesn't recognize service from other organisations.

Q: What experience and education will help me to get a nursing position with RDNS?

A: Experience in a range of clinical settings and specialties will give you the edge, especially experiences in wound care, aged care & palliative care.

Q: What courses will strengthen my application for an RDNS position?

A: Further studies in Palliative Care, Diabetes, Wound Care, Gerontology/Aged Care will strengthen your application.

Q: How much overtime will I have to work?

A: RDNS is committed to a balance of work and family - overtime is minimal

Q: I know RDNS operates across the whole metro area, where will I work?

A: Although staff are employed to work wherever RDNS needs them, it is recognised that people like to have a home base. Nurses commence and finish work from one of our Divisional offices. Some positions may start from home. You would only be transferred from that location if you apply for another position or if you are required to move for business reasons.

Q: What will I get paid?

A: RDNS pay rates are very competitive, and our great salary sacrifice scheme can add thousands of \$\$ to your disposable income. If you work weekends and or after hours then you will be entitled to penalty rates as well. Phone Human Resources on 8208 5320 for up-to-date pay rates.