

## Frequently Asked Questions New Graduate Registered Nurse

### 1. When can I apply? When can I start working?

You can submit your [online profile](#) and apply on job postings before you graduate. However, to start work (including attending any orientation classes or shifts), you must have successfully completed your nursing education program, hold a temporary permit with the required Alberta regulatory nursing college (e.g. [CARNA](#), [CRPNA](#)), and be writing your professional nursing license examination at the next sitting.

### 2. I would like to work on the unit where I am doing my final clinical placement (or where I have worked as a UNE). Can I get a job there?

We encourage you to approach the manager to discuss job opportunities that are available on this unit.

### 3. Does Alberta Health Services – Calgary Area offer signing bonuses?

Alberta Health Services – Calgary Area does not offer signing bonuses.

### 4. What is the hourly rate for New Nursing Grads?

All Certified Graduate Nurses start at \$29.59 per hour. Once you have successfully passed your [CRNE](#) exam your salary will be changed to \$32.34 per hour, rate applicable to a Registered Nurse.

### 5. What benefits do I get as a New Nursing Grad?

Benefits highlights as of April 1, 2009

- ◆ **Overtime:** 2 times basic rate
- ◆ **Shift Differential per hour:**
  - \$2.75 evenings (1500-2300 hrs)
  - \$5.00 nights (2300-0700 hrs)
  - \$3.25 Weekend Differential
- ◆ **Education Allowance:** Baccalaureate Degree \$1.25 per hour
- ◆ **Market Condition Lump Sum:** \$1,750 FT prorated paid semi-annually (Sept 09/Mar 10)
- ◆ **Vacation:**
  - 1<sup>st</sup> year – 15 working days per year
  - 2<sup>nd</sup> to 9<sup>th</sup> year – 20 working days per year

### 6. What are the hours of work?

Regular hours of work are 7.75 or 11.08. Hours of work vary on each unit depending on the unit's rotation. Shifts include days, evenings, nights as well as stat holidays.

**7. What should I include in the resume?**

Your resume should be clear and concise. Hiring managers will want to know about your student clinical experiences and previous work experiences. Include the date you expect to receive your temporary permit from your Alberta regulatory nursing college.

**8. Who should I use as a reference?**

Alberta Health Services - Calgary Area requires 2 to 3 satisfactory references before you can be employed. It is recommended to use your recent clinical instructors, previous supervisors or past employers. Confirm that your chosen references have agreed to provide a reference and that their contact information is current. Family or friends are not appropriate references.

**9. When can I expect to hear from someone?**

It may take 1-2 weeks after receipt of your [online profile](#) including your resume before you may be invited for an interview. If the 2 week timeframe has passed, and you have not been contacted, please email [recruit@albertahealthservices.ca](mailto:recruit@albertahealthservices.ca) to notify the Nurse Recruiters for follow up.

**10. What can I expect at the interview?**

At the interview, you can expect questions about career goals, your ability to handle conflict, an ethical dilemma and some clinical scenarios.

**11. I have gone for my interview(s) - what next?**

If you are being considered for the position, the manager will check your references. This will be followed up with a formal letter of offer and a criminal records check will be completed.

**12. After I graduate and get a job, what is in place to support me as a new graduate nurse?**

Nursing units and clinical areas have structured orientations and identified individuals to support the new employee. Clinical Nurse Educators, experienced and senior nurses, and managers are all excellent resources.

**13. What can I expect for an orientation as a New Nurse Grad?**

New Nurse Grads attend a 4 day General Regional Nursing Orientation program specific for New Nursing Grads as well as a unit specific orientation. The general program includes:

- a. **General Regional Orientation and Welcome (GROW)**
- b. **Professional Practice in the Region** (Topics include: Regional competencies, Legislation, Regional policies, Professional practice and development supports, Key Regional initiatives impacting professional practice (i.e. safety))
- c. **Seminar Day** (Topics include: Personal Directives, Skin Integrity, Infection Prevention & Control, Pain Assessment and Management, Documentation, Intro to Focus Charting and Continuity of Care and Transitioning)
- d. **Clinical Skills Lab** (Topics include: Code Blue, Anaphylaxis, Transporting Patients with Respiratory Instability, Blood Administration, IV Initiation, Maintenance & Discontinuation, IV Infusion Pump and Blood Glucose Monitoring)
- e. **Patient Care Information System (PCIS) Training:** Sunrise Clinical Manager (SCM) and Clinibase training.

**14. I would like time off after graduation before starting a job - what should I do?**

You will need to discuss with the hiring manager(s) whether there is any flexibility regarding the start date.

**15. What if I am not successful at getting a particular job?**

Alberta Health Services - Calgary Area is very large and diverse organization with many of opportunities available. View the application and interview experience as a learning opportunity. Apply on other job postings that interest you.

**16. I have accepted a position. But I have also had other interviews for nursing jobs and I have not heard back from those managers yet. What should I do?**

Please make sure you contact the other manager(s) who interviewed you to let them know you are withdrawing your application.