

SCHHS Graduate Registered Nurse/Midwife Reference Report

Candidate Name:			
Referee Name:		Position:	
Place of employment:			
Contact phone number:		Email:	
Where did the candidate work with you? (organisation/area)		Dates you worked with candidate:	
In what capacity did the candidate work with you?	Student on clinical placement: <input type="checkbox"/> Line Manager (position and workplace): <input type="checkbox"/> Mandatory training up to date: <input type="checkbox"/> Professional requisites specific to role are up to date: <input type="checkbox"/> Other (please describe):		

You have been nominated as a referee for the applicant mentioned above. Please comment regarding their abilities in relation to the following questions.

Sunshine Coast Hospital and Health Service recognises and appreciates your assistance in this process.

Please note: When a referee provides an adverse comment in a referee report the panel has an obligation to disclose those comments to the applicant. Referees covered by the Recruitment and Selection Directive 15/13 must disclose all information known to them regarding the applicant's ability to fulfil the role and workplace behaviours, even if not directly requested by the panel. The omission of relevant information or untruthful information constitutes grounds for discipline.

Please rate the candidate against the criteria below by circling the relevant box.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The candidate:	Professional Attributes				
Copes well in high pressure/fast-paced environments	0	1	2	3	4
Demonstrates resilience when faced with challenges.	0	1	2	3	4
Recognises when they are overwhelmed and seeks help and support	0	1	2	3	4
Demonstrated ability to manage their own stress levels and anxiety	0	1	2	3	4
Adheres to professional boundaries including maintaining privacy and confidentiality	0	1	2	3	4
Acts ethically with honesty, integrity and compassion	0	1	2	3	4
Is respectful and considerate in their interactions with patients, families and staff	0	1	2	3	4
Is punctual and reliable, presenting professionally and organised for each shift	0	1	2	3	4
The candidate:	Teamwork and Communication				
Works well with others and is able to be flexible to the needs of the workplace environment	0	1	2	3	4
Accepts responsibility and holds accountability for their own actions, decision-making and clinical practice	0	1	2	3	4
Is able to communicate effectively and build rapport with patients, families and members of the healthcare team	0	1	2	3	4

Completes appropriate documentation in an accurate and timely manner	0	1	2	3	4
The candidate:	Clinical Competence				
Practices within their scope of practice and in accordance with the AHPRA standards of practice, local policies and procedures	0	1	2	3	4
Provides safe and effective patient centred care	0	1	2	3	4
Is considerate and respectful of cultural considerations when providing care	0	1	2	3	4
Demonstrates a sound knowledge and clinical skills consistent with their level of experience	0	1	2	3	4
Is able to link theory to practice and can articulate clinical rationale for nursing/midwifery interventions	0	1	2	3	4
Can plan and prioritise care appropriately depending on the needs of the patient	0	1	2	3	4
Is able to recognise abnormal findings and escalates concerns to senior staff in a timely manner	0	1	2	3	4
The candidate:	Self-management and Continuing Professional Development				
Is receptive to and actively incorporates feedback from others to improve their practice	0	1	2	3	4
Recognises when they have a knowledge gap and initiates actions to appropriately address their gap	0	1	2	3	4
Total score	/84				
Please describe your impression on how this applicant will transition from undergraduate to graduate?					
Line Manager: Would you support this applicant during their transition from undergraduate to Graduate? If not please describe why?					
COMMENTS:					
Would you recommend this applicant for employment?					
<input type="checkbox"/> Yes: would recommend <input type="checkbox"/> Not recommended					
Referee Name (printed):			Referee Signature:		
Date:					
Chairperson (printed):			Signature:		
Date:					