



Government of Western Australia
Department of Health

GradConnect 2024

July 2024 to June 2025 start

Acknowledgement to Country and People

The Department of Health respectfully acknowledge the Aboriginal people of the many traditional lands and language groups of Australia. We value the wisdom of Aboriginal Elders both past and present and pay respects to Aboriginal communities of today.

Using the term – Aboriginal

Within Western Australia, the term Aboriginal is used in preference to Aboriginal and Torres Strait Islander, in recognition that Aboriginal people are the original inhabitants of Western Australia. No disrespect is intended to our Torres Strait Islander colleagues, community, or candidates.

Foreword



WA Chief Nursing and Midwifery Officer

2024|GradConnect is a statewide annual recruitment process centrally coordinated by the Chief Nursing and Midwifery (CNM) Office. I am particularly proud of this process as it offers newly qualified enrolled nurses, registered nurses, and midwives the opportunity to apply, through a single portal, for graduate employment opportunities across our participating Western Australia (WA) public, private and aged care providers.

The WA healthcare system is unique. Our health services offer a broad range of graduate programs spanning WA's public healthcare system in both metropolitan and regional locations. Opportunities to work in a wide range of clinical settings are available including specialty areas such as perioperative, community health and mental health.

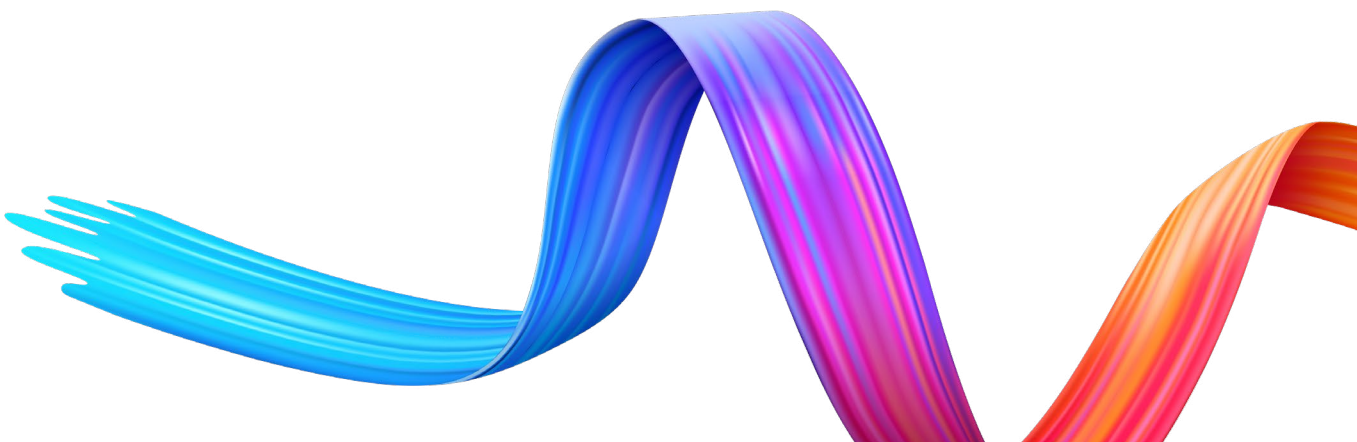
As you begin your career in the health workforce and by serving the culturally diverse WA population, you will gain unique experiences that enriches your professional skillset. I encourage you to consider all your options, in both WA metropolitan and country health services to expand your capabilities and expertise.

The 2024|GradConnect handbook has been designed to provide you with essential information and guidance in the application process. It will help you to succeed in applying for a graduate program as you kick-start your career in a supportive environment where you will feel valued and satisfied in your role as a nurse and/or midwife.

Applying for a graduate position is an important and exciting milestone. I acknowledge your commitment to deliver safe, high quality, compassionate and equitable person-centred care for the entire WA community.

Dr Robina Redknapp

WA Chief Nursing and Midwifery Officer



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Introduction

What is GradConnect?

Centrally coordinated by the [Chief Nursing and Midwifery Office](#), GradConnect is an online system that enables newly qualified enrolled nurses, registered nurses and midwives access to a wide choice of employment opportunities, through graduate (or transition to practice) programs.

Using just one application, you can apply for graduate employment in a supportive environment at all participating public, private and aged care health providers in WA.

Kick-start your career through a graduate program. These are paid programs offering hands-on supported experience and exposure to a variety of clinical settings. Graduate programs will help consolidate theoretical learning, whilst developing critical clinical skills and judgement.

GradConnect is a competitive process, particularly in large metropolitan hospitals and health services. Generally, more graduates apply at such sites so it is recommended that you consider your options broadly. It is essential to be well organised and prepared for your application. This handbook has been designed to assist you in applying for a nursing and/or midwifery graduate position through 2024|GradConnect.

Important notes

- The recruitment process described in this handbook applies to 2024|GradConnect process.
- Ensure that you read the 2024|GradConnect handbook before applying online.
- Applications open at 9am (AWST) on **15 March 2024**.
- Visit [GradConnect \(health.wa.gov.au\)](https://health.wa.gov.au) for latest information and updates.



2024|GradConnect key dates

Applications open

15 March 2024 at 9am (AWST)

Applications close

9 April 2024 at 1pm (AWST)

Important notes

- You have the option to select 2 preferences of where you would like to work in WA, see [Employment preferences](#) for more information.
- Late applications will not be considered.

First preference

interviews may be conducted online or in-person

10 April – 21 May

First preference

offers available to successful applicants (online and email)

22 May (12pm AWST)

Deadline

for successful applicants to accept or decline first preference offer (online)

24 May (12pm AWST)

Applicants unsuccessful at their first preference site will be notified via email **28 – 30 May**

Second preference

interviews may be conducted online or in-person

30 May – 25 June

Second preference

offers available to successful applicants (online and email)

26 June (12pm AWST)

Deadline

for successful applicants to accept or decline second preference offer (online)

28 June (12pm AWST)

Applicants unsuccessful at their second preference site will be notified by email **2 – 4 July**

GradConnect process concludes 5 July 2024

Applicants unsuccessful at their first or second preference site will remain in a recruitment pool to be considered for further employment opportunities until February 2025.

2024|GradConnect eligibility

To check if you are eligible to apply for 2024|GradConnect, you must be able to answer “yes” to the below:

1. Be eligible for registration as an enrolled nurse, registered nurse and/or midwife with [Nursing and Midwifery Board of Australia \(NMBA\)](#).
 - You must be registered no less than 2 weeks prior to your start date.
2. Be an Australian or New Zealand citizen, or an Australian permanent resident or temporary resident with a **valid visa and full-working rights** for the duration of the graduate program.
3. Have completed your nursing and/or midwifery studies after 1 January 2023.
 - Preference will be given to those who completed their studies in Australia.
4. You must **not** have previously participated in a nursing or midwifery graduate program in the designation you are applying for.
 - Registered nurses who have previously undertaken an enrolled nursing or midwifery graduate program are eligible to apply for a registered nursing graduate program.
 - Midwives who have previously undertaken an enrolled or registered nursing graduate program are eligible to apply for a midwifery graduate program.

Important notes

- If you have completed your nursing and/or midwifery studies after 1 January 2023, you are eligible to apply.
- If you are completing your studies after 29 February 2025, you are not eligible to apply to 2024|GradConnect. You will have to apply to the next GradConnect recruitment process.





Additional relevant information

1. WA Health is committed to growing the Aboriginal workforce across our healthcare system. Section 51 of the *Equal Opportunity Act 1984* applies to all GradConnect vacancies employed within WA public health services. Aboriginal nurse and/or midwife graduates are strongly encouraged to apply.
2. Assessment of all applicants will be based on merit, with priority for interview and appointment given to:
 - domestic applicants who are Australian citizens, Australian permanent residents, or New Zealand citizens.
 - applicants who completed their studies within Australia.
3. Successful applicants must meet:
 - the Nursing and Midwifery Board of Australia (NMBA) English language skills registration standard (2019). For more information see [Meeting English requirements](#).
 - the specific employment requirements of the hospital or health service where you will be working.

Meeting English requirements

- To be suitable for registration, the Nursing and Midwifery Board of Australia (NMBA) requires all initial registration applicants to demonstrate English language skills, whether you completed your studies in Australia or overseas.
- To verify if you comply with the [NMBA Registration Standards: English Language Skills](#) (1 March 2019), please see the [Australian Health Practitioner Regulation Agency – English language skills \(ahpra.gov.au\)](#) for more information.
- Before applying for initial registration as a nurse and/or midwife, you are strongly advised to verify the level of evidence for complying with the NMBA English language requirements.
- If required, please complete your English language test as soon as possible. Proof of English language requirements must be given to your employer at least 2 weeks prior to your start date.

Internationally Qualified Nurses and Midwives (IQNM)

- To be eligible for 2024|GradConnect as an IQNM, you must be registered with the NMBA. Please note priority will be given to applicants who completed their studies within Australia.
- To be eligible for 2024|GradConnect IQNM you need to have a **valid visa and full working rights** for the duration of the program.
- To find out more about initial NMBA registration as an IQNM, please see [Nursing and Midwifery Board of Australia – Internationally qualified nurses and midwives \(nursingmidwiferyboard.gov.au\)](#).
- For information about WA employment requirements within the public sector, please see [Nurses and Midwives – WA Employment Requirements \(health.wa.gov.au\)](#).

Important note

- Delays in employment will occur if your registration cannot be processed.





Supporting Aboriginal applicants

- WA Health is committed to growing the Aboriginal workforce and improving health outcomes for Aboriginal people. Section 51 of the *Equal Opportunity Act 1984* applies to all WA Health graduate vacancies.
- We are committed to providing a culturally inclusive and safe workplace, and Aboriginal people are strongly encouraged to apply.
- Applying for a graduate position through GradConnect is an excellent opportunity for Aboriginal graduates. It can give you the start you need for your future career in the nursing and or midwifery profession and enhance your transition into clinical practice.
- To apply for a graduate position through GradConnect, you are required to complete a written application. This includes submitting a written response addressing each of the selection criteria relevant to the position (i.e. enrolled nurse, registered nurse and midwife).
- If you are applying for a graduate midwifery position, you must also submit a current curriculum vitae (CV).

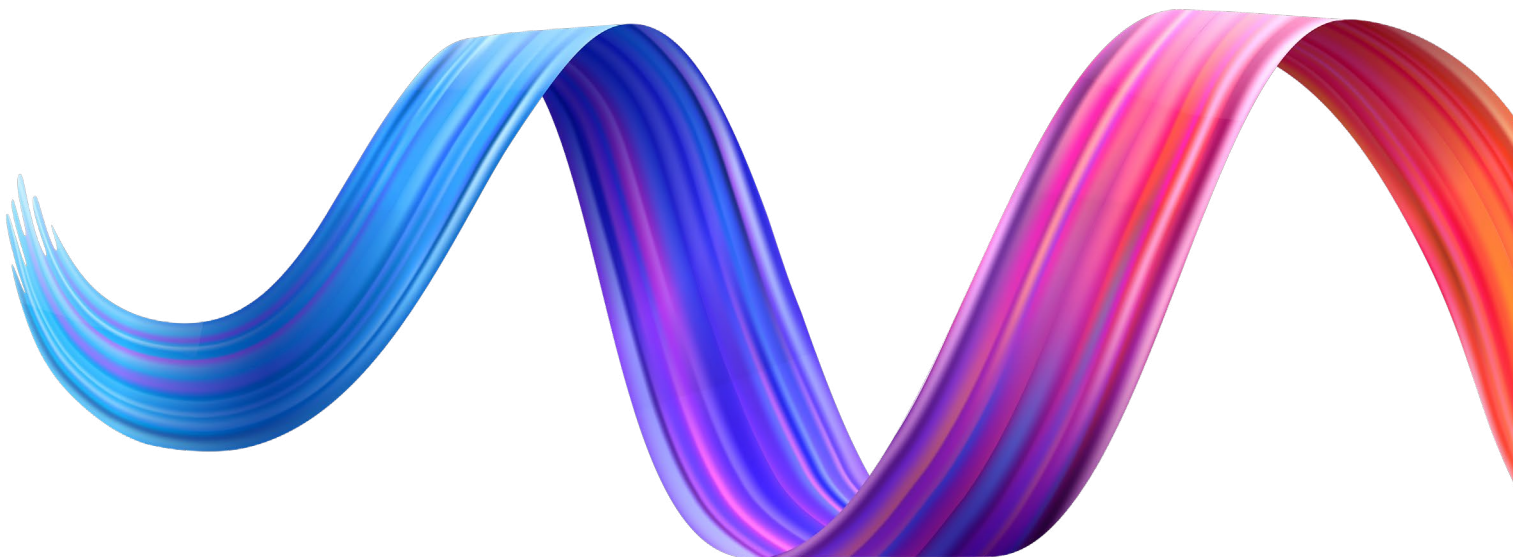
Candidate support

The CNM Office offers candidate support for Aboriginal applicants applying through GradConnect.

To access this, contact the [Chief Nursing and Midwifery Office – GradConnect Team](#) and register for the Aboriginal candidate information and support session.

Assistance with your application is also available by contacting:

- [Jobs and Skills WA](#) on **13 64 64**.
- The Centre for Aboriginal Studies located at your university or education training institution.



Applying for 2024|GradConnect

Online applications

Applications for 2024|GradConnect will be open from 9am (AWST) 15 March 2024 and close at 1pm (AWST) 9 April 2024.

You can access the online application directly from our [GradConnect](#) webpage.

An “apply now” button will **only** appear during the application period mentioned above. There will be one icon (as below) for each application process i.e. enrolled nurse, registered nurse, and midwife. Please ensure that you click on the appropriate application link.

Apply now >

Do not leave your application to the last minute as **late applications will not be considered.**

For updates, visit the [GradConnect](#) (health.wa.gov.au) webpage regularly.

Important notes

- 2024|GradConnect offers employment opportunities for enrolled nurses, registered nurses, and midwives. **Please ensure you apply to the right job.** If you applied to the wrong designation, please withdraw your application (even if incomplete) before applying to the correct job designation.
- Please ensure you enter your personal details correctly. This includes name, middle name (if applicable) and surname you are known by. This information will be used for employment screening purposes.
- You must enter your personal email address as it will be used for all 2024|GradConnect communication (i.e. notifications, interview bookings and offers of employment). It is important you check your inbox regularly during key periods of the 2024|GradConnect process.
- Please ensure your email address remains current for the entire recruitment period. If applicable, enter a second back-up email address.
- You will also need to provide a current phone number, as it might be used by recruiters or the GradConnect team to contact you.
- If completing a registered nursing and midwifery dual degree and you plan to register both as a registered nurse and a midwife, you will be able to apply to both registered nursing and midwifery graduate position jobs. Please ensure you submit two different applications, one for registered nursing and one for midwifery.



Online application steps

1

Go to the [GradConnect webpage](#).

2

Click on the **"Apply now"** icon, under the designation you wish to apply for.

Apply now >

3

Review the job description and corresponding attachments then click on **"Apply for job"**.

4

You will be redirected to a new page. Read 'tips to help you apply for the job and notice'.

Enter your personal email twice.

5

You will be redirected to a new page.

Please enter your password, or create one, for the WA Health jobs portal.

Keep this password safely, you will be required to provide it when updating your online application, scheduling your interview(s), and accepting/declining an offer.

6

You will be directed to your online application. Your online application will consist of several pages where you will be required to:

- Fill-in demographic details
- Provide 2 referees
- Give information about your qualification(s) and experience(s)
- Submit your selection criteria
- Choose your preferences
- Upload the required documents.

You will be able to save your incomplete application and update it at a later stage.

Important notes

- An email address is required and used to create all jobs advertised on the WA Health jobs page. If you have already created an account with WA Health jobs, for instance if you have previously applied through GradConnect at a different process or another WA Health jobs, you will have to retrieve your previous password or use another email address to create a new profile.
- If you have forgotten your password, please log back in to [Search Jobs \(health.wa.gov.au\)](#) and click on "login" (within the left-hand side menu) – you will be redirected to a new page and click on "forgotten your password?". An email with a temporary password will be sent so you may log back in.

Requiring help?

If you do not receive an email or experience technical issues (including login, passwords and updating application details), please contact the RAMS helpdesk at ramshelpdesk@bigredsky.com or call **1300 733 056**.

Submitting your application

- You have until **1pm (AWST) 9 April 2024** to submit your application. To be considered, your application must be submitted before the deadline.
- Please ensure each section of your application is complete.
- Before submitting your application, thoroughly check that you have read and answered all the required questions including the information you have provided. Incorrect information could prevent your application from being considered.
- Once you have submitted your application, you will not be able to edit or change your information any further.
- Once your application is submitted, you will receive a confirmation email sent directly to the email address listed on your application.



Please ensure you have noted down your login details, password, and application number for future reference.

Editing your application

- If you have not submitted your application, you will be able to edit your application regularly. Note, your application must be submitted no later than **1pm (AWST) 9 April 2024**.
- To edit your application, you will need to log back in via [Search Jobs](#), then click on "login" (within the left-hand side menu) and input your email address and password.
- Once you have submitted your application or the application period has closed, you will no longer be able to edit it, including your selection criteria and your preferences.
- If you need to update your personal details, including email address and phone number or if your referee contacts have changed, please email our GradConnect team at GNC@health.wa.gov.au

Applications open online at 9am (AWST) on 15 March 2024

Prepare your application ahead of the 2024|GradConnect opening date.

Research your prospective employers thoroughly, have all the required documents ready for uploading and prepare your selection criteria in a separate document.

For more information, refer to the [2024|GradConnect applicant checklist](#).

Selection criteria

You must submit an online written response and address each of the selection criteria for your designated graduate program.

You are required to demonstrate your ability to meet each of the criteria by using nursing and/or midwifery examples from your clinical placements. Consider the necessary requirements by applying your experience, education, transferrable skills, interpersonal skills, attributes, etc.

Read the brief summary of duties document (attached in the advertisement) thoroughly. This will give you the role-specific requirements and provide hints about what you should address in your selection criteria. The panel will assess your application by using the brief summary of duties and compared this against your response to the selection criteria.

Your response addressing each selection criteria will be assessed via a standard marking system, regardless of your preference site. Assessment of all applicants will be based on merit.


- Ensure that you have addressed all the selection criteria.
- Addressing only certain parts of the selection criteria will limit your opportunity to be shortlisted for interview.
- Your response to each criterion must be within the determined word limit: 300 words for enrolled and registered nurses, 400 words for midwives. Remember to be concise, precise and relevant.
- Ask 2 people to review your work. Consider a successful graduate who previously applied through GradConnect, a clinician or lecturer.

Important notes

- Thoroughly consider each selection criteria. For tips on how to best address selection criteria, please see www.jobsandskills.wa.gov.au/sites/default/files/uploads/Jobs&Careers/jswa-selection-criteria.pdf
- Explore other resources online and discuss with your education provider or clinical supervisor/facilitator who may offer guidance and support.
- You are encouraged to prepare your response to the selection criteria in a separate word document, then copy and paste these into the online application when you are ready.
- Read about the health service where you wish to apply for a position. Remember to find out about the missions and values of the health service and expectations of the role.

Your application **will not be considered** if you do not address the selection criteria.

The aim of the selection criteria is to demonstrate you have the right skills and knowledge for the graduate position.

 **Always check your spelling, grammar, and correct any typos.**

Graduate enrolled nurse application selection criteria

When addressing each of the selection criteria below, please use examples from your clinical experiences to demonstrate your knowledge wherever possible. A 300-word limit applies to each question.

1. Demonstrated clinical knowledge and experience in the delivery of evidence-based nursing care within clinical setting.
2. Demonstrated effective communication and conflict resolution skills within clinical setting.

Note that as an enrolled nurse, you **are not** required to upload a current curriculum vitae (CV) when completing the online application.

Graduate registered nurse application selection criteria

When addressing each of the selection criteria below, please use examples from your clinical experiences to demonstrate your knowledge wherever possible. A 300-word limit applies to each question.

1. Demonstrated clinical knowledge and experience in the delivery of evidence-based nursing care within clinical setting.
2. Demonstrated effective communication and conflict resolution skills within clinical setting.

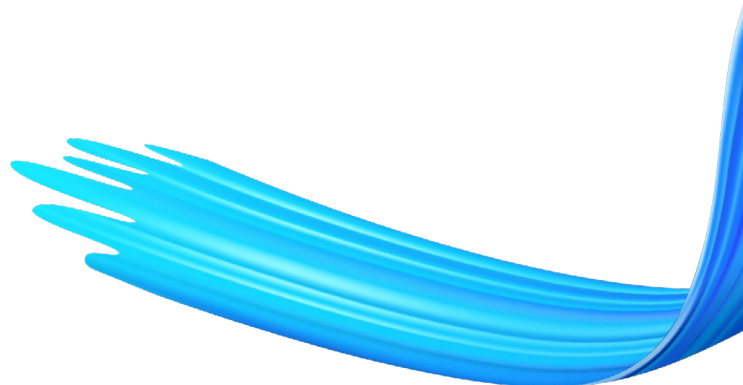
Note that as a registered nurse, you **are not** required to upload a current curriculum vitae (CV) when completing the online application.

Graduate midwife application selection criteria

When addressing each of the selection criteria below, please use examples from your clinical experiences to demonstrate your knowledge wherever possible. A 400-word limit applies to each question.

1. Demonstrates knowledge of and practices in accordance with NMBA's Professional Standards for the Midwife.
2. Demonstrates an understanding of and commitment to the provision of woman centred maternity care.
3. Demonstrates effective communication, negotiation and interpersonal skills within a multi-disciplinary team.

Note that as a midwife, you **must** upload a current curriculum vitae (CV) when completing the online application.





Selection criteria tips

Key words and brainstorming

Each selection criteria will have key words in their statement that needs addressing. Below are some examples:

- **'Demonstrate knowledge':** provide examples that demonstrate you possess this area of knowledge. This could include practical experience on placements/jobs, training or courses, and reading journals/literature etc.
- **'Demonstrate ability to':** provide examples through your previous experience, skills development, and knowledge of how you meet this criterion. Provide a recent and relevant example demonstrating a successful outcome of your experience. If the experience was unfavourable, identify the lessons learnt and how this influenced your development.
- **'Demonstrate an understanding of':** provide examples or evidence to showcase your grasp of the topic/concept/subject matter. This may involve how you applied your knowledge, solved a problem, or made informed decisions based on your understanding.
- **'Previous experience in':** provide examples relevant to the specific experience indicated in the brief summary of duties. This question is asking for 'when have you done this before?'. Your response should include your past placements/employment – use relevant examples.
- **'Effective' or 'Proven':** Indicate your level of achievement to the reader/assessor. Provide comprehensive, precise and relevant examples.

 **Be truthful and confident about your clinical experiences and capabilities.**

Draft your response

- Consider the graduate position you are applying for and ensure that your examples are pitched accordingly. Your examples should be related to the area, specialty and role you are applying for. You should identify why your examples are relevant and meet the requirements.
- Mention any underlying theory/process/system to support your practice, and/or relevant policies, guidelines, or targets.
- Use positive language when talking about yourself. Use active statements, such as "I achieved...", "I implemented...", "I ensured...".
- Use concrete and clear examples, your results/outcome within the example should be evident and highlight your achievements.
- Responses should follow a structured format, such as:
 - **STAR** – Situation, Task, Action, Result
 - **SAO** – Situation, Action, Outcome
 - **iSoBAR** – Identify, Situation, Observation, Background, Agree to a plan, Readback/Result
 - **ADPIE** – Assess, Diagnose, Plan, Implement, Evaluate.

Important notes

- If you do not have a breadth of experience but have tried something similar, then use this.
- You can also use any experience such as observation, group activities, part-time work situations, or hobbies. Remember it must be relevant to the context of what is being asked.

Other requirements

1. Referees

You will be required to provide at least 2 referees on your online application.

- You will need to seek prior permission from your referees before listing them on your application.
- We strongly encourage that at least one of your referees is a clinical nurse or midwife (person can be working in a clinical supervisor role or clinical facilitator).

2. Identification

You will be asked to upload your proof of identification and permanent residency, such as passport, birth or citizenship certificate and current visa status.

3. Immunisation

All WA health system employees are strongly advised to be fully vaccinated against COVID-19. You will need to upload current evidence of your COVID-19 vaccination.

4. Curriculum vitae

If applying for a midwifery graduate program, you are required to upload a curriculum vitae. This document should outline qualifications and work experience. No cover letter is required.



Employment preferences

You have the option to select 2 preferences of where you would like to work in Western Australia.

Research your options in advance by visiting the individual participating health services and career webpages. For more information about graduate programs, please see [GradConnect \(health.wa.gov.au\)](https://health.wa.gov.au).

A wide range of employment opportunities are available across metropolitan, regional, rural, and remote settings. Employment within the large metropolitan hospitals and health services is highly competitive. To increase your opportunity of employment in a graduate program, you are encouraged to select a wide variety of hospitals/sites and health sectors throughout Western Australia.

Rural, remote or community settings offer a wide range of clinical experiences that are not always available in metropolitan areas. In addition, newly qualified registered nurses and midwives who undertake employment in regional WA and commence their employment after 1 July 2023 may be eligible for HECs support. For more information refer to [HECS-HELP](#). For more information about WA Country Health Service graduate programs, visit WA Country Health Service – [Nursing and midwifery graduate programs](#).

If you are unsure of your second preference, you can change this by logging onto your online application at any time, up until the application deadline of **1pm (AWST) 9 April 2024**.



Important notes

- Choosing the same preference more than once will not increase your chances of gaining employment within that health service.
- Take the time to study your options, i.e., where your preferred facilities are located, the type of positions offered and the different graduate intakes. It is critical that you choose preferences you are prepared to accept.
- Your employment starting period will depend on the completion of your studies and your registration date with NMBA. If you complete your studies and gain NMBA registration in July 2024, your starting date will be from July 2024 onwards.

Interviews

If you qualify for interview, first and/or second preference sites will interview during the below periods:

First preference sites

10 April – 21 May 2024

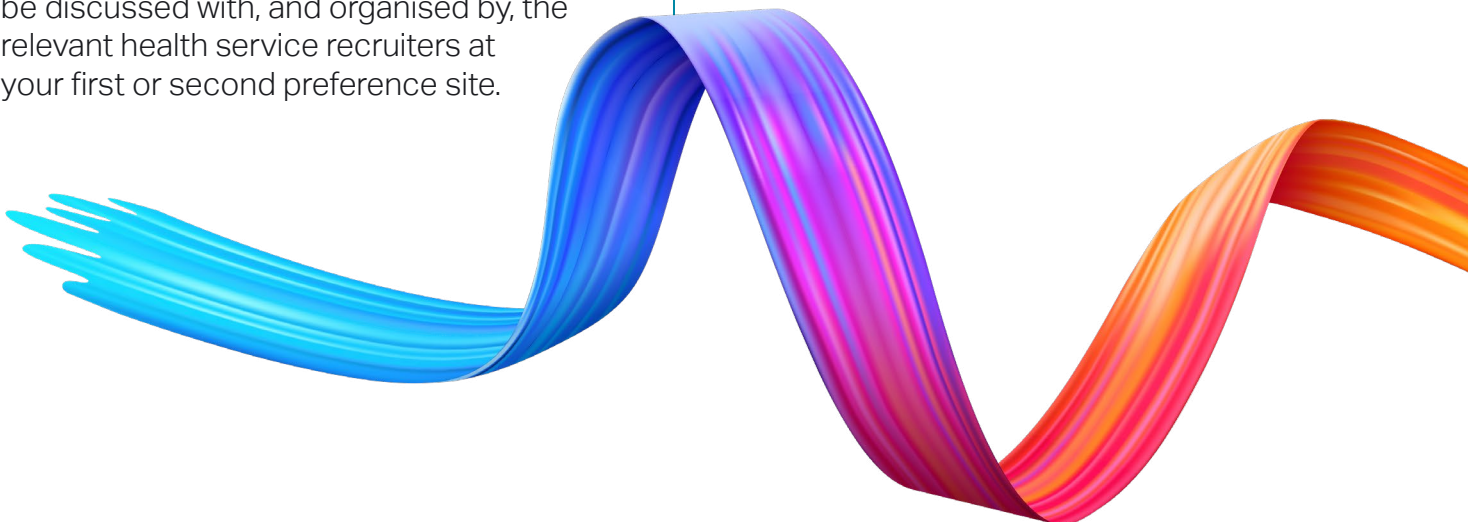
Second preference sites

30 May – 25 June 2024

- You must ensure you are contactable and available during the above timeframes. Interview schedules will vary between sites.
- If you are shortlisted, you may be contacted via email or phone to schedule an interview. You will be required to accept or decline your interview attendance at your first/second preference site.
- If you are unable to attend the scheduled interview, you must urgently contact the relevant health service recruiters at your first or second preference site. It will be at the discretion of the health service provider to reschedule the interview.
- Interviews can be attended in person, online or over the phone. The interview format can be discussed with, and organised by, the relevant health service recruiters at your first or second preference site.

Important notes

- Your application will be withdrawn if you:
 - do not respond to the invitation for interview; or
 - do not attend the scheduled interview.
- All unsuccessful applicants are recommended to seek feedback from the interviewing site. The feedback they provide will help you to improve your selection criteria and/or your interview technique.
- If you were not offered an interview, you are encouraged to seek advice on how to improve your written job application. University career services, lecturers, tutors, and preceptors are good resources.



Interview tips

Below are tips to help you prepare for interview.

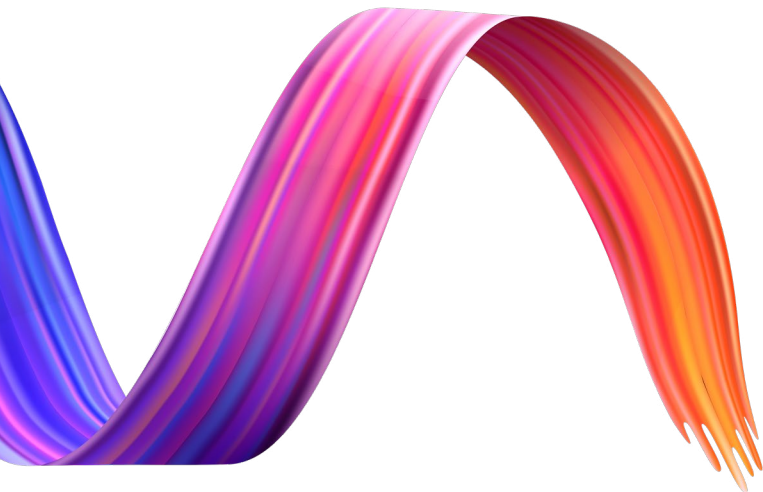
- Interview questions will be based on the written selection criteria you have submitted for your online application.
- Interview questions will relate to the [Professional standards for practice](#) for enrolled nurses, registered nurses and/or midwives.
- Interviews are about getting to know you and building a relationship with your prospective employer.

Important notes

- Interviews can be stressful, even for experienced nurses and/or midwives.
- To be interview ready, you will have to practise. This gives you the confidence required to be successful.

There are several areas you should consider while preparing for an interview, including:

1. Know your prospective employer and learn about the health service vision, mission, and values. Think about how this aligns to your personal and professional values and vice versa.
2. Familiarise yourself with the **brief summary of duties** attached in the job application form. Tailor your answers to highlight how your skills and experience align with the role requirements.
3. Structure your responses and be methodical. This will help you to provide clear, comprehensive, and concise examples about your skills and experiences.
4. Display professionalism, use appropriate body language and demonstrate excellent communication skills.
5. Show your ability to work within a team and remember the importance of demonstrating patient-centred care.
6. Indicate your willingness to seek guidance/support when required, self-reflect on your practice and commitment to long-life learning.
7. Draw examples from your clinical and life experiences.
8. Prepare thoughtful questions to ask during interview. You will learn more about your prospective work environment, team dynamics and expectations.
9. Practice your interview, it will help you explain your knowledge and demonstrate your skills better.



Offers of employment

Offers of employment are made via the GradConnect online recruitment system.

It is your responsibility to be aware of the dates when offers are made. Please ensure you can access your provided email address when offers are made, as you are required to accept, or decline offers in a specific time frame.

Successful applicants

First preferences

- Offers to successful first preference applicants made are online and you will be notified via email at **12pm (noon AWST) on 22 May 2024**.

Second preferences

- Applicants who do not receive an offer from their first preference site may be considered for employment at their second preference site.
- Offers to successful second preference applicants are made available online and you will be notified via email on **12pm (noon AWST) on 26 June 2024**.

Accepting or declining an offer

You must accept or decline your offer by the due date.

You have 2 days to respond to your offer and this must be completed online.

- By **accepting**, you will be offered a contract with your first preference site.
- By **declining** the first preference offer, you will exit the 2024|GradConnect application process.

If you decline a first preference offer:

- you will not be able to access a second preference offer; and
- you will not remain in the pool for suitably qualified applicants.

To accept or decline your offer, go to [Search Jobs \(health.wa.gov.au\)](https://health.wa.gov.au) and click on "login" (within the left-hand side menu). Enter your email address and password. Click on your current application and accept or decline the offer.

Important notes

- If you neither accept nor decline the offer within the time frame, it will be assumed that you are declining a graduate position within the 2024|GradConnect program. Subsequently, your application will be withdrawn.
- This means you will exit the 2024|GradConnect process and will not be considered for further employment opportunities through the recruitment pool.
- If experiencing issues with accepting or declining an offer, contact the RAMS helpdesk for assistance at ramshelpdesk@bigredsky.com or call **1300 733 056**.

Pool of remaining suitable applicants

If you do not receive an offer from your first and/or second preference sites, you will remain in a recruitment pool. This means you may be considered for further employment opportunities via 2024|GradConnect participating health service providers.

The following should be noted:

- The panel will monitor this recruitment pool and access applications as required.
- You will be able to select a preferred site for this recruitment pool. Every effort will be made to accommodate your pool preference.
- Appointments may be made from this pool until February 2025.
- Within 2 days of accepting your offer, you will receive a confirmation email titled "Offer accepted confirmed". You will find attached a list of compulsory documents to finalise your employment contract.
- To enable a smooth process, gather the all the required documentation as soon as you receive the notification, and follow the instructions provided to return this documentation.

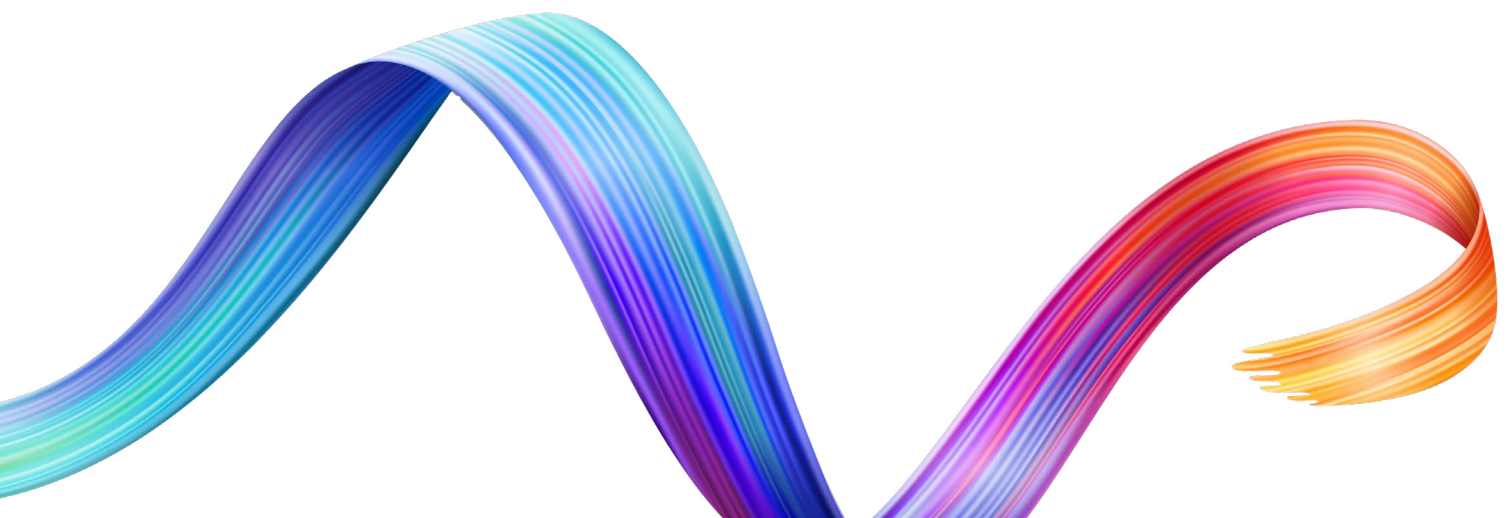
Important notes

- If you decline an interview or an offer of employment, you will exit the GradConnect process, and your application will not be considered in the recruitment pool.
- Whether you have been successful or not, seek feedback on your performance from your first and/or second preference site. This includes your selection criteria and interview.
- The period for feedback is:

**First preference
from 27 to 31 May 2024**

**Second preference
from 1 to 5 July 2024**

- You will be provided with a feedback contact list within your recruitment outcome correspondence.
- Due to the large number of applicants, sites may take up to four weeks to provide verbal or written feedback.
- Graduate recruitment is highly competitive, as such seeking feedback will support improving your selection criteria, further developing your interview skills, and assisting in your future applications.



Employment readiness

WA employment conditions

The terms and conditions of employment in the WA health system (public health system) are in accordance with the following industrial agreements:

- WA health system – [United Workers Union \(WA\) – Enrolled Nurses, Assistants in Nursing, Aboriginal Health Workers, Ethnic Health Workers and Aboriginal Health Practitioners Industrial Agreement 2022](#)
- WA health system – [Australian Nursing Federation – Registered Nurses, Midwives, Enrolled \(Mental Health\) and Enrolled \(Mothercraft\) Nurses – Industrial Agreement 2020](#)

Private and aged care sectors are governed by their own sector agreements. Please ensure you are aware of terms of conditions of employment before signing a contract.

2024|GradConnect process starting period

- The employment starting period may occur between July 2024 to June 2025.
- Please note that graduate program start dates (intakes) vary for each hospital and health service. You are encouraged to thoroughly research all programs.
- Please ensure you thoroughly read [Participating health services and intakes](#) to check the different graduate program start dates.



- Some hospitals or health services may offer graduates part-time employment. You should discuss this with each hospital or health service at your interview. After a candidate is hired, any alterations to their position or requests will be handled on a case-by-case basis by the employing facility.
- If you are offered a graduate position and are not able to start at the agreed start date, you will need to advise the relevant people (or manager) at the hospital or health service as soon as possible.
- If you wish to defer your start date, you will need to negotiate this with the individual hospital or health service. Be aware that they may not be able to accommodate such requests and may advise you to re-apply through GradConnect the following year.

Shift work

- Graduate programs involve shift work and programs vary for each hospital and health service. You are encouraged to thoroughly research all programs.
- You can discuss program details with the employing hospital or health service at interview.

Withdrawing from 2024|GradConnect

- At any time of the process, if you wish to withdraw from 2024|GradConnect you must log back into your application and select 'Withdraw'.
- If you had previously received or accepted an invitation to interview, or an offer of employment please inform your first/second preference site you have withdrawn your application. Their contact details can be found on the email that you received e.g. inviting you to interview.
- Please note that once you have withdrawn, your application cannot be reconsidered.

What if the unpredictable happens?

- Before you make any concrete decisions, talk to your graduate recruiter/coordinator to explore all available options.

Important note

- If you are delayed in completing your studies until after February 2025, withdraw your application and re-apply to the GradConnect program next year. Please ensure that you still meet the eligibility criteria.



Other employment opportunities

- Undertaking a graduate program is not mandatory for initial or ongoing employment. Once you are registered to practise as an enrolled nurse, registered nurse, and/or midwife, you can gain employment in any health facility within Australia.
- Places within graduate programs are capped for a range of reasons. Although it can be disappointing if you have not been successful, it's important that you don't lose confidence or hope in securing future employment as a nurse or midwife.
- Graduate programs are designed to offer additional support for novice nurses and midwives, to assist your transition to the professional role within busy clinical environments. You can still gain valuable experience outside of a designated graduate program and still be supported.
- All nursing and midwifery positions within WA Health outside the GradConnect process are advertised on the [Jobs WA website](#) (external site) and [Occupations](#) page.
- The private and non-government sector may also have positions available for newly qualified nurses and midwives.

Re-apply to GradConnect

If you have not secured a position in 2024|GradConnect you will have the opportunity to re-apply to the next GradConnect process. Before re-applying, please ensure that you meet the eligibility criteria.



Participating health services and intakes

- Participating health services for 2024|GradConnect include:
 - All WA public health services
 - Private health services including St John of God Health Care (SJOG); and
 - Aged care providers including Brightwater, Juniper, RAAFA and Yaandina Community Services Limited.
- Health services are responsible for setting their own graduate (or transition to practice) programs, which may vary in length, content, and clinical rotations/experience.
- You are strongly encouraged to thoroughly research all programs before applying for a graduate program through 2024|GradConnect.
- The number of positions varies as this is dependent on health services and available vacancies. Be mindful that some areas are more competitive than others (i.e. perioperative placements).
- The word 'intake' is defined as the starting period for your graduate program. Your starting period will depend on the completion of your studies and your registration date with NMBA.
 - If you complete your studies and gain NMBA registration in July 2024, your starting date will be from July 2024 onwards.
 - If you complete your studies and gain NMBA registration in December 2024, do not apply to any program with an intake period that is prior to January 2025.
- Refer to the pages below listing the participating public, private and aged care providers classified per cohorts:
 - [2024|GradConnect Enrolled Nurse Graduate Programs](#)
 - [2024|GradConnect Registered Nurse Graduate Programs](#)
 - [2024|GradConnect Midwife Graduate Programs](#)

You will also find the different intake date(s), for each of the participating sites.
- The information in the following tables has been provided to the best of our knowledge at the time of creation of the 2024|GradConnect handbook. Visit the [GradConnect \(health.wa.gov.au\)](http://health.wa.gov.au) website regularly for any updates.

Review and research your graduate programs intakes to choose the appropriate program for you!



2024|GradConnect Enrolled Nurse Graduate Programs

	2024	2025
WA Public Health Services		
East Metropolitan Health Service (EMHS)		
Armadale Kalamunda Group	Aug 2024	Feb 2025
Royal Perth Bentley Group	Aug 2024	Feb 2025
Royal Perth Bentley Group – Mental Health	Aug 2024	Feb 2025
North Metropolitan Health Service (NMHS)		
North Metropolitan Health Service Mental Health	Aug and Oct 2024	Feb and Apr 2025
Sir Charles Gairdner Osborne Park Hospital	Aug and Oct 2024	Feb and Apr 2025
NMHS Mental Health/SCGOPHCG combined program	Aug 2024	Feb 2025
Women Newborn Health Service	Aug 2024	-
South Metropolitan Health Service (SMHS)		
Fiona Stanley Fremantle Hospital Group	Aug 2024	Jan and Feb 2025
Peel Health Campus	Sep 2024	Feb 2025
Rockingham General Hospital	Aug 2024	Feb 2025
WA Country Health Service (WACHS)		
Goldfields	-	Feb 2025
Great Southern	Jul 2024	Feb 2025
Kimberley	Aug 2024	Feb 2025
Mental Health	Aug 2024	Feb 2025
Midwest	Jul and Oct 2024	Jan and Apr 2025
Pilbara	Aug 2024	Feb 2025
Southwest	Sep 2024	Feb 2025
Wheatbelt	Jul and Oct 2024	Jan and Apr 2025
WA Private Health Services		
SJOG (multiple sites)	Jul 2024	Feb 2025
SJOG – Mental Health (Midland site only)	Jul 2024	Feb 2025
Aged Care Providers		
Brightwater (multiple sites)	-	Mar 2025
Yaandina Community Services Limited	Jul 2024	-

Dates above might be subject to change – see [GradConnect \(health.wa.gov.au\)](https://health.wa.gov.au) for updates.

2024|GradConnect Registered Nurse Graduate Programs

	2024	2025
WA Public Health Services		
Child and Adolescent Health Service (CAHS)		
Perth Children Hospital, Community Health and Mental Health	Aug 2024	Feb 2025
East Metropolitan Health Service (EMHS)		
Armadale Kalamunda Group	Aug 2024	Feb 2025
Armadale Kalamunda Group – Perioperative	Aug 2024	Feb 2025
Armadale Kalamunda Group – Mental Health	Aug 2024	Feb 2025
Royal Perth Bentley Group	Aug 2024	Feb 2025
Royal Perth Bentley Group – Mental Health	Aug 2024	Feb 2025
North Metropolitan Health Service (NMHS)		
North Metropolitan Health Service Mental Health	Aug and Oct 2024	Feb and Apr 2025
Sir Charles Gairdner Osborne Park Hospital	Aug and Oct 2024	Feb and Apr 2025
NMHS Mental Health/SCGOPHCG combined program	Aug 2024	Feb 2025
Women Newborn Health Service – Perioperative	Aug 2024	Jan 2025
South Metropolitan Health Service (SMHS)		
Fiona Stanley Fremantle Hospital Group	Aug 2024	Jan and Feb 2025
Peel Health Campus	Sep 2024	Feb 2025
Rockingham General Hospital	Aug 2024	Feb 2025
South Metropolitan Health Service Mental Health	Aug 2024	Jan and Feb 2025
WA Country Health Service (WACHS)		
Goldfields	Aug 2024	Feb 2025
Great Southern	Jul 2024	Feb 2025
Kimberley	Aug 2024	Feb 2025
Mental Health	Aug 2024	Feb 2025
Midwest	Jul and Oct 2024	Jan and Apr 2025
Pilbara	Aug 2024	Feb 2025
Southwest	Sep 2024	Feb 2025
Wheatbelt	Jul and Oct 2024	Jan and Apr 2025
RN/MW dual degree	Sep 2024	Feb 2025
WNHS/WACHS		
Collaborative RN peri-operative program	Aug 2024	Jan 2025
Private Health Services		
SJOG (multiple sites)	Jul 2024	Feb 2025
SJOG – Mental Health (Midland and Mount Lawley only)	Jul 2024	Feb 2025
Aged Care Providers		
Brightwater (multiple sites)	-	Mar 2025
RAAFA WA – RN	Jul 2024 – Jun 2025	Jul 2024 – Jun 2025
Yaandina Community Services Limited – RN	Jul 2024	-

Dates above might be subject to change – see [GradConnect \(health.wa.gov.au\)](https://health.wa.gov.au) for updates.

2024|GradConnect Midwife Graduate Programs

	2024	2025
WA Public Health Services		
East Metropolitan Health Service (EMHS)		
Armadale Kalamunda Group	Aug 2024	Feb 2025
North Metropolitan Health Service (NMHS)		
Women Newborn Health Service (WNHS)	Aug 2024	Jan 2025
South Metropolitan Health Service (SMHS)		
Fiona Stanley Fremantle Hospital Group	Aug 2024	Jan and Feb 2025
Peel Health Campus	Sep 2024	Feb 2025
Rockingham General Hospital	Aug 2024	Feb 2025
WA Country Health Service (WACHS)		
Goldfields	Aug 2024	Feb 2025
Great Southern	Jul 2024	-
Kimberley – MW – MGP placements available	Aug 2024	Feb 2025
Midwest	Jul and Oct 2024	Jan and Apr 2025
Pilbara	Aug 2024	Feb 2025
Southwest – MW – MGP placements available	Sep 2024	Feb 2025
Wheatbelt – MW – MGP placements available	Aug 2024	Feb 2025
RN/MW dual degree	Sep 2024	Feb 2025
WNHS/WACHS		
Collaborative midwifery program	Aug 2024	Jan 2025
Private Health Services		
SJOG (multiple sites)	Jul 2024	Feb 2025

Dates above might be subject to change – see [GradConnect \(health.wa.gov.au\)](https://health.wa.gov.au) for updates.

2024|GradConnect applicant checklist

Prior to application opening period

- Read and download the 2024|GradConnect handbook
- Check my eligibility to apply to 2024|GradConnect by checking [2024|GradConnect eligibility](#)
- Note [2024|GradConnect key dates](#)
- Review and research [Participating health services and intakes](#) offering graduate positions
- Review and confirm I meet the criteria within [Meeting English requirements](#)
- Update my curriculum vitae (CV) – only if I am a **Midwifery applicant**
- Seek permission from 2 referees to provide a reference – see [Other requirements](#)
- Prepare a draft of my [Selection criteria](#) responses into a Microsoft Word document

During application period

- [Applying for 2024|GradConnect](#)
- Have documents ready when completing my application – see [Other requirements](#)
- Save my incomplete application so that I can return to it later – see [Editing your application](#)
- Submit my application by **1pm on 9 April 2024** (AWST) – see [Submitting your application](#)
- Check to ensure that I've received an email from BigRedSky to confirm successful submission of my application
- Ensure I am contactable and available during recruitment [2024|GradConnect key dates](#)

If successful in gaining an interview

- Confirm my attendance at interview directly to the first and/or second preference site
- Review my [Selection criteria](#) and prepare for [Interviews](#)

On offer of employment

- Accept or decline my offer of employment online by the [Offers of employment](#) due dates
- Gather compulsory documentation to streamline my employment process

Scholarships and incentives

HECS-HELP

As part of WA Health's commitment to attract and retain newly qualified registered nurses and midwives to work in regional WA, newly qualified registered nurses and midwives (NQRNMs) are provided with support for Higher Education Contribution Scheme (HECS) loans. NQRNMs who undertake employment in regional Western Australia (WA) and commence their employment after 1 July 2023 may be eligible for this scheme. For more information, please refer to the [HECs help to grow WA's regional nursing and midwifery workforce FAQ sheet](#).

Country Nursing and Midwifery Incentive Program

The Country Nursing and Midwifery Incentive Program is an incentive scheme designed to support nurses and midwives to work in country WA for longer. From 14 August 2023, eligible nurses and midwives may receive between \$5,000 and \$17,000 paid over 12 months. It is available to new and existing nurses working full-time or part-time on fixed-term and permanent contracts across endorsed sites. For more information, please refer to the [Country Nursing and Midwifery Incentive Program – FAQs \(health.wa.gov.au\)](#).

Chief Nursing and Midwifery Office scholarships

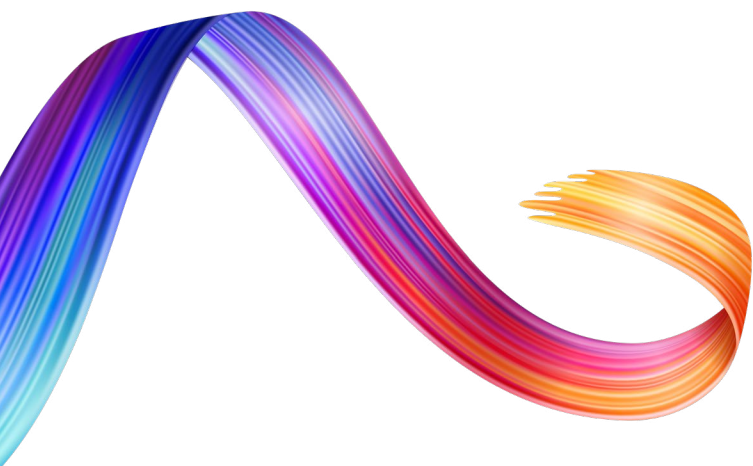
The WA Chief Nursing and Midwifery Office (CNM Office) values excellence and innovation in nursing and midwifery care. Competent and educated nurses and midwives who value lifelong learning are critical to the provision of safe, excellent, and quality patient care.

WA Health, through the CNM Office, offers a range of scholarships for nursing and midwifery students studying in Western Australia. The provision and allocation of financial assistance is based on an accountable and transparent process; and is related to WA Health's specific workforce requirements.

The CNM Office is committed to a proactive approach in building and maintaining a robust nursing and midwifery workforce. Please check [important information for scholarships](#) for further details and the full eligibility criteria.

Important notes

- Scholarships are granted for one academic semester only. You will need to reapply for subsequent semesters of study.
- Submission of a scholarship application does not guarantee a successful outcome. Scholarships are competitive and are based on current and projected workforce requirements and areas of high clinical need.



General scholarships

General postgraduate scholarships are offered for the following postgraduate qualifications:

- Enrolled Nurse Specialisation
- Registered Nurse Specialisation
- Postgraduate in Midwifery
- Master of Nursing (Nurse Practitioner).

If you are interested in commencing a postgraduate qualification and would like to benefit from a general scholarship, please apply directly online via **Big Red Sky** (during the application dates for each semester).

Targeted scholarships

Targeted scholarships are offered to WA Health nurses working in specialty areas such as mental health and studying selected postgraduate courses in areas of significant clinical need.

Partnerships with health service providers and some universities ensure the qualifications available for a targeted scholarship are more accessible and affordable.

For further information on targeted scholarships, please contact nmo.scholarships@health.wa.gov.au

Targeted scholarship eligibility

- WA Health nurses employed in a fixed-term or permanent capacity.
- You must be an Australian citizen, permanent resident of Australia, humanitarian visa holder or a New Zealand special category visa holder who meets the long-term residency.
- International student visa holders are not eligible.

Important notes

If the course is not offered in WA, you may still apply. However, you are required to provide supporting evidence of why you have chosen this course.

Scholarship application dates

Scholarship applications for semester 1 are open between December and February each year, and semester 2 are open between May and July each year. Definite dates will be provided closer to application dates, please regularly review the information on the CNM Office [Scholarships webpage](#).

Successful applicants for all scholarships will be contacted directly via email with further details.


Please ensure your contact details are current (i.e. provide a personal email rather than your student one).

For more information, please contact the Chief Nursing and Midwifery Scholarship Team:

- Telephone: 08 6373 2272
- Email: nmo.scholarships@health.wa.gov.au



Further help or advice

- For any specific information related to the GradConnect process contact the CNM Office [GradConnect team](#).
 - Check the [GradConnect website](#) frequently for updates.
 - For HECS repayment incentive and other scholarships related queries please contact directly the CNMO scholarships team at nmo.scholarships@health.wa.gov.au
 - If experiencing any technical issues with accepting or declining an offer, support is offered by the RAMS helpdesk ramshelpdesk@bigredsky.com or **1300 733 056**.
 - Alternatively, for any other queries contact the office on **6373 2346** and the GradConnect team may be able to assist.
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This document can be made available in alternative formats.

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