



GradConnect – Frequently Asked Questions

What is a graduate nursing or midwifery program?

- Graduate (or transition to practice) programs assist newly qualified enrolled nurses (ENs), registered nurses (RNs) and midwives (MW) transition into the workforce in a supportive environment.
- Through supported programs, newly qualified nurses, and midwives (NQNMs) gain exposure to a variety of clinical settings, while consolidating theoretical learning, clinical skills, and professional judgement.
- 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 GradConnect Health Service Information page.

What are the benefits of participating in a graduate nursing or midwifery program?

- The graduate program is a way for newly graduated nurses and midwives to kick-start their careers with a hands-on supported experience in the WA health system.
- Graduates receive ongoing education and mentorship and support from clinical experts and educators.

What is GradConnect?

GradConnect is an online recruitment system, which allows NQNMs to apply for graduate employment in all participating public, private and aged care health providers in Western Australia.

Through the online GradConnect recruitment system, NQNMs have access to a wide choice of graduate employment opportunities, using just one application. As such, all NQNMs and eligible applicants are strongly encouraged to apply through this centralised process.

Recruitment through GradConnect is undertaken twice a year, for eligible enrolled nurses, registered nurses, and midwives:

- **February 2023 GradConnect for positions starting July – December 2023 is now closed**
- **June 2023 GradConnect is for positions starting in January – June 2024**
 - Online applications open from 30 June 2023 (9.00am) to 17 July 2023 (1.00pm).
- Graduate employment opportunities within the large metropolitan hospitals/health services are very competitive. To increase your chances of employment in a graduate program you are strongly encouraged to select a wide variety of hospitals/sites and health sectors throughout Western Australia.
- We are committed to growing the Aboriginal workforce across WA Health. [Section 51 of the Equal Opportunity Act 1984](#) applies to all GradConnect vacancies. Aboriginal nurse and midwife graduates are strongly encouraged to apply.

GradConnect is centrally coordinated by the [WA Chief Nursing and Midwifery Office](#).

Where can I find information about GradConnect?

Through the online GradConnect recruitment system on the [Department of Health](#) corporate website, newly qualified enrolled nurses, registered nurses and midwives can apply for a graduate (or transition to practice) program at participating public, private or aged care health providers.



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All nursing and midwifery positions in the WA health system outside the GradConnect process are advertised on the [Jobs WA website](#).

Am I eligible to apply via GradConnect for a graduate nursing or midwifery program in Western Australia?

To apply for a position via the June 2023 GradConnect process (for positions starting Jan-June 2024), you must meet the following eligibility criteria:

- Be eligible for registration with the [Nursing and Midwifery Board of Australia \(NMBA\)](#) as a:
 - Registered or enrolled nurse (for nursing positions) or
 - Midwife (for midwifery positions)
- Have current registration, or anticipated registration, completed by **31 December 2023**, or no less than two weeks prior to your employment start date.
 - Start the registration process at least 6 weeks prior to finishing your course – **DO NOT** wait for an offer of employment before starting the registration process.
- Be a newly qualified nurse who has not previously participated in a graduate nursing program.
 - Registered nurses, who have previously undertaken an enrolled nurse or a midwifery graduate program, are eligible to apply for a registered nurse graduate program.
- Be a newly qualified midwife who has not previously participated in a graduate midwifery program.
- Graduate midwives who have previously undertaken an enrolled or registered nurse graduate program are eligible to apply for a midwifery graduate program.
- Have completed your nursing or midwifery qualification through study in Australia **no more than 12 months** prior to the GradConnect application opening date.
- You must **not have worked more than 3 months full-time equivalent (494 hours)** at the time of application, in the designation you are applying for (e.g., a registered nurse applicant who worked over 494 hours as an enrolled nurse will still be eligible to apply to a registered nurse graduate program).
- If your application is successful, you will also need to meet the specific employment requirements of the hospital or health service where you will be working.

Specific eligibility criteria for North Metro Mental Health Service and WA Country Health Service

- Applicants who have indicated North Metro Mental Health Service or WA Country Health Service as any of their preferences must have completed their nursing or midwifery qualification through study in Australia no more than 2 years prior to the GradConnect application opening date.
- Applicants who have indicated North Metro Mental Health Service or WA Country Health Service as any of their preferences will be exempted from the three months full-time equivalent eligibility criteria (e.g., a registered nurse applicant who worked over 494 hours as a registered nurse will still be eligible to apply to a registered nurse graduate program).

For other eligibility information, go to [GradConnect](#) on the Department of Health website.

Can I apply for a graduate nursing or midwifery program via GradConnect if I am not an Australian citizen or permanent resident?

- Preference for appointment and interview will be based on merit, with consideration given to Western Australian graduates with Australian or New Zealand citizenship, or Australian permanent residency.
- Nursing and midwifery students of other nationalities (i.e., non-Australian and New Zealand citizens) who have completed their studies in Australia AND are eligible for registration with the Nursing and Midwifery Board of Australia (NMBA), are eligible to apply for employment through GradConnect.
- If your application is successful, you must have your NMBA registration by **31 December 2023**, or no less than two weeks prior to your employment start date.



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- The NMBA requires all applicants for initial registration to demonstrate English language skills to be suitable for registration. If you are required to meet the *NMBA Registration Standard: English Language Skills* through Ahpra’s English language skills test pathway, you will be required to submit evidence of passing to your employing health service by **01 January 2024**.
- Relocation costs are not normally included for interstate or international applicants.
- For further information, visit:
 - [Information for international health professional applicants](#)

How are Aboriginal applicants supported?

The WA health system is committed to growing the Aboriginal workforce and improving health outcomes for Aboriginal people. We are committed to providing a culturally inclusive and safe workplace and Aboriginal people are strongly encouraged to apply.

Section 51 of the *Equal Opportunity Act (1984)* applies to all [GradConnect](#) vacancies.

Should you be asked for an interview, Aboriginal applicants have the option of participating in a centralised interview process. On this day, applicants will have the opportunity to meet other Aboriginal applicants, hospital recruiters and the GradConnect team. A personal and informal interview will be conducted with recruiters from the hospital of your first preference.

If you do not want to participate in this process, or you are unable to travel, the usual GradConnect interview process will apply. That is, the hospital will contact you and arrange a suitable day and time for an interview.

If you are an Aboriginal and/or Torres Strait Islander person who would like help with your application, contact:

- [Jobs and Skills WA](#) on **13 64 64**
- The Centre for Aboriginal Studies at your university
- [The GradConnect team](#).

On request, the Department of Health [Chief Nursing and Midwifery Office](#) can provide support to Aboriginal applicants at any stage of the recruitment process.

For more information, see [GradConnect - Growing a strong and skilled Aboriginal nursing and midwifery workforce \(PDF 181KB\)](#).

What is the Regional HECS repayment incentive?

- As part of WA Health’s commitment to attract and retain newly qualified registered nurses and midwives to work in regional WA, the Cook Government is offering newly qualified registered nurses and midwives (NQRNMs) support with Higher Education Contribution Scheme (HECS) loans.
- NQRNMs who complete three years of continuous employment in regional Western Australia (WA) and who commence their employment after 01 July 2023 may be eligible for this scheme.
- For more information, please refer to the [HECs Incentive FAQ sheet](#).



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How do I apply for a graduate nursing or midwifery program in Western Australia?

- Applications for graduate nursing and midwifery positions, in participating WA public, private and aged care providers, must be completed online.
- Online applications will open on the [GradConnect website](#) from **30 June 2023 (9.00am) to 17 July 2023 (1.00pm)**. Applications will only be considered if submitted in this timeframe i.e., **LATE APPLICATIONS WILL NOT BE CONSIDERED.**
- Do not leave your application to the last minute. Allow sufficient time to complete your online application as there are numerous questions to answer, including:
 - A written response to the selection criteria relevant to you (i.e., EN, RN or MW). Please note you can prepare your selection criteria in a word document, then copy and paste it in the dedicated text box within the online application.
 - Selection criteria will be assessed using a standardised marking guide
 - The names and contact details of two professional referees, of which at least one must be a clinical nursing or midwifery supervisor, or a facilitator with the ability to comment on your performance in a nursing or midwifery clinical setting
 - Evidence of COVID-19 vaccination
 - Proof of current Australian residency (e.g., Australian citizenship certificate or passport, or Australian visa notification) OR your current Australian visa status
 - Your Curriculum Vitae (CV) - Please note uploading a CV is **ONLY** relevant to applicants applying for a **Graduate Midwifery Program**. (Applicants applying for a graduate enrolled nursing or registered nursing program are **NOT** required to submit a CV).
- Ensure you keep the account login details, as you will need this to accept or decline potential offers of employment.

What are selection criteria?

Selection criteria are statements you must address in writing by giving examples from your clinical experiences to demonstrate your knowledge. They are role specific.

Enrolled nurse - selection criteria (GradConnect)

If applying for a graduate enrolled nurse program, you must submit online a written application addressing selection criteria 1 and 2, below.

When addressing the selection criteria, use nursing examples from your clinical experiences to demonstrate your knowledge, wherever possible.

A 300-word limit applies to each question.

Should you proceed to an interview, you may be asked questions relevant to all the selection criteria.

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.

Enrolled nurses are not required to upload a current Curriculum Vitae (CV) when completing their online application

Registered nurse - selection criteria (GradConnect)



GradConnect – Frequently Asked Questions

If applying for a graduate registered nurse program, you must submit online a written application addressing selection criteria 1 and 2, below.

When addressing the selection criteria, use nursing examples from your clinical experiences to demonstrate your knowledge, wherever possible.

A 300-word limit applies to each question.

Should you proceed to an interview, you may be asked questions relevant to all the selection criteria.

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

Registered nurses are not required to upload a current Curriculum Vitae (CV) when completing their online application.

Midwife - selection criteria (GradConnect)

If applying for a graduate midwifery program, you must submit online a written application addressing selection criteria 1 to 3, below.

When addressing the selection criteria, use examples from your clinical experiences to demonstrate your knowledge, wherever possible.

A 400-word limit applies to each question.

Should you proceed to an interview, you may be asked questions relevant to all the selection criteria.

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.

Midwives **must** upload a current Curriculum Vitae (CV) when completing their online application.

Can I choose where I would prefer to work?

- Applicants have the option to select two (2) preferences of where they would like to work in Western Australia.
- Employment in the large metropolitan hospitals/health services is very competitive. To increase your chance of employment in a graduate program, you are strongly encouraged to select a variety of hospitals/sites and health sectors throughout WA.

What is a pool?

- Applicants who do not receive an offer from their first or second preference sites may be considered for employment by remaining in a pool for suitably qualified applicants.
- The panel will monitor this recruitment pool for applications and will access as required. Every effort will be made to accommodate your pool preference.
- Appointments may be made from this pool until May 2024.



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What are the important dates for the June 2023 GradConnect process?

It is the responsibility of the applicant (i.e., the newly qualified enrolled nurse, registered nurse or midwife applying for a graduate position) to be aware of the important dates for the GradConnect process.

- Applications to the GradConnect process must be submitted online between **30 June 2023 (9.00am) to 17 July 2023 (1.00pm)**.
- **LATE APPLICATIONS WILL NOT BE CONSIDERED.**
- Accepting or declining employment offers must be done online and within a specific timeframe.

Please find below a table with all the important June 2023 GradConnect deadlines

30 June 2023 (09.00am): GradConnect applications open

- A link to the application site will appear on the [GradConnect website](#) **ONLY** during the opening dates.

17 July (1.00pm): GradConnect applications close

- GradConnect applications close.
- **LATE APPLICATIONS WILL NOT BE CONSIDERED.**

18 July - 15 August: First preference recruitment process

- During this time your application will be sent to your first preference site only. Health services will review applications and determine if you will be shortlisted for an interview.
- First preference interviews may be conducted (online or in-person):
 - Health services determine their own dates for application assessment and interviews.
 - You will be contacted by your first preference site **ONLY** if you have been shortlisted for an interview. Referee checks also occur during this time.
 - Do not contact the site for an update to your application.
- Most of the large metropolitan health services fill their vacancies during this first round of recruitment.

16 August (12.00pm - noon): First preference offers available to successful applicants (online and email)

- Offers to successful first preference applicants will be made available online and via email on **16 August 2023 at 12.00 pm** (noon) (Perth time):
 - You will need to login to your application.



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- If you have been successful in receiving an offer of employment from your first preference site, you will see the words “**offer made**” on your online application. You will be advised of the same information via email.
- If you have **NOT** been successful in receiving an offer of employment from your first preference site, you will **NOT** see the words “offer made” on your online application.
- Applicants have 2 days to respond to their offer and this must be completed online.
- Applicants who **ACCEPT** will be offered a contract of employment with their first preference site.
- Applicants who **DECLINE** an offer of employment with their first preference offer will exit the GradConnect application process.
 - Second preference offer will not be available for applicants who decline a first preference offer.
 - Applicants who decline a first preference offer will not remain in the pool for suitably qualified applicants.
- **Unsuccessful applicants** will be notified via email between **25 August** and **28 August**.

18 August (12.00pm - noon): Deadline for successful applicants to accept or decline first preference offer (online only)

- Deadline for successful applicants to accept or decline first preference offer (online only).

28 August - 17 September: Second preference recruitment process

- If your application is unsuccessful after the first preference recruitment process, it **MAY** be sent to your second preference sites where vacancies exist.
- During this time health services will review applications and determine if you will be shortlisted for an interview.
- Second preference interviews may be conducted (online or in-person):
 - Health services determine their own dates for application assessment and interview.
 - You will be contacted during this time by your second preference site **ONLY** if you have been shortlisted for an interview. Referee checks also occur during this time.
 - Do not contact the site for an update to your application.

18 September (12.00pm - noon): Second preference offers available to successful applicants (online and email)

- Offers to successful second preference applicants will be made available online and via email on **18 September 2023 at 12.00 pm** (noon) (Perth time):
 - You will need to login to your application.



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- If you have been successful in receiving an offer of employment from your second preference site, you will see the words “**offer made**” on your online application. You will be advised of the same information via email.
- If you have **NOT** been successful in receiving an offer of employment from your second preference site, you will **NOT** see the words “offer made” on your online application.
- Applicants have 2 days to respond to their offer and this must be completed online.
- Applicants who **ACCEPT** will be offered a contract of employment with their second preference site.
- Applicants who **DECLINE** an offer of employment with their second preference offer will exit the GradConnect application process
 - Applicants who decline a second preference offer will not remain in the pool for suitably qualified applicants.
- **Unsuccessful applicants** will be notified via email between **28 September** and **02 October**.

20 September (12.00pm - noon): Deadline for successful applicants to accept or decline second preference offer (online only)

- Deadline for successful applicants to accept or decline second preference offer (online only).

02 October (13.00 pm): Second round concludes

Applicants who do not receive an offer from their first and second preference sites will remain in a pool for suitably qualified applicants. Applicants will be able to select a preferred site for this pool at time of application.

The following should be noted:

- The panel will monitor this recruitment pool for applications and will access as required. Every effort will be made to accommodate your pool preference
- Appointments may be made from this pool until May 2024

9 October 2023 (16.00 pm): GradConnect June 2023 process closes

Which hospitals and health services are taking part in the GradConnect June 2023 process?



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Child and Adolescent Health Service (CAHS)			
CAHS – Mental Health	-	RN	-
Perth Children’s Hospital	-	RN	-
East Metropolitan Health Service (EMHS)			
Armadale Kalamunda Group	EN	RN	MW
Armadale Kalamunda Group - Perioperative	-	RN	-
Armadale Kalamunda Group – Mental Health	-	RN	-
Royal Perth Bentley Group	EN	RN	-
Royal Perth Bentley Group - Mental Health	EN	RN	-
North Metropolitan Health Service (NMHS)			
Sir Charles Gairdner Osborne Park Hospital	EN	RN	-
Women Newborn Health Service	-	-	MW
Women Newborn Health Service - Perioperative	-	RN	-
NMHS - Mental Health	EN	RN	-
South Metropolitan Health Service (SMHS)			
Fiona Stanley Fremantle Hospital Group	EN	RN	MW
Rockingham General Hospital	EN	RN	MW
SMHS – Mental Health	-	RN	-
WA Country Health Service (WACHS)			
Goldfields	EN	RN	MW
Great Southern	EN	RN	MW
Kimberley	EN	RN	MW*
Midwest	EN	RN	MW
Pilbara	EN	RN	MW
Southwest	EN	RN	MW*
Wheatbelt	EN	RN	MW*
WACHS – Mental Health	EN	RN	-
WACHS RN/MW Dual Degree – different WACHS locations	-	-	MW
MW* - Midwifery applicants who apply to the WACHS regions will have the opportunity to choose a MGP Placement.			
Private Health Services			
St John of God – Multiple sites	EN	RN	MW
St John of God – Mental Health (Midland ONLY)	-	RN	-
St John of God – Mental Health (Mount Lawley ONLY)	-	RN	-
Ramsay Health Care – Peel Health Campus	EN	RN	-
Aged care services			
Amana Living	EN	RN	-
Brightwater	EN	RN	-
Carinya Care	-	RN	-
Juniper	-	RN	-
Opal HealthCare	EN	RN	-
RAAFA WA	-	RN	-
Southern Cross Care	-	RN	-
Yaandina Community Services Limited	EN	RN	-

How many graduate positions are available in the June 2023 GradConnect process?

- The number of positions varies as this is dependent on health services and available vacancies
- Please be mindful that some areas are more competitive than others (i.e., perioperative placements)



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What can I do to improve the likelihood of being selected for employment in a graduate nursing or midwifery program in Western Australia?

- Graduate employment opportunities within the large metropolitan hospitals/health services are very competitive, and most of the large metropolitan health services fill their vacancies during the first round of recruitment. To increase your chances of employment in a graduate program you are strongly encouraged to select a wide variety of hospitals/sites and health sectors throughout Western Australia.
- When applying, ensure that you thoroughly check and re-check your responses:
 - Are your contact details correct?
 - Have you read and answered all the required questions?
 - Have you checked for correct spelling and grammar?
- When answering the selection criteria, have you:
 - Addressed all selection criteria relevant to your profession (i.e., EN, RN or MW)?
 - Provided examples from your clinical experience to support each criterion?
 - Logically structured your responses, for example using STAR, iSoBAR or ADPIE?
 - Referred to relevant policies, procedures, and processes to support your answer?
 - Focused on the key words in the questions and addressed each point?
 - Met the required word limit? (Maximum of 300 words per answer for ENs and RNs; maximum of 400 words per answer for MWs).
- If you are selected for an interview, you will be asked questions based on the selection criteria relevant to your profession (i.e., EN, RN or MW). When you are preparing your application, create a bank of answers/examples in advance. This will help you prepare for the interview and give you greater confidence on the day.
- Further information on the process, and tips for your best application can be found:
 - <https://www.jobsandskills.wa.gov.au/>

I may be in regional/remote WA or abroad when I receive an offer and my internet access is poor. What should I do if that prevents me accepting an offer online with 2 days?

- Be aware of the important GradConnect dates and ensure you can access your email address when offers are available to successful applicants.
- When applying, please ensure that you use a personal email address and that you keep your login details and password. This will be used in the “Login” tab of the [Search Jobs \(health.wa.gov.au\)](https://www.health.wa.gov.au) page.
- If experiencing any issues with Login details and access, support is offered by the Thomson Reuters RAMS helpdesk (E: ramshelpdesk@bigredsky.com | P: 1300 733 056).
- Alternatively, you can contact the office on 6373 2346 and the GradConnect team may be able to assist.

What is the commencement period for successful applicants in the June 2023 GradConnect process?

- Generally, the employment starting period (for June 2023 process) can occur between January to June 2024.
- However, graduate program start-dates vary for each hospital and health service. You are encouraged to thoroughly research all programs.
- Some hospitals or health services may offer graduates part-time employment. You should discuss this with each hospital or health service at interview.



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- 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 person (or people) 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 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.

What are the 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 \(1.53MB\)](#)
- [WA Health System – Australian Nursing Federation – Registered Nurses, Midwives, Enrolled \(Mental Health\) and Enrolled \(Mothercraft\) Nurses – Industrial Agreement 2020 \(PDF 2MB\)](#)

Private and aged care sectors are governed by their own sector agreements.

Do all graduate program placements involve shift work?

- Graduate programs involve shift work; however, 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.

What if my application is unsuccessful?

- It's important to note that participating in a graduate program is **NOT** mandatory for initial or ongoing employment. Once you are registered to practise through the NMBA as an enrolled nurse, registered nurse or midwife, you are able to seek 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.
- You can still gain valuable experience outside of a designated graduate program:
 - All nursing and midwifery positions within WA Health are advertised on the [Jobs WA website](#)
 - The private, aged care and non-government sector may also have positions available for newly qualified nurses and midwives.
- If you have been unsuccessful, seek feedback from your preference sites on areas where you could improve your written application (i.e., selection criteria), or interview technique. These are valuable skills, which you will build on throughout your career.
- If you are not offered an interview, you are encouraged to seek advice on improving your written job application. University career services, lecturers, tutors, and preceptors are good resources.
- If you are still eligible, consider re-applying for graduate employment opportunities through GradConnect when it next opens, if you still meet the eligibility criteria. Make sure you apply any feedback you have received, to improve your application or interview technique.



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Who can I contact for further help or advice?

- For information related to the GradConnect process (such as the online application and key dates), contact the GradConnect Team at the WA Chief Nursing and Midwifery Office: [contact us](#)
- 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