



Government of Western Australia
Department of Health

GradConnect 2024

Positions starting July 2024 to June 2025



What is GradConnect?

- GradConnect is a centralised online recruitment process 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 employment opportunities in all **participating public, private and aged care health providers in Western Australia.**
- GradConnect is centrally coordinated by the [WA Chief Nursing and Midwifery \(CNM\) Office](#).
- The process is very competitive. It is essential you are prepared and well organised.

2024|GradConnect handbook

- For **2024|GradConnect**, a Handbook was designed to provide you with essential information and guidance to support you in the application process and help you succeed in obtaining a graduate program.
- It will be available on the [GradConnect \(health.wa.gov.au\)](https://health.wa.gov.au) page for download by the end of the year.
- Before online applications open, ensure you read the 2024|GradConnect Handbook.



Visit [GradConnect \(health.wa.gov.au\)](https://health.wa.gov.au) regularly for updates.

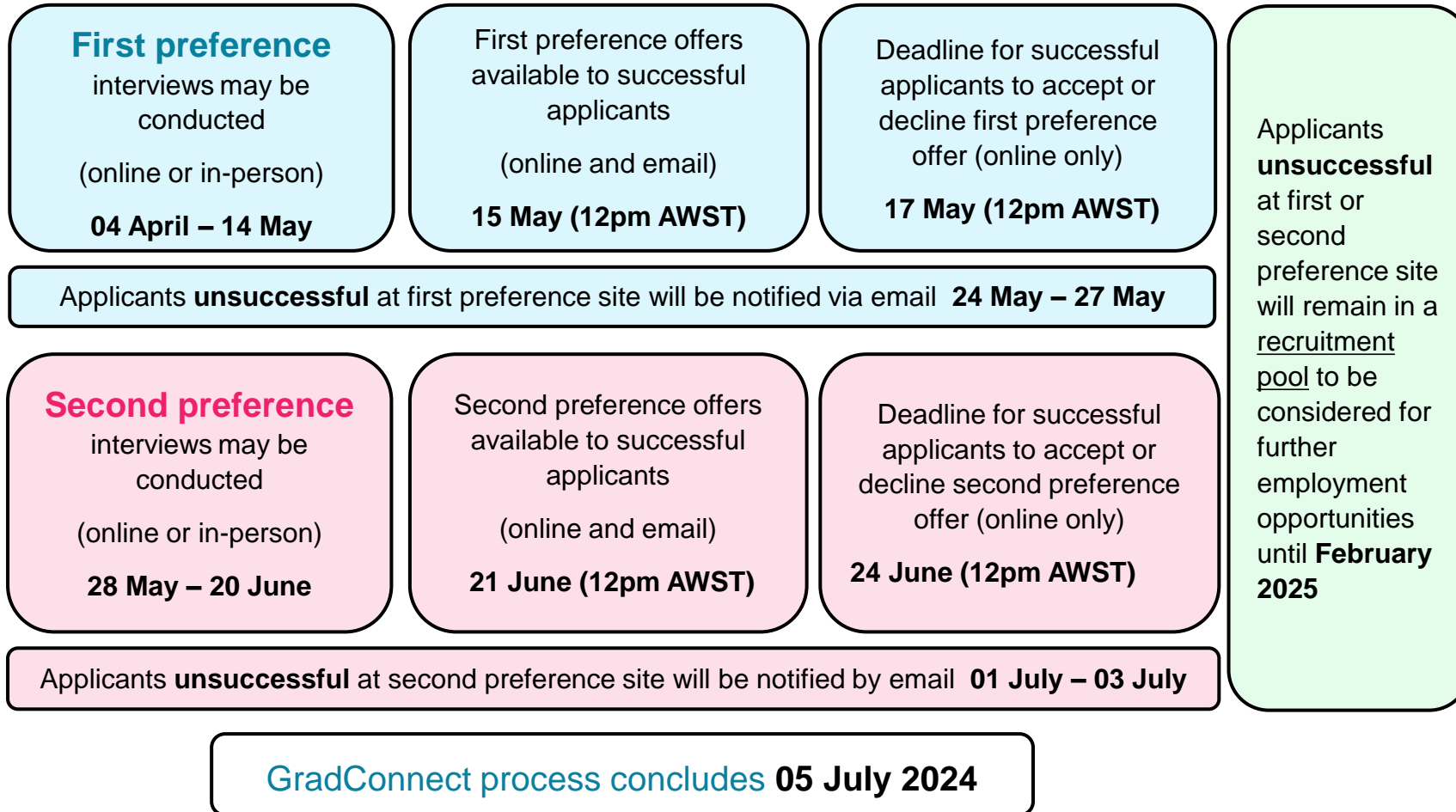
2024|GradConnect Application dates

- In 2024, GradConnect will transition from a biannual online recruitment process to an **annual process**.
- These positions are from **July 2024 – June 2025 start**.



Late applications will not be accepted

Process - key dates



Eligibility criteria 1.

- 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 **two weeks** prior to your employment start date.

English language skills

Visit the [Australian Health Practitioner Regulation Agency – English language skills](#) (external website) to see if you comply with the NMBA English language skills registration standards.

- If required, it is strongly advised that you complete your English language test without delay.
- Proof of English language requirements will have to be given to your employer **at least two weeks prior** to your start date.

A note about Ahpra.....



- Be familiar with the Australian Health Practitioner Regulation Agency (Ahpra) requirements well before completion of your course.
- Start the registration process ASAP – at least six weeks **prior** to finishing your course.
- **Do not** wait for an offer of employment before starting the registration process.
- For more information, visit the Ahpra website: <https://www.ahpra.gov.au/>

Eligibility criteria 2.

- 2) Be an Australian or New Zealand citizen or an Australian permanent **or** temporary resident with a valid visa and full-working rights for the duration of the graduate program.
- As part of the application process, if you are a temporary resident you will need to provide your visa subclass and visa expiry date.

Internationally Qualified Nurses and Midwives (IQNM)

- Visit the [NMBA - Internationally qualified nurses and midwives \(nursingmidwiferyboard.gov.au\)](http://nursingmidwiferyboard.gov.au) to find out what you need to know about initial registration as an IQNM.

Eligibility criteria 3.

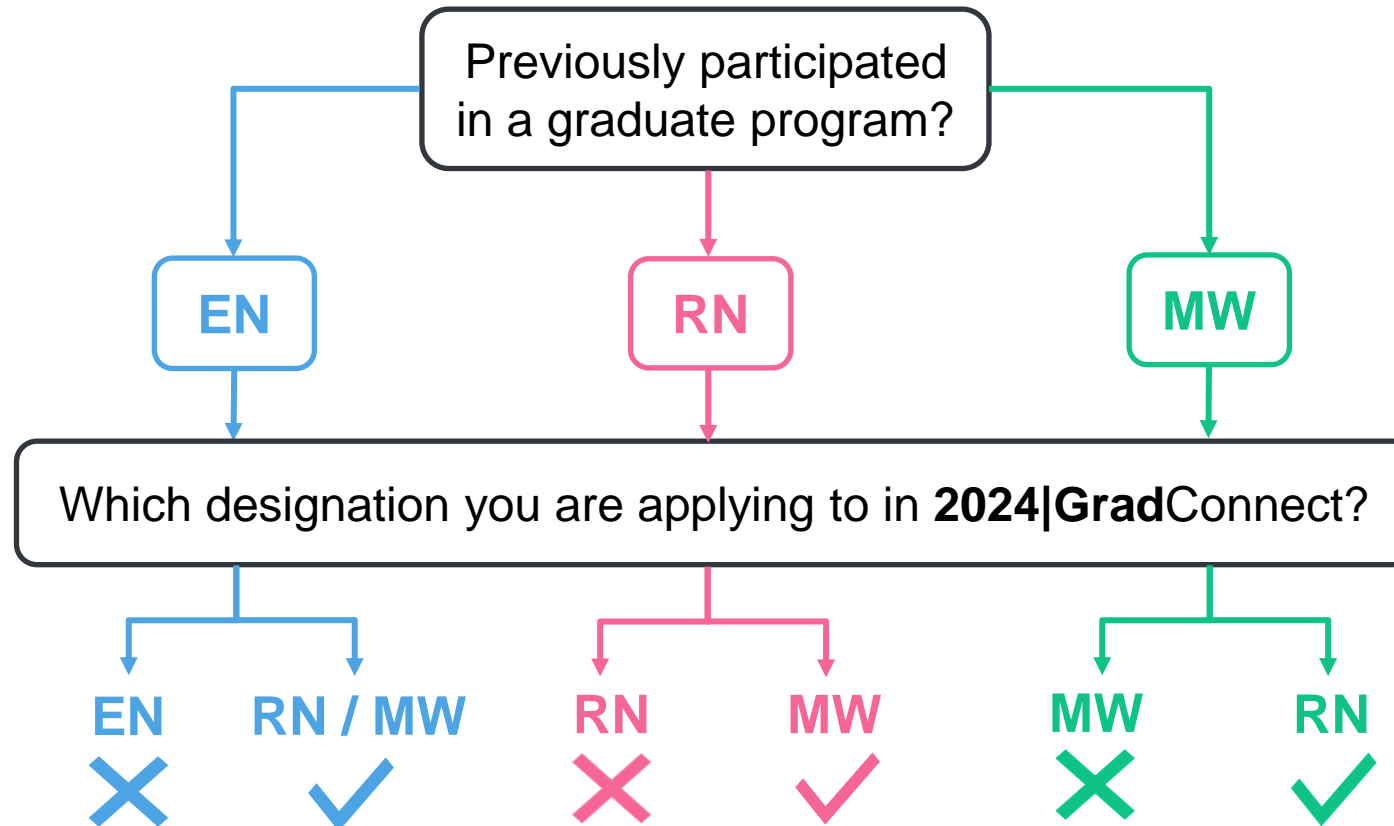
3) Have completed nursing and/or midwifery studies after **1 January 2023**.

- Eligible applicants include those completing their studies by the following:
 - Early, 2023
 - July, 2023
 - December, 2023
 - Early, 2024
 - July, 2024
 - December, 2024 and,
 - Early, 2025.

- Applicants completing their studies after **29th of February 2025** are not eligible.

Eligibility criteria 4.

- 4) You must NOT have previously participated in a graduate nursing or midwifery graduate program in the designation you are applying for.



Other relevant information

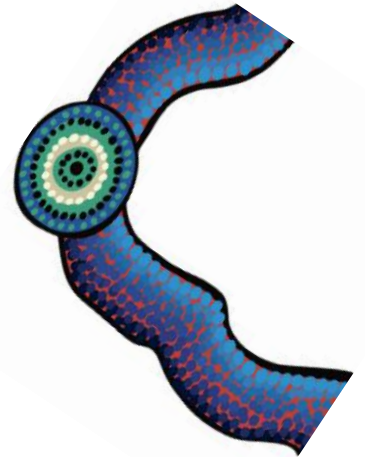
- Assessment of all applicants will be based on merit, with priority for interview and appointment given to:
 - domestic applicants who are Australian citizens, Australian permanent residents, or New Zealand citizens.
 - applicants who completed their studies within Australia.
- Successful applicants must meet:
 - the NMBA English language skills registration standard (2019).
 - specific employment requirements of the hospital or health service where you will be working.



Refer to the 2024|GradConnect Handbook section '**Meeting English Requirements**', for more information

Supporting Aboriginal applicants

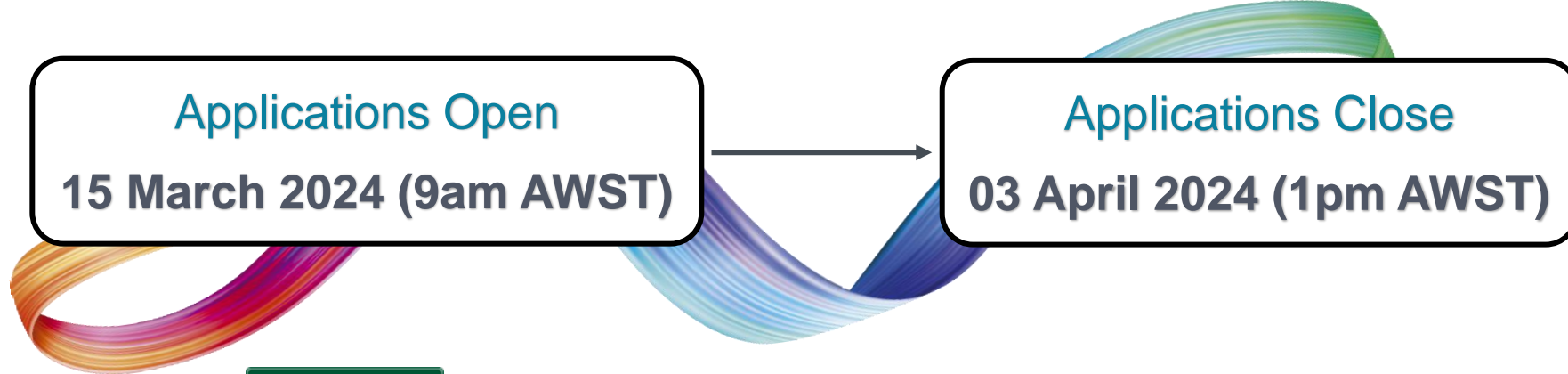
- WA Health is committed to growing the Aboriginal workforce across our health care system. [Section 51 of the Equal Opportunity Act 1984](#) applies to all GradConnect vacancies employed within WA public health services.
- Aboriginal nurse and/or midwife graduates are strongly encouraged to apply.
- 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.

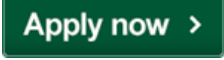


Candidate Support

- Aboriginal applicants candidate support is available from the Chief Nursing and Midwifery Office.
- Aboriginal applicants candidate support presentation at 1:10pm (AWST).
- If you are unable to attend today's presentation and wish to access candidate support, contact the GradConnect Team for more information.

Applying online



- The “  ” button will ONLY appear during the application period above.
- If you inadvertently apply to the wrong designation, withdraw your application (even if incomplete), before applying to the correct designation/cohort.
- Ensure you enter your personal details correctly including your preferred **personal email address. Do not use your student email address.**



Once you have submitted your application, you will not be able to edit it.

Online application requirements

- **Referees**
 - You will be required to provide at least two referees on your online application.
- **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.
- **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.
- **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.

Preparing your best application

- Take a pro-active and professional approach – e.g., visit the health service providers websites, attend career information sessions.
- Take the time to prepare a high quality application - **do not** leave it until the last minute.
- Download or print the application checklist from the 2024|GradConnect Handbook.



Refer to the Handbook sections '**Apply for 2024|GradConnect**', '**Selection Criteria**' and '**2024|GradConnect applicant checklist**', for more information.

Selection criteria

- Address all selection criteria relevant to your profession (i.e., EN, RN or MW).
- Adhere to the required word limit for each example (EN & RN 300-word limit and MW 400-word limit).
- Each selection criteria will be assessed via a standard marking system. Assessment of all applicants will be based on merit.
- Consider the necessary requirements by applying your experience, education, transferrable skills, interpersonal skills, attributes, etc.
- Logically structure your responses using some common techniques:
 - e.g., STAR – **S**ituation, **T**ask, **A**ction/**A**ctivity, **R**esult.



There are several areas that could be explored while preparing your selection criteria – refer to ‘**Selection Criteria tips**’ within the 2024GradConnect Handbook.

Employment preferences

- You have the option to select **two preferences** where you would like to work in Western Australia.
- Employment opportunities are available across metropolitan, regional, rural, and remote settings.
- Health services are responsible for setting their own graduate (or transition to practice) programs.



You are strongly encouraged to thoroughly research all programs before applying for a graduate program through 2024|GradConnect.

Pool of remaining applicants

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



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.

Participating Health Services - EN

PUBLIC HEALTH SERVICES

East Metropolitan Health Service (EMHS)

- Armadale Kalamunda Group
- Royal Perth Bentley Group
- Royal Perth Bentley Group – Mental Health

North Metropolitan Health Service (NMHS)

- North Metro Mental Health
- Sir Charles Gairdner Osborne Park Hospital
- Women Newborn Health Service

South Metropolitan Health Service (SMHS)

- Fiona Stanley Fremantle Hospital Group
- Rockingham General Hospital

WA Country Health Service (WACHS)

- Goldfields
- Great Southern
- Kimberley
- Mental Health
- Midwest
- Pilbara
- Southwest
- Wheatbelt

PRIVATE HEALTH SERVICES

- St John of God (SJOG) Health Care (multiple sites)
- SJOG Health Care – Mental Health (Midland site only)
- Ramsay Health Care (Peel campus only)

AGED CARE PROVIDERS

- Brightwater (Multiple sites)
- Yaandina Community Services Limited

Participating Health Services - RN

PUBLIC HEALTH SERVICES

Child and Adolescent Health Service (CAHS)

- Perth Children Hospital - Community Health and Mental Health

East Metropolitan Health Service (EMHS)

- Armadale Kalamunda Group
- Armadale Kalamunda Group - Perioperative
- Armadale Kalamunda Group – Mental Health
- Royal Perth Bentley Group
- Royal Perth Bentley Group – Mental Health

North Metropolitan Health Service (NMHS)

- North Metro Mental Health
- Sir Charles Gairdner Osborne Park Hospital
- Women Newborn Health Service – Perioperative

South Metropolitan Health Service (SMHS)

- Fiona Stanley Fremantle Hospital Group
- Rockingham General Hospital
- South Metro Mental Health

WA Country Health Service (WACHS)

- Goldfields
- Great Southern
- Kimberley
- Mental Health
- Midwest
- Pilbara
- Southwest
- Wheatbelt
- RN/MW dual degree

PRIVATE HEALTH SERVICES

- St John of God (SJOG) Health Care (multiple sites)
- SJOG – Mental Health (Midland site only)
- SJOG Health Care – Mental Health (Mount Lawley site only)
- Ramsay Health Care (Peel campus only)

AGED CARE PROVIDERS

- Brightwater (multiple sites)
- RAAFA WA
- Yaandina Community Services Limited

Participating Health Services - MW

PUBLIC HEALTH SERVICES

East Metropolitan Health Service (EMHS)

- Armadale Kalamunda Group

North Metropolitan Health Service (NMHS)

- Women Newborn Health Service (WNHS)

South Metropolitan Health Service (SMHS)

- Fiona Stanley Fremantle Hospital Group
- Rockingham General Hospital

WA Country Health Service (WACHS)

- Goldfields
- Great Southern
- Kimberley - MW - MGP placements available
- Midwest
- Pilbara
- Southwest - MW - MGP placements available
- Wheatbelt - MW - MGP placements available
- RN/MW dual degree

WACHS/WNHS

- Joined Midwifery Program

PRIVATE HEALTH SERVICES

- St John of God Health Care (multiples sites)

Health services intakes

- An 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.
- The number of intakes varies from one health service provider to another.
- You are encouraged to thoroughly research all program Intakes or start-dates.



'Participating Health Services & Intakes' are listed in the 2024|GradConnect Handbook.

Consult **'Participating Health Services & Intakes'** if you want to apply to the graduate program that will be right for you.

Interviews

- Sites will schedule interviews with successful applicants, during the below periods.

First preference sites: **04 April – 14 May 2024**

Second preference sites: **28 May – 20 June 2024**

- **Ensure** you are contactable / available during these timeframes - you will be required to accept or decline your interview attendance.

Interview Preparation

- Interview questions will be based on the selection criteria from your application.



There are several areas that could be explored while preparing for an interview – refer to '**Interview tips**' within the 2024|GradConnect Handbook.

Offers of employment

- Offers are available to successful applicants (online and email) on:

15 May at 12pm AWST - First preference

21 June at 12pm AWST - Second preference

- You must **ACCEPT** or **DECLINE** your offer by the due date:
 - you will have **two days to respond** to your offer, which must be completed via the online system.
 - it is **your** responsibility to be aware of the dates when offers are made.
- If you:
 - **DECLINE** a first preference offer, you will not be available for second preference offer; and you will not remain in the pool for suitably qualified applicants.
 - **neither accept nor decline** within the due timeframe, it will be assumed that you are declining a position within 2024|GradConnect.

GradConnect process

Waiting...



- Keep the GradConnect key dates handy and refer to them for critical periods of the process.
- All sites have different interview strategies (group, solo, online, etc.).
- All sites determine their own schedule and timeframes for application assessment and interview within the allocated GradConnect key dates.
- **Try to ignore** social media updates/messaging from fellow students – these can sometime cause confusion.
- **DO NOT** call or email sites requesting status of application.

Employment readiness

- Employment starting periods can occur between **July 2024 to June 2025**.
- 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.
- If you need to work part-time you should discuss this with 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.

Requesting feedback

- 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 in your recruitment outcome correspondence.

Withdraw from 2024|GradConnect

- If you wish to withdraw from the process you must log back in to your application and select 'Withdraw' – you can do this at anytime.
- If you have accepted an interview and/or a job offer, also directly contact the concerned health service provider to notify them of your decision to withdraw.
- 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.

Other employment opportunities

- If you do not secure a position in 2024|GradConnect you will have the opportunity to re-apply to the GradConnect program next year. Please ensure you still meet the eligibility criteria.
- 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.
- All nursing and midwifery positions within WA Health outside the GradConnect process are advertised on the [Jobs WA website \(external site\)](#) and [Occupations](#) page.

Support and information

IT support

- If you require assistance with your online application or are experiencing any IT issues (including login, passwords and updating application details) contact directly the RAMS helpdesk at:
 - **Email:** ramshelpdesk@bigredsky.com | **Phone:** 1300 733 056.

GradConnect

- Please note the information provided today is subject to change. Visit the [GradConnect \(health.wa.gov.au\)](https://health.wa.gov.au) page for regular updates.
- For any queries or further assistance required, do not hesitate to contact the GradConnect team at GNC@health.wa.gov.au for queries.



Refer to the 2024|GradConnect Handbook for more information on 'Scholarships and Incentives'.

GOOD LUCK !

2024|GradConnect

Questions?

