



Government of **Western Australia**  
Department of **Health**

# WA Health pathways into nursing and midwifery



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# Introduction

Nursing or midwifery is a great career choice that offers flexibility and a chance to make a difference in the community by providing care and support to individuals and their families. It is an exciting and rewarding career offering employment across a diverse range of settings in metropolitan, and rural and remote areas, with further opportunities to work interstate and overseas. Nurses and midwives usually work on a shift rotational basis, meaning you can be required to work days, nights, public holidays, and weekends throughout the year. This offers great flexibility, with the chance to organise your roster around your lifestyle and maintain a healthy work-life balance. There are many ways for Australian students to start a nursing and/or midwifery career.



## Overview of pathways into nursing or midwifery

This document outlines pathways to a nursing and/or midwifery career in WA Health, providing comprehensive information on the entry points, education, and career advancement for assistants in nursing, enrolled nurses, registered nurses, and midwives. It aims to raise awareness and enhance the understanding of the choices available to individuals, from high school students looking to embark on their career journey to mature age students who are looking for an exciting and rewarding career change. It also provides a resource for nurses and midwives who want to discover further career opportunities and choices. The Overview of Pathways into Nursing and Midwifery Table (on [page iii](#)) is a good place to start.



	Entry requirements →	Education pathway →	Work as	Leads to
High school students, school leavers, and mature age students	<ul style="list-style-type: none"> <li>NAPLAN 9 band 8</li> <li>C grades in Year 10 English and Maths</li> <li>Certificate I or II</li> <li>Option to complete as secondary student</li> </ul>	<p><b>Certificate III Individual Support (Aged Care)</b> Duration: 1 semester, 4 to 6 months full time, 120 hours of clinical practice</p> <p><b>Certificate III Health Service Assistance (Assisting in Nursing Work in Acute Care)</b> Duration: 1 semester, 4 to 6 months full time, 80 hours of clinical practice</p>	<a href="#">Assistant in Nursing</a>	Recognition of prior learning used towards entry into a Diploma of Nursing ↓
	<ul style="list-style-type: none"> <li>NAPLAN 9 band 8</li> <li>C grades in Year 11 English and Maths</li> <li>C grades in Year 11</li> <li>Certificate II or III</li> <li>Option to complete as secondary student</li> </ul>	<p><b>Certificate IV Preparation for Health and Nursing Studies</b> Duration: 1 semester, 6 months full time, no clinical practice</p>	Preparation course only	Recognition of prior learning towards entry into a Diploma of Nursing or a bachelor's degree in nursing or midwifery ↓
	<ul style="list-style-type: none"> <li>WACE general or ATAR C grade completion</li> <li>Certificate III or IV VET course</li> <li>English language proficiency</li> </ul>	<p><b>Diploma of Nursing</b> Duration: 3 semesters, 18 months full time, 400 hours of clinical practice</p>	<a href="#">Enrolled Nurse</a>	Recognition of prior learning used towards a bachelor's degree in nursing or midwifery ←
	<ul style="list-style-type: none"> <li>WACE ATAR</li> <li>Diploma or Certificate IV VET course</li> <li>English language proficiency</li> <li>University preparation course</li> <li>Partial completion of a bachelor's degree</li> </ul>	<p><b>Bachelor of Nursing</b> Duration: 6 or 7 semesters, 3 or 3.5 years full time, 800 hours of clinical practice</p>	<a href="#">Registered Nurse</a>	
		<p><b>Bachelor of Midwifery</b> Duration: 6 semesters, 3 years full time, 1000 hours of clinical practice, plus 10 women to follow through pregnancy</p>	<a href="#">Midwife</a>	
<p><b>Bachelor of Science (Nursing) and (Midwifery) – dual degree</b> Duration: 8 semesters, 4 years full time, 800 hours of nursing and 720 hours of midwifery clinical practice, plus 10 women to follow through pregnancy</p>		<a href="#">Registered Nurse/Midwife</a>		
Graduate students	<ul style="list-style-type: none"> <li>Possession of a bachelor's or master's degree</li> <li>Tertiary level unit in human biology or a health science preparation course</li> <li>English language proficiency</li> </ul>	<p><b>Master of Nursing (Graduate entry)</b> Duration: 4 semesters, 2 years full time, 800 hours clinical practice</p>	<a href="#">Registered Nurse</a>	
		<p><b>Masters of Midwifery (Graduate entry)</b> Duration: 4 semesters, 2 years full time, 1000 hours clinical practice, plus 10 women to follow through pregnancy</p>	<a href="#">Midwife</a>	

# WA Health Assistant in Nursing



## The role

An assistant in nursing (AIN) assists in the delivery of patient care in the acute nursing care, maternity care, and aged care environments under the direction and supervision of a registered nurse or midwife. In WA Health, AINs are a non-regulated workforce with a defined scope of practice and approved set of duties. They play an important role in supporting nurses and midwives as a complementary workforce.

Some of their duties include:

- assistance with meals and activities of daily living, including showering, feeding, helping clients/patients to the bathroom and to mobilise
- performing observations and diagnostic tests such as urine testing, blood pressure, pulse, temperature, and blood glucose levels
- documenting in patient charts and reporting that information to the registered nurse or midwife
- in the maternity setting, weighing babies, handling expressed milk and preparing breast milk substitutes, changing nappies, and transferring and positioning the baby from cot to mother.

## Starting your career as an AIN

There are 2 AIN pathways to facilitate employment in WA Health, as either an AIN (non-student) or AIN (student).

### Non-Student AIN – Vocational Education and Training (VET) provider

To work as a non-student AIN in WA Health, you need to complete either a:

1. Certificate III Health Services Assistance (Assisting in Nursing Work in Acute Care) to work in hospitals. This course is one semester, 4 to 6 months full time and includes 80 hours of clinical placement.
2. Certificate III Individual Support (Aged Care) to work in aged care. This course is one semester, 4 to 6 months full time and includes 120 hours of clinical placement.

To enter these courses, you need to meet the entry requirements, which may change depending on your individual situation as described below:

#### A) High school student

Secondary students may have the option to complete Vocational Education and Training (VET) courses during school, as a part of the Western Australian Certificate of Education (WACE). Check with your school to see if it is something they offer.

## B) High school graduate

If you have completed general courses at school and meet the below entry requirements, you can enrol in this course.

Entry requirements – English language proficiency and one of the following:

- National Assessment Program – Literacy and Numeracy (NAPLAN) 9 band 8
- any Certificate I or II VET course.

## C) Mature age student

If you are a mature age student and meet the below entry requirements, you can enrol in this course.

Entry requirements – English language proficiency and one of the following:

- C grades in Year 10 English and Maths
- any Certificate I or II VET course.

Enrolment can also depend on your previous work experience and education, which may be used as credit towards completion of the course.

## Student AIN – Current nursing/midwifery student

In WA Health, students enrolled in and part way through a Diploma of Nursing, a Bachelor of Nursing or Midwifery, or a Master of Nursing or Midwifery can begin working as an AIN. Working as an AIN while studying provides an income and valuable experience working in a healthcare setting.

The MP 0080/18 – Assistant in Nursing Policy (AIN policy) outlines eligibility requirements for people seeking paid AIN employment, either as an AIN student or AIN non-student.

## Where can you work and earning potential

In WA Health, AINs are recruited in a wide range of hospital settings, such as medical and surgical care, maternity units, and mental health services. There are also numerous opportunities to work as an AIN within the WA Country Health Service, including acute care units and aged care settings. As an AIN you can work casually through NurseWest, rotating across different areas or casual, part-time, or full time at one of our Health Service Providers. AINs are paid as per the current industrial agreement WA Health System – United Workers Union (WA) Enrolled Nurses, Assistants in Nursing, Aboriginal Health Workers, Ethnic Health Workers and Aboriginal Health Practitioners' Industrial Agreement.



## Grow your career

AIN non-students who wish to develop a career in nursing and/or midwifery can pursue further educational opportunities. Completion of any certificate III qualification can be used as a prerequisite for entry into:

### 1. Certificate IV Preparation for Health and Nursing Studies

This course leads to entry into a university course which can lead to registration and employment as a registered nurse or midwife.

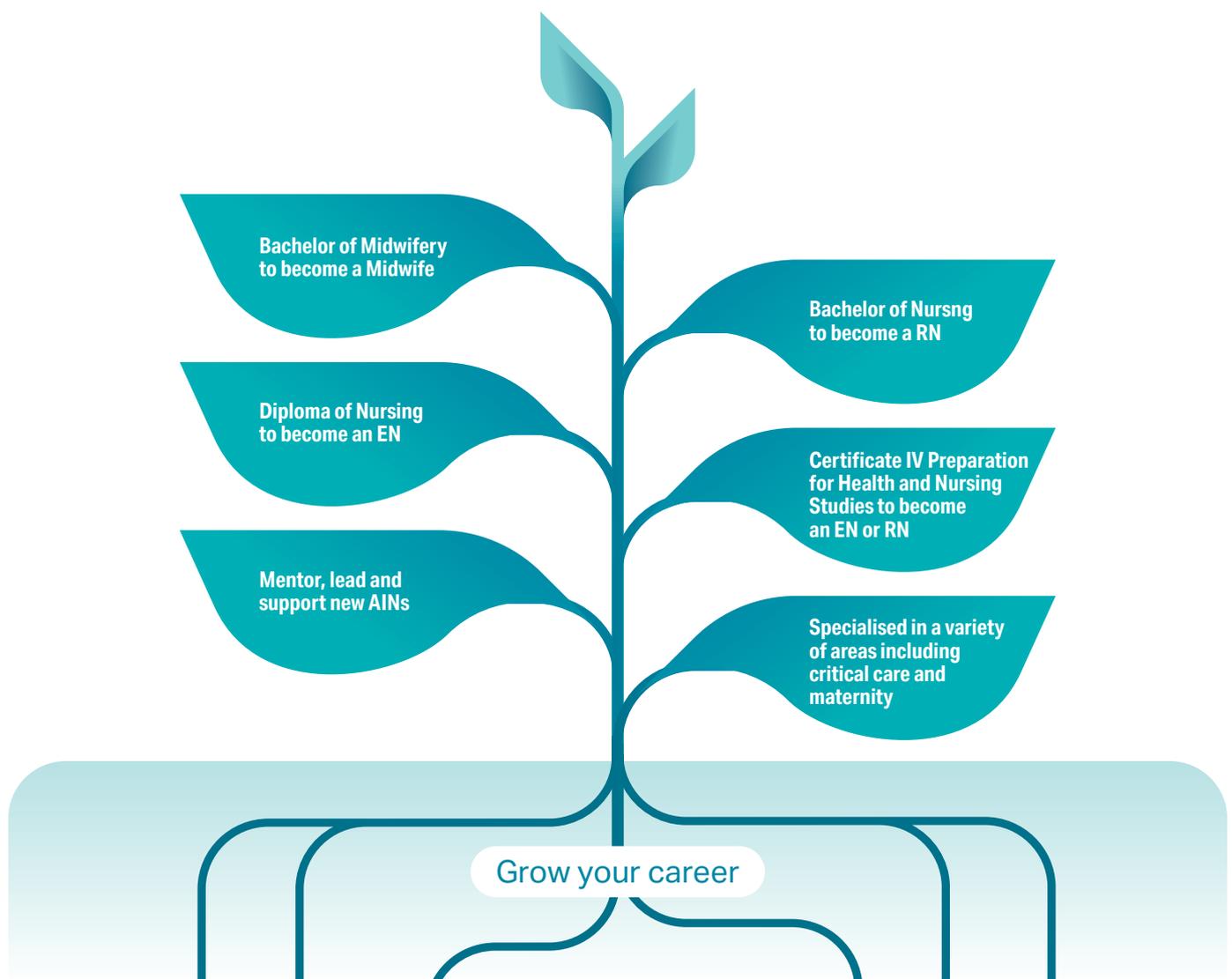
### 2. Diploma of Nursing

This course leads to:

- registration and employment as an enrolled nurse
- entry into a university course which can lead to registration and employment as a registered nurse or midwife.

## Further information about AIN careers

- AIN webpage – [www.health.wa.gov.au/Articles/N\\_R/Nursing-and-Midwifery-Office/Nursing-and-Midwifery/WA-Health-Assistants-in-Nursing](http://www.health.wa.gov.au/Articles/N_R/Nursing-and-Midwifery-Office/Nursing-and-Midwifery/WA-Health-Assistants-in-Nursing)
- Awards and agreements webpage – [www.health.wa.gov.au/Articles/A\\_E/Awards-and-Agreements](http://www.health.wa.gov.au/Articles/A_E/Awards-and-Agreements)
- Assistant in nursing policy webpage – [www.health.wa.gov.au/About-us/Policy-frameworks/Clinical-Governance-Safety-and-Quality/Mandatory-requirements/Assistant-in-Nursing-Policy](http://www.health.wa.gov.au/About-us/Policy-frameworks/Clinical-Governance-Safety-and-Quality/Mandatory-requirements/Assistant-in-Nursing-Policy)
- To find out more about educational courses, visit Jobs and skills WA – [www.jobsandskills.wa.gov.au](http://www.jobsandskills.wa.gov.au)
- Search for AIN jobs at WA Jobs hub – [www.jobs.health.wa.gov.au/page.php?pageID=215](http://www.jobs.health.wa.gov.au/page.php?pageID=215)



# Enrolled Nurse



## The role

An enrolled nurse (EN) is a registered healthcare professional who provides care as a part of a team to individuals, families, groups, and communities. ENs contribute to the planning and delivery of care while working under the supervision of a registered nurse or midwife. ENs are accountable in providing care that has been delegated to them according to the healthcare needs of the person and that is within their scope of practice<sup>1</sup>.

Examples of responsibilities include:

- providing personal care and hygiene needs
- providing physical and emotional care to patients and their families
- recording and interpreting clinical observations, such as blood pressure, pulse, temperature, blood glucose, and other tests
- recognising and communicating changes in the person's condition to the registered nurse or midwife
- administration and monitoring of medications including intravenous therapy
- maintaining infection prevention and control
- providing wound care in line with an agreed plan of care
- providing care for those with acute and chronic physical and mental health needs
- education in response to people's health and care needs.

## Starting your career as an EN

There are 2 pathways to study to become an EN.

### 1. Diploma of Nursing

This is completed through a Vocational Education and Training (VET) provider. This course is 3 semesters, 18 months full time, and includes 400 hours of clinical practice.

To enter this course, you need to meet the entrance requirements, which may change depending on your individual situation.

#### A) High school graduate

If you have completed general courses at school and meet the below, you can enrol in this course.

Entry requirements - English language proficiency and one of the following:

- Western Australian Certificate of Education (WACE) general or Australian Tertiary Admission Rank (ATAR) C grade completion
- any Certificate III or IV VET course.

#### B) Mature age student

If you are a mature age student and meet the below entry requirements, you can enrol in this course.

Entry requirements – English language proficiency and one of the following:

- WACE general or ATAR C grade completion
- any Certificate III or IV VET course.

Enrolment can also be dependent on your previous work experience and education, which may be used as credit towards completion of the course.

## 2. Alternative pathway

If you do not meet the entry requirements for the Diploma of Nursing, you might meet the entry requirements to enrol in a Certificate IV Preparation for Health and Nursing Studies, which can be used as a prerequisite for the Diploma of Nursing.

To enter this course, you need to meet the entrance requirements, which may change depending on your individual situation.

### A) High school student

Secondary students may have the option to complete VET courses during school, as a part of the WACE. Check with your school to see if it is something they offer.

### B) High school graduate

If you have completed general courses at school, and meet the below entry requirements, you can enrol in this course.

Entry requirements – English language proficiency and one of the following:

- National Assessment Program – Literacy and Numeracy (NAPLAN) 9 band 8
- C grades in Year 11 WACE General English
- any Certificate II or III VET course.

### C) Mature age student

If you are a mature age student and meet the below entry requirements, you can enrol in this course.

Entry Requirements – English language proficiency and one of the following:

- C grades in Year 11 English and Maths
- any Certificate II or III VET course.

Enrolment can also be dependent on your previous work experience and education, which may be used as credit towards completion of the course.



## Support to become an EN

### Australian Government

The Australian Government has partnered with states and territories to deliver Fee-Free TAFE and VET places across Australia. This includes nursing as an area of national priority. Students may also be eligible to access the higher education loan program.

### Higher Education Loan Program (HELP)

This program provides financial help towards VET student loans, which assists eligible students pay tuition fees for approved higher-level VET courses.

### WA Chief Nursing and Midwifery Office (CNMO) Scholarships

The CNMO offers a range of scholarships and financial assistance to support individuals wishing to pursue a career in nursing and midwifery. This includes scholarships to support individuals undertaking studies which lead to initial registration as an EN outside the Fee-Free TAFE and VET initiative.

## Student Assistants in Nursing (AIN)

In WA Health, students enrolled in a Diploma of Nursing can work as an AIN. The MP 0080/18 – Assistant in Nursing AIN policy (AIN Policy) outlines eligibility requirements for students seeking paid AIN employment. Working as an AIN while studying provides an income and valuable experience working in a healthcare setting.

The AIN policy outlines eligibility requirements for people seeking paid AIN employment, either as an AIN student or AIN non-student.

## Where can you work and earning potential

In WA Health, ENs are recruited in a wide range of health care settings including hospitals, general medical practices, mental health services, community health practices, and aged-care facilities. As an EN, you can work casually through NurseWest rotating across different areas or casual, part time, or full time at one of our Health Service Providers. ENs are paid as per the current industrial agreement *WA Health System – United Workers Union (WA) – Enrolled Nurses, Assistants in Nursing, Aboriginal Health Workers, Ethnic Health Workers and Aboriginal Health Practitioners' Industrial Agreement*.

## Grow your EN career

ENs can explore further education and work in specialist areas such as maternity, critical care, public health/ immunisations, education, or become an Advanced Skilled EN (ASEN).

## Advanced Skilled Enrolled Nurse

An EN who can demonstrate a specialist or advanced set of skills in a particular clinical specialty or field of nursing, with at least 3 years' experience can be classified as an ASEN. ENs seeking to advance to ASEN level 1 are required to demonstrate a broad range of cognitive, technical, and communication skills through the completion of a dedicated workbook. ENs seeking to advance to an ASEN level can also complete an Advanced Diploma of Nursing via TAFE or private training provider. This is an industrially led promotional position with increased remuneration in recognition of advanced skills and practice. The classification structure (ASEN level 1 to 3) can be found within the industrial agreement.

## Enrolled nurse speciality pathway and non-clinical pathways

ENs can work in a range specialty areas and non-clinical settings such as teaching at TAFE or private training providers, working in infection control teams, occupational health and safety, manual handling, basic life support training and assessment, maternity care, general practitioner clinics, and immunisation clinics. A range of courses are available which provide ENs with the required knowledge to explore these pathways, such as a Certificate IV in Training and Assessment, the Enrolled Nursing Maternity Skill Set, and the National Immunisation Program.

## Enrolled nurse to registered nurse (EN to RN) conversion

ENs who are interested in becoming a registered nurse can complete a university-based education program such as a Bachelor of Nursing or Bachelor of Science (Nursing) that recognise prior learning for EN education, making them shorter in duration.

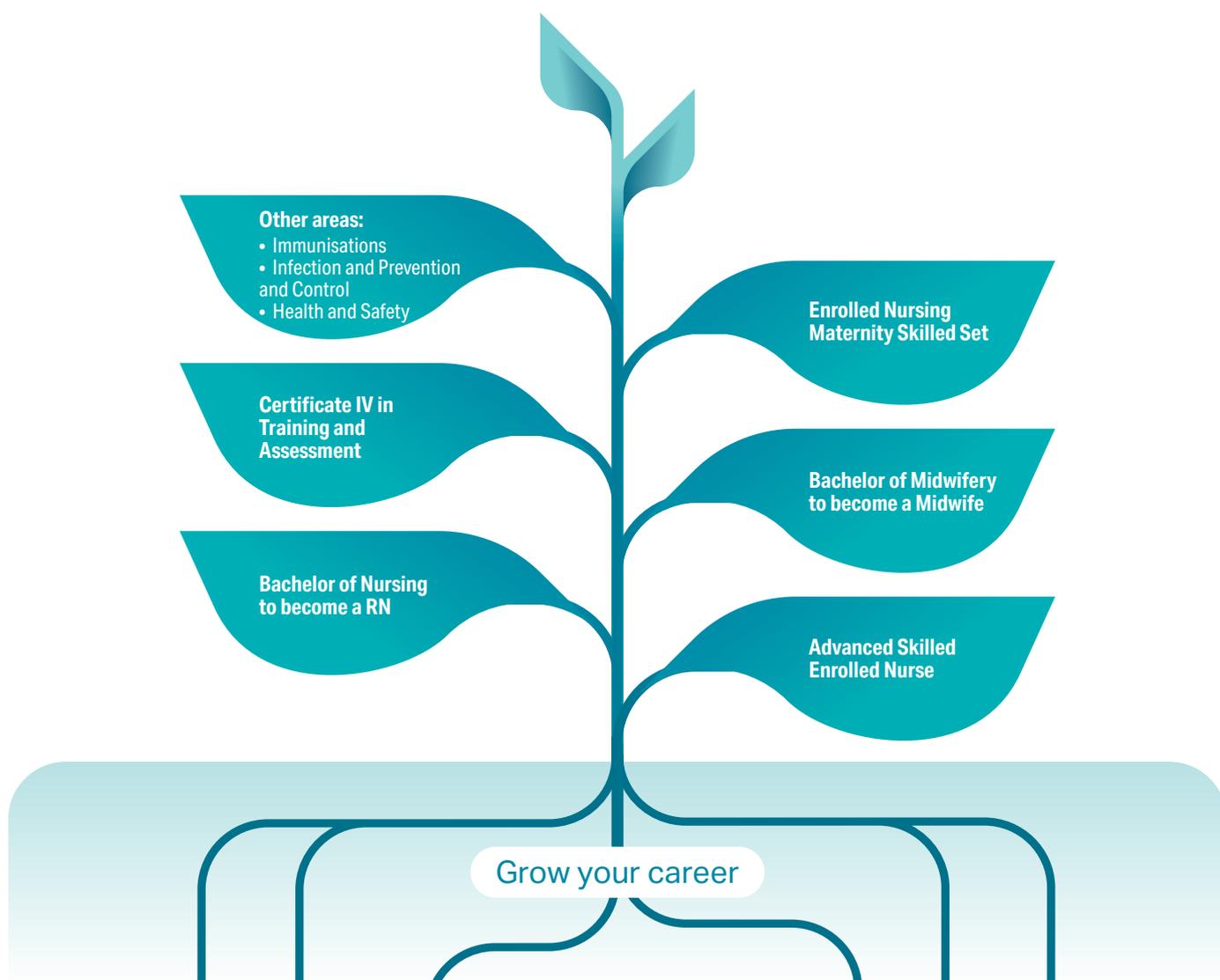
## Support to grow your EN career

### WA Chief Nursing and Midwifery Office (CNMO) Scholarships

The CNMO offers a range of scholarships and financial assistance to support individuals wishing to pursue a career in nursing and midwifery. This includes financial support to individuals undertaking an EN to RN conversion course, postgraduate EN specialisation, and EN medication and intravenous administration scholarships.

## Further information about EN careers

- Assistant in nursing policy webpage – [www.health.wa.gov.au/About-us/Policy-frameworks/Clinical-Governance-Safety-and-Quality/Mandatory-requirements/Assistant-in-Nursing-Policy](http://www.health.wa.gov.au/About-us/Policy-frameworks/Clinical-Governance-Safety-and-Quality/Mandatory-requirements/Assistant-in-Nursing-Policy)
- To find out more about VET courses, visit Jobs and skills WA – [www.jobsandskills.wa.gov.au](http://www.jobsandskills.wa.gov.au)
- To find out which EN courses are accredited, visit Ahpra, approved programs of study – [www.ahpra.gov.au/Accreditation/Approved-Programs-of-Study.aspx](http://www.ahpra.gov.au/Accreditation/Approved-Programs-of-Study.aspx)
- Awards and agreements webpage [www.health.wa.gov.au/Articles/A\\_E/Awards-and-Agreements](http://www.health.wa.gov.au/Articles/A_E/Awards-and-Agreements)
- To find out more about support to become an EN and growing your EN career, visit:
  - Fee-free TAFE – [www.dewr.gov.au/skills-reform/fee-free-tafe](http://www.dewr.gov.au/skills-reform/fee-free-tafe)
  - Higher Education Loan Program (HELP) – [www.education.gov.au/higher-education-loan-program](http://www.education.gov.au/higher-education-loan-program)
  - CNMO scholarships offered [www.health.wa.gov.au/Articles/N\\_R/Nursing-and-Midwifery-Office/Scholarships-and-Financial-Assistance/Scholarships/Scholarships-offered](http://www.health.wa.gov.au/Articles/N_R/Nursing-and-Midwifery-Office/Scholarships-and-Financial-Assistance/Scholarships/Scholarships-offered)
- Advanced skill enrolled nurse WA Health – [www.health.wa.gov.au/Articles/N\\_R/Nursing-and-Midwifery-Office/Nursing-and-Midwifery/Enrolled-nursing/Advanced-skill-enrolled-nurse](http://www.health.wa.gov.au/Articles/N_R/Nursing-and-Midwifery-Office/Nursing-and-Midwifery/Enrolled-nursing/Advanced-skill-enrolled-nurse)
- Search for EN jobs at WA Jobs hub – [www.jobs.health.wa.gov.au/page.php?pageID=215](http://www.jobs.health.wa.gov.au/page.php?pageID=215)



# Registered Nurse



## The role

A registered nurse (RN) is a healthcare professional who provides highly skilled and evidence-based care to individuals, families, groups, and communities across the life-continuum. They are accountable for the management of people in their care, and conduct robust assessments to plan, deliver and evaluate comprehensive and holistic care plans. RNs supervise, and when appropriate, delegate care to assistants in nursing (AINs), enrolled nurses (ENs), student nurses, and other healthcare workers<sup>1</sup>.

Example of responsibilities include:

- the assessment, planning, and delivery of care to people who have acute and/or chronic physical and mental health issues
- developing, reviewing, and maintaining nursing care plans
- ongoing monitoring and evaluation of nursing care and identification of where care needs to be escalated or altered due to the changing health needs of the person
- performing treatments, administering, and monitoring medications and intravenous therapy
- interpreting tests and reports
- providing emotional and psychological support to people and their families

- participating in medical or surgical procedures as a part of a multidisciplinary team
- educating people about treatment plans, follow up care, and referral to specialist services.

## Starting your career as an RN

There are 3 pathways to becoming an RN:

### 1. Undergraduate degree

Undergraduate degrees that lead to becoming an RN include a Bachelor of Nursing or Bachelor of Science (Nursing). These courses are 6 or 7 semesters, 3 or 3 and a half years full time to complete, and include 800 hours of clinical practice. In WA, there is currently one university that offers a dual degree in nursing and midwifery – Bachelor of Science (Nursing)/Bachelor of Science (Midwifery), that leads to becoming both an RN and a midwife. This course is 8 semesters, 4 years full time to complete, and includes 800 hours of nursing clinical practice, 720 hours of midwifery clinical placement, and 10 women to follow through pregnancy.

To enter this course, you need to meet the entrance requirements, which may change depending on your individual situation.

## A) High school graduate

If you have completed an Australian Tertiary Admission Rank (ATAR) course at school and meet the below entry requirements, you can enrol in an undergraduate university course.

Entry requirements – English language proficiency and one of the following:

- Western Australian Certificate of Education (WACE) ATAR stream
- any Diploma or Certificate IV Vocational Education and Training (VET) course
- university preparation course.

## B) Mature age students

If you are a mature age student and meet the below entry requirements, you can enrol in an undergraduate university course.

Entry requirements – English language proficiency and one of the following:

- WACE ATAR stream
- any Diploma or Certificate IV VET course
- university preparation course
- partial completion of a bachelor's degree.

Enrolment can also be dependent on your previous work experience and education, which may be used as credit towards completion of the course.

## 2. Graduate degree

Graduate degrees that lead to becoming an RN include a Master of Nursing (Graduate Entry). This course is 4 semesters, 2 years full time, and includes 800 hours of clinical practice.

To enter this course, you need to meet the below entrance requirements.

Entry requirements – English language proficiency and the following:

- possession of a bachelor's or master's degree in any field
- tertiary level unit in human biology or a health science preparation course.



## 3. Alternative pathway

If you do not meet the entry requirements for a bachelor's degree, you might meet the entry requirements to enrol in a Certificate IV Preparation for Health and Nursing Studies, which can be used as a prerequisite for enrolment in a Bachelor of Nursing.

To enter this course you need to meet the entrance requirements, which may change depending on your individual situation

### A) High school student

Secondary students may have the option to complete VET courses during school, as a part of the WACE. Check with your school to see if it is something they offer.

### B) High school graduate

If you have completed a general course at school and meet the below entry requirements, you can enrol in this course.

Entry requirements – English language proficiency and one of the following:

- National Assessment Program – Literacy and Numeracy (NAPLAN) 9 band 8
- C grades in Year 11 WACE General English
- any Certificate II or III VET course.

## C) Mature age student

If you are a mature age student and meet the below entry requirements, you can enrol in this course.

Entry requirements – English language proficiency and one of the following:

- C grades in Year 11 English and Maths
- any Certificate II or III VET course.

Enrolment can also be dependent on your previous work experience and education, which may be used as credit towards completion of the course.

## Support to become an RN

### Commonwealth Supported Place (CSP)

The Australian Government provides financial support to students undertaking higher education by funding public universities and some private education providers. A CSP means that the Australian Government pays part of the course fees directly to the university or approved higher education provider, and the student pays the remainder (student contribution). The student contribution can be deferred through the higher education loan program (HELP).

### Higher Education Loan Program (HELP)

This program provides financial help for students enrolled in tertiary education. To access a HECS-HELP loan you must be enrolled in a CSP place where the loan is used to pay the student contribution. FEE-HELP is available for students enrolled in a full fee-paying place and is used to pay all or part of the tuition fees. Students are also required to pay the student services and amenities fee (SSAF). A SA-HELP loan is available to help students pay these fees.

### WA Chief Nursing and Midwifery Office (CNMO) Scholarships

The CNMO offers a range of scholarships and financial assistance to support individuals wishing to pursue a career in nursing and midwifery. This includes financial support to individuals undertaking studies which lead to initial registration as an RN.

### Student Assistants in Nursing (AIN)

In WA Health, students enrolled in a university bachelor's or master's course can work as an AIN. The MP 0080/18 – Assistant in Nursing AIN policy (AIN Policy) outlines eligibility requirements for students seeking paid AIN

employment. Working as an AIN while studying provides an income and valuable experience working in a healthcare setting.

The AIN policy outlines eligibility requirements for people seeking paid AIN employment, either as an AIN student or AIN non-student.

## Where can you work and earning potential

In WA Health, RNs are recruited in a variety of settings including hospitals, community health, mental health, surgical and medical care, coronary care, intensive care, emergency, oncology, neonatal, operating theatres, aged care, plus many more. As an RN you can work casually through NurseWest rotating across different areas or casual, part time, or full time at one of our health service providers. RNs are paid as per the current industrial agreement *WA Health System – Australian Nursing Federation – Registered Nurses, Midwives, Enrolled (Mental Health) and Enrolled (Mothercraft) Nurses – Industrial Agreement*.

## Grow your RN career

Promotional opportunities exist in all healthcare settings and are accessible to individuals with suitable experience, skills, and/or qualifications to progress a career in advanced clinical practice, education, research, or management. A career in nursing also provides a valuable foundation to diversify and transition into non-clinical career pathways. These include areas such as emergency management, occupational safety and health, public health, infection and prevention control, safety and quality, research, policy, project management, and academia.

### Clinical nurse and area manager

A senior RN with around 3 to 5 years post registration experience who has an interest in leadership can apply for promotional ANF level 2 positions as a clinical nurse (CN) or area manager. CNs and area managers are leadership roles that require coordination and management of a unit or ward on a shift-by-shift basis, using advanced skills and knowledge to deliver care to patients and families. They assist the nurse manager with staffing and rosters and are a clinical resource for RNs, ENs, AINs, and students.

## Clinical nurse specialist (CNS) and clinical nurse consultant (CNC)

These positions may be available for RNs who have achieved a level of knowledge, experience, and expertise in a particular field or clinical specialty. These senior nursing leadership roles provide direct clinical care, education, and consultancy services with the practitioners considered an expert in their specific field of practice. CNS' and CNCs develop standards of practice, implement changes to clinical practice, initiate research and quality improvement activities, and practice with a significant degree of independence and autonomy in decision making. These may be positions attainable with 5 years post registration experience and/or a relevant postgraduate qualification in the clinical specialty.

### Education

An RN that has a passion for teaching and around 3 to 5 years post registration experience can apply for a promotional ANF level 2 position as a staff development nurse (SDN). SDNs assist with newly qualified and new staff, providing orientation to ensure they are familiar with documentation, equipment, policies, and the ward environment. They help with clinical tasks that may be new to a staff member, help in emergency situations, and assess staff in areas such as hand hygiene, medications, and basic life support. In collaboration with nurse educators, they assist in the planning and implementation of specific education and training programs.

Nurse educators are senior nurses that lead and work in collaboration with staff development teams to plan, develop, and deliver educational programs within the hospital or area of service. This can include speciality study days in areas such as sepsis, wound care, and pain management. They are also responsible for the development and coordination of graduate and transition to practice programs or specialist programs such as advance life support and leadership courses. These positions are attainable with required post registration experience and/or a relevant postgraduate qualification in a clinical specialty or education.

## Leadership and management

RNs may develop from clinical, specialist, consultant, or education roles towards a career in leadership and management. Often this includes progressing to being a nurse manager, clinical nurse manager, or coordinator of nursing. These roles require clinical specialist knowledge, as well as leadership skills, advanced communication skills, knowledge and application of human resource management, understanding of clinical quality and governance, knowledge of equal opportunity and disability services, occupational health and safety, advanced conflict resolution, advanced problem-solving skills, and financial management. Leadership roles practice both independently, and as part of a broader multidisciplinary team, to deliver evidence based, patient-centred care. These positions are attainable with required post registration experience of more than 5 years and/or a relevant postgraduate qualification in a clinical specialty or leadership and management.

## Further education pathways for RNs

To advance in a nursing career, especially into senior roles, obtaining a postgraduate qualification is a desirable and sometimes essential criteria. Not only do these qualifications provide the learner with increased skills and knowledge in an area of speciality or advanced practice, but they also build advanced communication skills, and management and leadership capability.

### Speciality postgraduate

RNs looking for career progression or wanting to enhance their foundational knowledge in a specialty area, could consider pursuing a postgraduate qualification via a graduate certificate, graduate diploma, or master's degree.

There are many courses available in areas such as:

- leadership
- education
- acute care
- advanced practice
- wound, ostomy, and continence
- critical care
- neonatal care
- mental health
- child health
- diabetes.

## Research and academia

For RNs who have an interest in research or are looking towards a career in academia, completing a higher degree by research is a potential pathway.

## Nurse Practitioner

The nurse practitioner (NP) is an advanced practice role which is legislatively authorised to undertake diagnostic assessment, treat, prescribe, and refer patients within their approved scope of practice. NPs work in a variety of healthcare settings including acute care, primary health, community, aged care, general and private practice. To be endorsed as an NP, nurses must have the equivalent of at least 3 years full time experience at a clinical/specialist/consultant nurse level and have successfully completed a Master of Nursing (Nurse Practitioner) or other Nursing and Midwifery Board of Australia (NMBA) approved course.

## Midwifery

RNs who wish to be a midwife could consider undertaking a Graduate Diploma of Midwifery, which enables them to register and practice as a dual qualified registered nurse/midwife.

## Support to grow your RN career

In addition to support already mentioned such as a Commonwealth Supported Place (CSP) and Higher Education Loan Program (HELP), there is additional support and financial assistance available for postgraduate education and beyond.

## WA Chief Nursing and Midwifery Office (CNMO) Scholarships

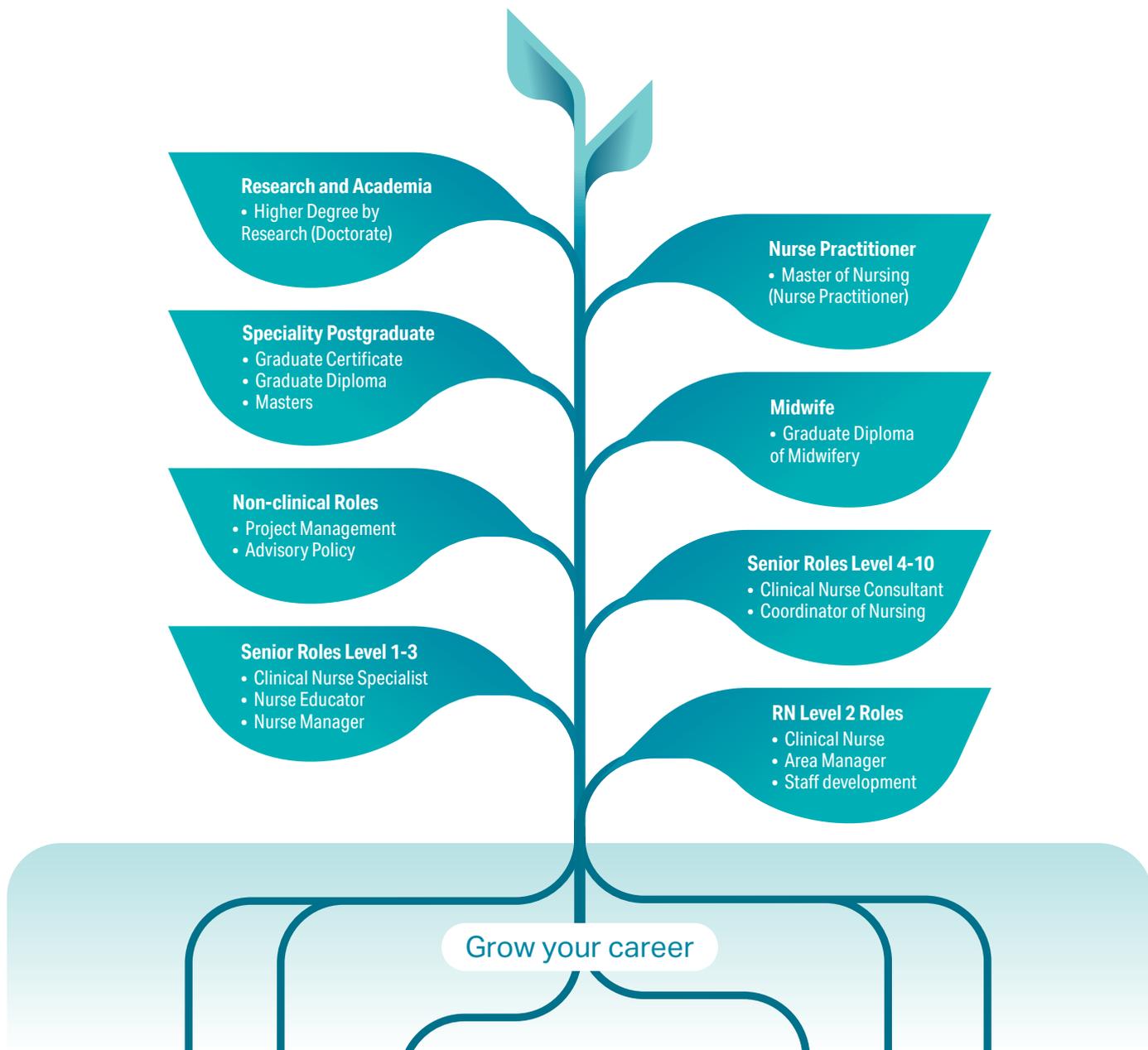
The CNMO offers financial support to nurses seeking career progression through postgraduate education. This can include postgraduate courses in leadership, education, mental health, critical care, child and adolescent health, nurse practitioner, and many more.

## Qualifications allowance

Nurses who obtain higher qualifications above a bachelor's degree that is relevant to their current role and area of practice, may be eligible for a financial incentive in the form of a qualifications allowance.

## Further information about RN careers

- Assistant in nursing policy webpage [www.health.wa.gov.au/About-us/Policy-frameworks/Clinical-Governance-Safety-and-Quality/Mandatory-requirements/Assistant-in-Nursing-Policy](http://www.health.wa.gov.au/About-us/Policy-frameworks/Clinical-Governance-Safety-and-Quality/Mandatory-requirements/Assistant-in-Nursing-Policy)
- To find out more about VET courses, visit Jobs and skills WA – [www.jobsandskills.wa.gov.au](http://www.jobsandskills.wa.gov.au)
- To find out which RN courses are accredited, visit Ahpra, approved programs of study – [www.ahpra.gov.au/Accreditation/Approved-Programs-of-Study.aspx](http://www.ahpra.gov.au/Accreditation/Approved-Programs-of-Study.aspx)
- To find out more about support to become an RN and grow your RN career, visit:
  - Higher Education Loan Program (HELP) – [www.education.gov.au/higher-education-loan-program](http://www.education.gov.au/higher-education-loan-program)
  - Commonwealth supported places (CSPs) – [www.studyassist.gov.au/financial-and-study-support/commonwealth-supported-places-csps](http://www.studyassist.gov.au/financial-and-study-support/commonwealth-supported-places-csps)
  - WA Chief Nursing and Midwifery Office Scholarships offered [www.health.wa.gov.au/Articles/N\\_R/Nursing-and-Midwifery-Office/Scholarships-and-Financial-Assistance/Scholarships/Scholarships-offered](http://www.health.wa.gov.au/Articles/N_R/Nursing-and-Midwifery-Office/Scholarships-and-Financial-Assistance/Scholarships/Scholarships-offered)
- Awards and agreements webpage – [www.health.wa.gov.au/Articles/A\\_E/Awards-and-Agreements](http://www.health.wa.gov.au/Articles/A_E/Awards-and-Agreements)
- Qualifications allowance webpage – [www.health.wa.gov.au/Articles/N\\_R/Qualifications-allowance](http://www.health.wa.gov.au/Articles/N_R/Qualifications-allowance)
- Search for RN jobs at WA Jobs hub – [www.jobs.health.wa.gov.au/page.php?pageID=215](http://www.jobs.health.wa.gov.au/page.php?pageID=215)



# Midwife



## The role

A midwife is a specialist healthcare professional who works in partnership with women to provide woman-centred and evidence-based maternal health care that promotes health and wellbeing during pregnancy, birth, and the postnatal (after birth) period. A midwife also provides education to women, in relation to women's health, reproductive and sexual health, and child and family health care<sup>2</sup>.

Examples of responsibilities include:

- antenatal (pregnancy) care including performing clinical observations on the mother and unborn baby. Identifying where there may be concerns about the mother and unborn baby and escalating as necessary
- monitoring and supporting women during labour, monitoring the baby during labour, and medication management
- birthing the baby and identifying variances to normal birth and escalating as necessary, including managing after birth care, and initiating mother and baby interaction including skin to skin contact
- advising and supporting parents on the daily care of their newborn babies, and offering breastfeeding and nutritional support
- supervise student midwives and other healthcare workers, and delegate activities from a midwifery plan of care.

## Starting your career as a midwife

There are 3 pathways to becoming a midwife.

### 1. Undergraduate degree

Undergraduate degrees that lead to becoming a midwife include a Bachelor of Midwifery or Bachelor of Science (Midwifery). These courses are 6 semesters, 3 years full time to complete, and include 1000 hours of clinical practice, and 10 women to follow through pregnancy. In WA, there is currently one university that offers a dual degree in nursing and midwifery – Bachelor of Science (Nursing) /Bachelor of Science (Midwifery) that leads to becoming an RN and a midwife. This course is 8 semesters, 4 years full time to complete, and includes 800 hours of nursing clinical practice, 720 hours of midwifery clinical placement, and 10 women to follow through pregnancy.

To enter this course, you need to meet the entrance requirements, which may change depending on your individual situation.

#### A) High school graduate

If you have completed an Australian Tertiary Admission Rank (ATAR) course at school and meet the below entry requirements, you can enrol in an undergraduate university course.

Entry requirements – English language proficiency and one of the following:

- Western Australian Certificate of Education WACE ATAR stream
- any Diploma or Certificate IV Vocational Education and Training (VET) course
- university preparation course.

### **B) Mature age students**

If you are a mature age student and meet the below entry requirements, you can enrol in an undergraduate university course.

Entry requirements – English language proficiency and one of the following:

- WACE ATAR stream
- any Diploma or Certificate IV VET course
- university preparation course
- partial completion of a bachelor's degree.

Enrolment can also be dependent on your previous work experience and education, which may be used as credit towards completion of the course.

## **2. Graduate degree**

Graduate degrees that lead to becoming a midwife is the Master of Midwifery (Graduate Entry). This course is 4 semesters, 2 years full time, and includes 1000 hours of clinical practice, and 10 women to follow through pregnancy.

To enter this course, you need to meet the below entrance requirements.

Entry requirements – English language proficiency and the following:

- possession of a bachelor's or master's degree in any field
- tertiary level unit in human biology or a health science preparation course.

## **3. Alternative pathway**

If you do not meet the entry requirements for a bachelor's degree, you might meet the entry requirements to enrol in a Certificate IV Preparation for Health and Nursing Studies, which can be used as a prerequisite for a Bachelor of Midwifery.

To enter this course, you need to meet the entrance requirements, which may change depending on your individual situation.

### **A) High school student**

Secondary students may have the option to complete VET courses during school, as a part of the WACE. Check with your school to see if it is something they offer.

### **B) High school graduate**

If you have completed a general course at school and meet the below entry requirements, you can enrol in this course.

Entry requirements – English language proficiency and one of the following:

- National Assessment Program – Literacy and Numeracy (NAPLAN) 9 band 8
- C grades in Year 11 WACE General English
- any Certificate II or III VET course.

### **C) Mature age student**

If you are a mature age student and meet the below entry requirements, you can enrol in this course.

Entry requirements – English language proficiency and one of the following:

- C grades in Year 11 English and Maths
- any Certificate II or III VET course.

Enrolment can also be dependent on your previous work experience and education, which may be used as credit towards completion of the course.

## **Support to become a midwife**

### **Commonwealth Supported Place (CSP)**

The Australian Government provides financial support to students undertaking higher education by funding public universities and some private education providers. A CSP means that the Australian Government pays part of the course fees directly to the university or approved higher education provider, and the student pays the remainder (student contribution). The student contribution can be deferred through the higher education loan program (HELP).

## Higher Education Loan Program (HELP)

This program provides financial help for students enrolled in tertiary education. To access a HECS-HELP loan you must be enrolled in a CSP place where the loan is used to pay the student contribution. FEE-HELP is available for students enrolled in a full fee-paying place and is used to pay all or part of the tuition fees. Students are also required to pay the student services and amenities fee (SSAF). A SA-HELP loan is available to help students pay these fees.

## WA Chief Nursing and Midwifery Office (CNMO) Scholarships

The CNMO offers a range of scholarships and financial assistance to support individuals wishing to pursue a career in nursing and midwifery. This includes financial support to individuals undertaking studies which lead to initial registration as a midwife.

## Student Assistants in Nursing (AIN)

In WA Health, students enrolled in a university bachelor's or master's course can work as an AIN. The MP 0080/18 – Assistant in Nursing AIN policy (AIN Policy) outlines eligibility requirements for students seeking paid AIN employment. Working as an AIN while studying provides an income and valuable experience working in a healthcare setting.

The AIN policy outlines eligibility requirements for people seeking paid AIN employment, either as an AIN student or AIN non-student.

## Where can you work and earning potential

In WA, midwives work in a variety of healthcare settings, including hospitals in pre-pregnancy, labour and birth, and after birth areas, visiting midwifery services, community midwifery programs for home births, midwifery group practices, perinatal mental health, and obstetrician rooms. As a midwife you can work casually through NurseWest rotating across different areas or casual, part time, or full time at one of our health service providers. Midwives are paid as per the current industrial agreement *WA Health System – Australian Nursing Federation – Registered Nurses, Midwives, Enrolled (Mental Health) and Enrolled (Mothercraft) Nurses – Industrial Agreement*.

## Grow your midwifery career

Promotional opportunities exist in all healthcare settings and are accessible to midwives with suitable experience, skills, and/or qualifications to progress a career in advanced clinical practice, education, research, or management. A career in midwifery provides a valuable foundation to diversify and transition into non-clinical career pathways such as policy development, midwifery advisory roles, safety and quality, project management, research and academia.

## Clinical midwife and area manager

A senior midwife with around 3 to 5 years post registration experience who has an interest in leadership can apply for a promotional ANF level 2 position as a clinical midwife (CM) or Area Manager. CMs and area managers are leadership roles that require coordination and management of a unit or ward on a shift-by-shift basis, using advanced skills and knowledge to deliver care to women and their families. They assist the nurse manager with staffing and rosters and are a clinical resource for RNs, ENs, AINs, and students.

## Clinical midwife specialist (CMS) and clinical midwife consultant (CMC)

These positions may be available for midwives who have achieved a level of knowledge, experience, and expertise in a particular field or clinical specialty. These senior midwifery leadership roles provide direct clinical care, education, and consultancy services with the practitioners considered an expert in their specific field of practice. CMS and CMC develop standards of practice, implement changes to clinical practice, initiate research and quality improvement activities, and practice with a significant degree of independence and autonomy in decision making. These positions are attainable with 5 years post registration experience and/or a relevant postgraduate qualification in the clinical specialty.

## Education

A midwife that has a passion for teaching and around 3 to 5 years post registration experience can apply for a promotional ANF level 2 position as a staff development midwife (SDM). SDMs assist with newly qualified and new staff, providing orientation to ensure they are familiar with documentation, equipment, policies, and the ward environment. They help with clinical tasks that may be new to a staff member, help in emergency situations, and assess staff in areas such as hand hygiene, medications, and basic life support. In collaboration with midwife educators, they assist in the planning and implementation of specific education and training programs.

Midwife educators are senior nurses that lead and work in collaboration with staff development teams to plan, develop, and deliver educational programs within the hospital or area of service. This can include speciality study days in areas such as obstetric emergencies and diabetes in pregnancy. They are also responsible for the development and coordination of graduate and transition to practice programs or specialist programs such as advanced neonatal resuscitation and leadership courses. These positions are attainable with required post registration experience and/or a relevant postgraduate qualification in a clinical specialty or education.

## Leadership and management

Midwives may develop from clinical, specialist, consultant, or education roles towards a career in leadership and management. Often this includes progressing to being a midwife manager, clinical midwife manager, or coordinator of midwifery. These roles require clinical specialist knowledge, as well as leadership skills, advanced communication skills, knowledge and application of human resource management, understanding of clinical quality and governance, knowledge of equal opportunity and disability services, occupational health and safety, advanced conflict resolution, advanced problem-solving skills, and financial management. Leadership roles practice both independently and as part of a broader multidisciplinary team to deliver evidence based, women centred care. These positions are attainable with required post registration experience of more than 5 years and/or a relevant postgraduate qualification in a clinical specialty, or leadership and management.

## Further education pathways for midwives

To advance in a midwifery career, especially into senior roles obtaining a postgraduate qualification is a desirable and sometimes essential criteria. Not only do these qualifications provide the learner with increased skills and knowledge in an area of speciality or advanced practice, but they also build advanced communication skills, and management and leadership capability.

### Nursing

Midwives who wish to be a registered nurse, could consider undertaking a Master of Nursing (Graduate Entry). This enables them to register and practice as a dual qualified registered nurse/midwife.

### Lactation consultant

Midwives interested in breastfeeding can do additional training to become a Lactation Consultant (LC). LCs work with women and their babies when breastfeeding challenges fall outside of the normal. To become an LC, midwives need to complete a breastfeeding course, complete a set number of clinical hours, and sit the International Board of Lactation Consultants (IBCLC) exam. This can then lead to certification with the IBCLC.

### Speciality postgraduate

Midwives looking for career progression or wanting to enhance their foundational knowledge in a specialty area could consider pursuing a postgraduate qualification via a graduate certificate, graduate diploma, or master's degree.

There are many courses available in areas such as:

- leadership
- education
- advanced practice
- critical care
- neonatal care
- mental health
- child health
- diabetes.

## Research and academia

For midwives who have an interest in research or are looking towards a career in academia, completing a higher degree by research is a potential pathway.

## Endorsed Midwife

An endorsed midwife is an advanced practice midwifery role with additional postgraduate qualifications for endorsement of scheduled medicines with the NMBA to prescribe schedule 2, 3, 4, and 8 medicines. In addition, endorsed midwives possess a level of autonomy and authorisation to prescribe and order diagnostic and pathology services relating to pregnancy, birth and the newborn period, and can work as a privately practicing midwife. To become an endorsed midwife, you will need to undertake an NMBA approved program of study. In WA, courses currently available include a Graduate Certificate in Midwifery, Screening, Diagnostics and Prescribing or Graduate Certificate in Midwifery, Diagnostics and Prescribing.

## Support to grow your midwifery career

In addition to the support already mentioned such as a Commonwealth Supported Place (CSP) and Higher Education Loan Program (HELP), there is additional support and financial assistance available for postgraduate education and beyond.

## WA Chief Nursing and Midwifery Office (CNMO) Scholarships

The CNMO offers financial support to midwives seeking career progression through postgraduate education. This can include postgraduate courses in leadership, education, mental health, neonatal care, child and adolescent health, midwifery diagnostics and screening, and more.

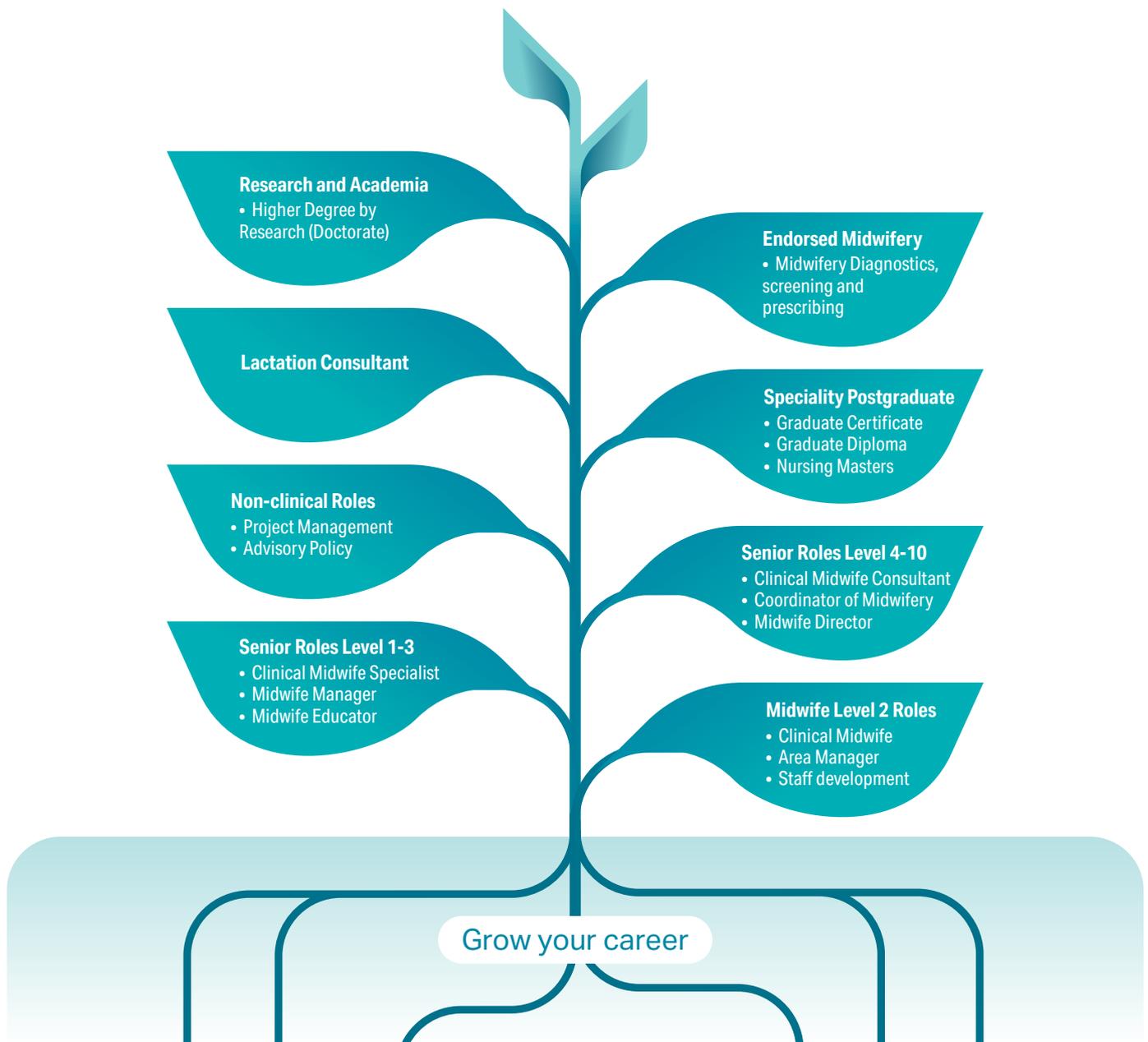
## Qualifications allowance

Midwives who obtain higher qualifications above a bachelor's degree that is relevant to their current role and area of practice, may be eligible for a financial incentive in the form of a qualifications allowance.



## Further information about midwife careers

- Assistant in nursing policy webpage – [www.health.wa.gov.au/About-us/Policy-frameworks/Clinical-Governance-Safety-and-Quality/Mandatory-requirements/Assistant-in-Nursing-Policy](http://www.health.wa.gov.au/About-us/Policy-frameworks/Clinical-Governance-Safety-and-Quality/Mandatory-requirements/Assistant-in-Nursing-Policy)
- To find out more about VET courses, visit Jobs and skills WA – [www.jobsandskills.wa.gov.au](http://www.jobsandskills.wa.gov.au)
- To find out which midwifery courses are accredited approved, visit Ahpra, approved programs of study – [www.ahpra.gov.au/Accreditation/Approved-Programs-of-Study.aspx](http://www.ahpra.gov.au/Accreditation/Approved-Programs-of-Study.aspx)
- To find out more about support to become a midwife and grow your midwifery career, visit:
  - Higher Education Loan Program (HELP) – [www.education.gov.au/higher-education-loan-program](http://www.education.gov.au/higher-education-loan-program)
  - Commonwealth supported places (CSPs) – [www.studyassist.gov.au/financial-and-study-support/commonwealth-supported-places-csps](http://www.studyassist.gov.au/financial-and-study-support/commonwealth-supported-places-csps)
  - WA Chief Nursing and Midwifery Office Scholarships offered webpage [www.health.wa.gov.au/Articles/N\\_R/Nursing-and-Midwifery-Office/Scholarships-and-Financial-Assistance/Scholarships/Scholarships-offered](http://www.health.wa.gov.au/Articles/N_R/Nursing-and-Midwifery-Office/Scholarships-and-Financial-Assistance/Scholarships/Scholarships-offered)
- Awards and agreements webpage – [www.health.wa.gov.au/Articles/A\\_E/Awards-and-Agreements](http://www.health.wa.gov.au/Articles/A_E/Awards-and-Agreements)
- Qualifications allowance webpage – [www.health.wa.gov.au/Articles/N\\_R/Qualifications-allowance](http://www.health.wa.gov.au/Articles/N_R/Qualifications-allowance)
- Search for midwife jobs at WA Jobs hub – [www.jobs.health.wa.gov.au/page.php?pageID=215](http://www.jobs.health.wa.gov.au/page.php?pageID=215)



## Dual qualification

Individuals who complete the education requirement to register as a nurse and midwife can practice within the scope of both roles. They are required to provide evidence of professional development and recency of practice in both areas to qualify for registration. Being dual qualified means you can work across multiple nursing and midwifery areas.

# Career support for Aboriginal nurses and midwives

WA Health is committed to building a sustainable, skilled Aboriginal health workforce from entry level to leadership roles. Growing the Aboriginal workforce is an integral part in the delivery of culturally safe health services for Aboriginal people in Western Australia. WA Health is committed to achieving a culturally respectful and non-discriminatory workplace for the Aboriginal nursing and midwifery workforce.

## Scholarships for Aboriginal nurses and midwives

The Australian Government supports Aboriginal students to complete their studies and join the health workforce. Financial assistance includes course fees and associated costs. Scholarships are offered by a range of providers.

### WA Chief Nursing and Midwifery Office (CNMO) Scholarships

The CNMO offers a range of scholarships and financial assistance to support individuals wishing to pursue a career in nursing and midwifery. This includes financial support to individuals undertaking studies which lead to initial registration as a nurse or midwife.

The Rhonda Marriott scholarship provides support and recognises the contribution of Aboriginal nurses and midwives and the role they play in WA health. This scholarship assists RNs and midwives employed in WA Health with the costs associated with obtaining postgraduate education, including graduate certificates, graduate diplomas, and master's courses.

## Aboriginal Cadetship Program

The WA Aboriginal Cadetship program supports Aboriginal students who are undertaking a university qualification, including those studying nursing and midwifery, with financial support and paid work experience while completing their studies. Aboriginal cadets complete a minimum of one day per week paid work experience in the healthcare sector over 52 weeks while completing their studies. The supported program provides cadets with the opportunity to develop and build skills and abilities, establish personal and professional support networks, and gain valuable industry experience.

## GradConnect Aboriginal candidate care

As a part of the GradConnect process, Aboriginal students who are applying for a graduate EN, RN, or midwifery program can access additional support through the GradConnect team. This includes support throughout the application, interview, and selection processes.



## Further information

- Jobs and scholarships supporting the Aboriginal and Torres Strait Islander health workforce – [www.health.gov.au/topics/indigenous-health-workforce/jobs-scholarships#training-to-work-in-health](http://www.health.gov.au/topics/indigenous-health-workforce/jobs-scholarships#training-to-work-in-health)
- Funding – Promote and practice – Australian Indigenous HealthInfoNet – [healthinfonet.ecu.edu.au/key-resources/funding/](http://healthinfonet.ecu.edu.au/key-resources/funding/)
- Aboriginal Cadetship Program ([health.wa.gov.au](http://health.wa.gov.au)) – [www.health.wa.gov.au/Careers/Aboriginal-careers/Aboriginal-Cadetship-Program](http://www.health.wa.gov.au/Careers/Aboriginal-careers/Aboriginal-Cadetship-Program)
- WA Chief Nursing and Midwifery Office Scholarships offered webpage – [www.health.wa.gov.au/Articles/N\\_R/Nursing-and-Midwifery-Office/Scholarships-and-Financial-Assistance/Scholarships/Scholarships-offered](http://www.health.wa.gov.au/Articles/N_R/Nursing-and-Midwifery-Office/Scholarships-and-Financial-Assistance/Scholarships/Scholarships-offered)
- Search for AIN, EN, RN and midwife jobs at WA Jobs hub – [www.jobs.health.wa.gov.au/page.php?pageID=215](http://www.jobs.health.wa.gov.au/page.php?pageID=215)

# After you graduate

To start working as a nurse or midwife anywhere in Australia, you need to be registered with the Nursing and Midwifery Board of Australia (NMBA). This is an essential requirement for employment as a nurse or midwife and is the first step in gaining employment within WA Health. As a newly qualified nurse or midwife (NQNM) there are graduate or transition to practice programs available which may support your transition from student to nurse or midwife.

## Australian Health Practitioner Regulation Agency (Ahpra) and NMBA

Ahpra is the regulatory body for health practitioners, including nurses and midwives in Australia. Ahpra works in partnership with the NMBA to ensure nurses and midwives are suitably trained, qualified, and safe to practice. The key role of the NMBA is to protect the public by developing standards, codes, and guidelines for the nursing and midwifery professions. Together, these establish and regulate the requirements of the practice framework for the professional and safe practice of nurses and midwives in Australia. Under the national law, all nursing and midwifery students enrolled in an approved program of study who are undertaking clinical training in nursing and midwifery, must be registered as a student with the NMBA. Following completion of an approved program of study, nurses and midwives must be registered with the NMBA and meet the Board's registration standards to practice in Australia.

These standards include:

- criminal history check
- English language skills proficiency
- continuing professional development
- recency of practice
- professional indemnity insurance arrangements.

## Transition to practice programs

Transition to practice (TTP) or graduate programs offer a framework to develop safe, confident, and accountable professionals through continuous learning and supported practice. TTP programs offer a supportive environment to consolidate theoretical learning while developing critical clinical skills and decision making. These programs are not a mandatory requirement for initial or ongoing employment in Australia. Employment in a graduate or transition to practice program in WA Health is governed via the GradConnect program.

## GradConnect

The Chief Nursing and Midwifery Office (CNMO) coordinates the employment of NQNMs into transition to practice programs offered by WA public, private, and aged care health service providers through GradConnect. GradConnect is a centralised recruitment platform that enables NQNMs access to a wide choice of employment opportunities across metropolitan, regional and rural settings. Applications are open once a year for employment opportunities with participating healthcare providers. Information and eligibility criteria about transition to practice programs offered through GradConnect are provided on the CNMO website. Recruitment into a transition to practice program via GradConnect is highly competitive and NQNMs who are unsuccessful are encouraged to explore a range of alternate employment opportunities. All nursing and midwifery employment opportunities within the public health sector are advertised on the WA jobs hub.

### Further information

Registration with the Nursing and Midwifery Board of Australia – [www.nursingmidwiferyboard.gov.au](http://www.nursingmidwiferyboard.gov.au)

Newly qualified nurses and Midwives (GradConnect) – [www.health.wa.gov.au/Articles/N\\_R/Nursing-and-Midwifery-Office/Nursing-and-Midwifery/Newly-Qualified-Nurses-and-Midwives](http://www.health.wa.gov.au/Articles/N_R/Nursing-and-Midwifery-Office/Nursing-and-Midwifery/Newly-Qualified-Nurses-and-Midwives)

Search for AIN, EN, RN and midwife jobs at WA Jobs hub – [www.jobs.health.wa.gov.au/page.php?pageID=215](http://www.jobs.health.wa.gov.au/page.php?pageID=215)

# References

1. Nursing and Midwifery Board AHPRA (May 2024) Fact Sheet – Scope of practice and capabilities of nurses v2.0. Nursing and Midwifery Board of Australia – Fact sheet: Scope of practice and capabilities of nurses ([www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/FAQ/Fact-sheet-scope-of-practice-and-capabilities-of-nurses.aspx](http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/FAQ/Fact-sheet-scope-of-practice-and-capabilities-of-nurses.aspx))
2. Nursing and Midwifery Board AHPRA (September 2022) Fact Sheet – Scope of practice and capabilities of midwives v2.0. Nursing and Midwifery Board of Australia – Fact sheet: Scope of practice and capabilities of midwives ([www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/FAQ/Fact-sheet-scope-of-practice-and-capabilities-of-midwives.aspx](http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/FAQ/Fact-sheet-scope-of-practice-and-capabilities-of-midwives.aspx))

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