



Government of Western Australia  
Department of Health



# 2026|GradConnect

July 2026 to June 2027 start



## **Acknowledgement to Country and People**

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

### **Using the term – Aboriginal**

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

# Foreword



## WA Chief Nursing and Midwifery Officer

### Welcome to 2026|GradConnect

GradConnect is a state-wide annual recruitment process, centrally coordinated by the Chief Nursing and Midwifery Office.

In collaboration with our health service partners, we offer newly qualified enrolled nurses, registered nurses, and midwives the opportunity to apply - through a single portal - for employment across participating public, private, and aged care providers in Western Australia (WA).

WA's health care system is as diverse and dynamic as the communities we serve. Through GradConnect, you'll gain access to a wide range of graduate programs across both metropolitan and regional locations.

This process opens doors to a variety of clinical settings, including specialty areas such as emergency care, perioperative, mental health, oncology and hematology.

As you begin your career in the health workforce and start serving WA's culturally rich and diverse population, you will gain unique experiences that will shape and strengthen your professional capabilities.

I encourage you to explore all available options - across both metropolitan and country health services - to broaden your expertise and discover where your passion lies.

The 2026|GradConnect Handbook is designed to guide you through the application process, providing essential information to support your success. It will help you take the first step into a rewarding career where you are valued, supported, and empowered to deliver safe, connected, compassionate, and equitable person-centred care.

Applying to a graduate program is an exciting milestone. I commend your commitment to making a difference in the lives of Western Australians.

### Annie Thompson

WA Chief Nursing and Midwifery Officer

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# Introduction

## What is GradConnect?

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

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

Graduate programs are paid programs offering hands-on experience and exposure to a variety of clinical settings. Graduate programs help consolidate theoretical learning, whilst developing critical clinical skills and professional judgement.

GradConnect is a competitive process, particularly in large metropolitan hospitals and health services. Generally, more graduates apply at these sites, so it is recommended that you consider your options broadly. It is essential to be well organised and prepared for your application. This handbook has been designed to assist you in applying for a nursing or midwifery graduate position through 2026|GradConnect.

### Important notes

- The recruitment process described in this handbook applies to the 2026|GradConnect process.
- Ensure that you read the 2026|GradConnect Handbook before applying online.
- Applications open at 9am AWST on 23 February 2026.
- Visit [2026|GradConnect](#) for latest information and updates.



# 2026|GradConnect key dates

## Applications open

**23 February 2026 at 9am AWST**

## Applications close

**18 March 2026 at 1pm AWST**

### Important notes

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

#### First preference

interviews may be conducted online or in-person

**18 March to 30 April**

#### First preference

offers available to successful applicants (online and email)

**1 May 4pm AWST**

#### Deadline

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

**4 May 4pm AWST**

Applicants unsuccessful at their first preference site will be notified via email **11 to 15 May**

#### Second preference

interviews may be conducted online or in-person

**11 May to 1 June**

#### Second preference

offers available to successful applicants (online and email)

**2 June 4pm AWST**

#### Deadline

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

**4 June 4pm AWST**

Applicants unsuccessful at their second preference site will be notified by email **15 to 19 June**

Unsuccessful applicants will remain in a recruitment pool to be considered for further employment opportunities until February 2027.

# 2026|GradConnect eligibility

To check if you are eligible to apply for 2026|GradConnect, you must be able to answer 'yes' to all of the below:

1. Be eligible for registration as an enrolled nurse, registered nurse and/or midwife with [Nursing and Midwifery Board of Australia \(NMBA\)](#).
  - You must be registered before you commence your graduate program.
2. Be an Australian or New Zealand citizen, or an Australian permanent resident or a temporary resident with a valid visa and full-working rights for the duration of the graduate program.
3. Have completed your nursing and/or midwifery studies after 1 January 2025 and before 28 February 2027.
  - Completion means final grades received that lead to initial registration as an enrolled nurse, registered nurse and/or midwife.
4. Have not previously participated in a nursing or midwifery graduate program in the designation to which you are applying, noting:
  - Enrolled nurses who have previously undertaken an enrolled nursing graduate program are not eligible to apply.
  - Registered nurses who have previously undertaken an enrolled nursing or midwifery graduate program are eligible to apply for a registered nursing graduate program.
  - Midwives who have previously undertaken an enrolled or registered nursing graduate program are eligible to apply for a midwifery graduate program.

## Important notes

- If you have completed your nursing and/or midwifery studies after 1 January 2025, you can apply to 2026|GradConnect.
- If you are completing your studies after 28 February 2027, you can apply to the next GradConnect recruitment process (2027|GradConnect).
- You can apply for registration via the Australian Health Practitioner Regulation Agency (Ahpra) registration portal - Ahpra portal help centre
- Support with common registration issues can be found in the Ahpra Troubleshooting tips page.
- All enquiries concerning registration must be directed to Ahpra.



# 2026|GradConnect eligibility

## Meeting English requirements

- To be eligible for initial registration, the NMBA requires all applicants to demonstrate that their English language skills will enable them to safely practice their profession. This applies to all applicants, whether they completed their studies in Australia or overseas.
- Before applying for initial registration as a nurse or midwife, you are strongly advised to review what evidence is required to comply with the [NMBA Registration Standards: English Language Skills](#).
- If you are required to complete an English language test, do so as early as possible. Proof of English language requirements must be given to your employer prior to your commencement date.
- For further information, please see the [Australian Health Practitioner Regulation Agency – English language skills](#).

### Important note

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

## Internationally Qualified Nurses and Midwives (IQNM)

- Nursing and midwifery students of other nationalities (i.e. non-Australian or New Zealand citizens) who are eligible for registration with NMBA, can apply for employment through GradConnect. You must have a [valid visa and full working rights](#) for the duration of the program.
- To find out more about initial NMBA registration as an IQNM, please see [Nursing and Midwifery Board of Australia – Internationally qualified nurses and midwives](#).
- For information about WA employment requirements within the public sector, please see [Nurses and Midwives – WA Employment Requirements](#).





# Supporting Aboriginal applicants

- WA Health is committed to growing the Aboriginal workforce and improving health outcomes for Aboriginal people.
- WA Health is committed to providing culturally safe and inclusive workplaces.
- We strongly encourage newly qualified Aboriginal nurses and midwives to apply through GradConnect.
- Section 51 of the Equal Opportunity Act 1984 applies to all GradConnect vacancies in WA public health services.

## Applicant support

The WA Chief Nursing and Midwifery (CNM) Office offers candidate support for Aboriginal applicants applying through GradConnect.

To access this support, contact the GradConnect team at [GradConnect@health.wa.gov.au](mailto:GradConnect@health.wa.gov.au)

Assistance with your application is also available by contacting:

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



# Applying for 2026|GradConnect

## Online applications

Applications for 2026|GradConnect will be open from 9am AWST 23 February 2026 and close at 1pm AWST 18 March 2026.

You can access the online application directly from our [2026|GradConnect](#) webpage.

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

**Apply now >**

Do not leave your application to the last minute as the application process takes time to complete and late applications will not be considered.

For updates, visit the [2026|GradConnect](#) webpage regularly..

### Important notes

- 2026|GradConnect offers employment opportunities for enrolled nurses, registered nurses and midwives. Please ensure you apply to the right job. If you applied to the wrong designation, please withdraw your application (even if incomplete) before applying to the correct job designation.

### Important notes

- Please ensure you enter your personal details correctly. This includes name, middle name (if applicable) and surname you are known by. This information will be used for employment screening purposes.
- You must enter your personal email address as it will be used for all 2026|GradConnect communication (i.e. notifications, interview bookings and offers of employment). It is important that you check your inbox regularly during key periods of the 2026|GradConnect process.
- Please ensure your email address remains current for the entire recruitment period. If applicable, enter a second back-up email address.
- You will also need to provide a current phone number, as it might be used by recruiters or the GradConnect team to contact you.
- If you are completing a registered nursing and midwifery dual degree and you plan to register both as a registered nurse and a midwife, you can apply to both registered nursing and midwifery graduate positions. Please ensure you submit 2 separate applications, one for registered nursing and one for midwifery.

## Online application steps

1

Go to the [2026|GradConnect](#) webpage.

2

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

[Apply now >](#)

3

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

4

You will be redirected to a new page. Enter your personal email address.

5

### **You will be redirected to a new page to start your application.**

Once you started your application you will receive a 'Login Information' email confirming your registration with the WA Health Jobs Board and indicating your username and temporary password.

Keep this login information secure, you will be required to access the [WA Health Jobs Board](#) when updating your online application, scheduling your interview(s), and accepting/declining an offer.

6

### **You will be directed to your online application.**

Your online application will consist of several pages where you will be required to:

- fill-in demographic details
- provide 2 referees
- give information about your qualification(s) and experience(s)
- submit your value-based statement
- choose your preferences
- upload the required documents.

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

### **Important notes**

- An email address is required to apply for jobs advertised on the WA Health jobs page.
- If you have already created an account with WA Health jobs, you can either retrieve that password or create a new profile.
- If you have forgotten your password, please log back in to [WA Health Jobs Board](#) and click on 'Login' (within the left-hand side menu). You will be taken to a new page where you can select 'Forgotten your password?'. A password-reset email will then be sent to you, allowing you to choose a new password.

### **Requiring help?**

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

## Submitting your application

- You have until 1pm AWST 18 March 2026 to submit your application. To be considered, your application must be submitted before this deadline.
- The first page of the application contains mandatory screening questions. If you do not meet the 2026|GradConnect eligibility criteria you will not be able to process your application further.
- Please ensure each section of your application is complete.
- Before submitting your application, thoroughly check that you have read and answered all the required questions and review the information you have provided. Incorrect information could prevent your application from being considered.
- Once you have submitted your application, you will not be able to edit or change your information any further.
- Once your application is submitted, you will receive a confirmation email to the email address listed on your application.

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

## Editing your application

- If you have not submitted your application, you will be able to edit your application. Note, your application must be submitted no later than 1pm AWST 18 March 2026.
- To edit your application, you will need to log back in via [WA Health Jobs Board](#), then click on 'Login' (within the left-hand side menu) and input your email address and password.
- Once you have submitted your application or the application period has closed, you will no longer be able to edit your application (including updating your value-based statement and preferences).
- If you need to update your personal details, including email address and phone number or if your referee contacts have changed, please email our GradConnect team at [GradConnect@health.wa.gov.au](mailto:GradConnect@health.wa.gov.au)

## Applications open online at 9am AWST on 23 February 2026

Start preparing your application ahead of the 2026|GradConnect opening date.

Research your prospective employers thoroughly, have all the required documents ready for uploading and prepare your value-based statement in a separate document.

For more information, refer to the [2026|GradConnect applicant checklist](#).



# Value-based statement

As part of the application process, you must submit a written value-based statement.

This requirement is applicable to all applicants.

Your response addressing the value-based statement will be assessed via a standard marking system, regardless of your preference site.

Assessment of all applicants will be based on merit.

## Value-based statement

Select any 2 of the values listed below and write a 400-word statement describing how you would demonstrate these values clinically as a newly qualified nurse or midwife:

- Respect
- Integrity
- Excellence
- Collaboration
- Care
- Equity

- You are required to demonstrate your ability to meet each of the values you have chosen by using nursing and/or midwifery examples from your clinical placements.
- Read the brief summary of duties document (attached in the advertisement) thoroughly. This will give you the role-specific requirements and provide hints about how you could structure your response.
- Addressing only one value will limit your Remember to be concise, precise, and relevant, and keep within the 400-word limit.
- Consider asking 2 people to review your work, such as a nurse or midwife who previously applied through GradConnect, and a clinician or lecturer.
- Your application will not be considered if you do not address the value-based statement.
- The purpose of the value-based statement is to demonstrate how you will integrate the values you have selected into your clinical practice.
- This statement should also provide evidence that you possess the skills and knowledge required for the position.

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

# Value-based statement tips

Below are tips to help you address your value-based statement.

- ✓ Select 2 values that genuinely resonate with you and that you can demonstrate with clear examples.
- ✓ Think of what each value means in a healthcare context.
- ✓ Show how you would apply these values in your clinical practice, using everyday scenarios to illustrate your approach.
- ✓ Align your examples with the position you are applying for. Ensure they are relevant to the specific area, specialty, and role, and explain why they meet the requirements of the position.
- ✓ Use positive, active language when describing yourself. Frame your examples with statements such as 'I achieved...', 'I implemented...', 'I ensured...' to highlight your contribution and impact.
- ✓ Consider incorporating your experience, transferrable skills, interpersonal skills, and attributes into your examples.
- ✓ Provide a structured response, this helps present your ideas logically and ensures your statement is easy to follow.

## Important notes

- Explore other resources online and discuss with your application with an education provider or clinical supervisor/ facilitator who may offer guidance and support.
- You are encouraged to prepare your response to the value-based statement in a separate word document, then copy and paste into the online application when you are ready.
- Read about the health service(s) where you wish to apply. Remember to find out about the missions and values of the health service and expectations of the role.



**Focus on your potential and your willingness to learn and grow as a nurse and/or midwife.**





# Other requirements

## 1. Referees

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

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

## 2. Identification

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

## 3. 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.

If applying for an enrolled nursing or registered nursing graduate program do not upload a curriculum vitae, it is not required as part of your application.

No cover letter is required, adding one will not add value to your application.



# Employment preferences

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

Research your options in advance by visiting the individual participating health services and career webpages. For more information about graduate programs, please see [2026|GradConnect](#).

This application process includes opportunities for employment in public, private and aged-care sectors. Please note that employment within the large metropolitan hospitals/health services is highly competitive. To increase your chances of employment in a graduate program you are strongly encouraged to select a variety of hospitals/sites and health sectors throughout WA.

Rural, remote or community settings offer a wide range of clinical experiences that are not always available in metropolitan areas. For more information about WA Country Health Service graduate programs, visit [WA Country Health Service - Nursing and midwifery graduate programs](#).

If you are unsure of your second preference, you can change this by logging onto your online application at any time, up until the application deadline of 1pm AWST 18 March 2026.

- Please note, your application will be considered by your second preference site only if they have remaining positions available.
- If your second preference site is not participating in second round, you will remain in a recruitment pool - see Pool of remaining applicants



## Important notes

- Choosing the same preference more than once will not increase your chances of gaining employment within that health service.
- Take the time to study your options, i.e. where your preferred facilities are located, the type of positions offered and the different graduate intakes. It is critical that you choose preferences you are prepared to accept.
- Your employment starting period will depend on the completion of your studies and your registration date with the NMBA. For example, if you complete your studies and gain NMBA registration in July 2026, your starting date will be from July 2026 onwards.

# Interviews

If you qualify for an interview, health services will conduct interviews during the following times:

## First preference sites

**18 March to 1 May 2026**

## Second preference sites

**11 May to 2 June 2026**

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

## Important notes

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



# Interview tips

Below are tips to help you prepare for interview.

- Interview might focus on clinical scenarios to assess how you perform within both team and clinical environments.
- Interview questions might relate to the [Professional standards](#) for practice for enrolled nurses, registered nurses and/or midwives.
- Depending on site preferences, interviews may be conducted individually or in groups and may take place either in person or online.
- Interviews are about getting to know you and building a relationship with your prospective employer

## Important notes

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

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

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



# Offers of employment

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

It is your responsibility to be aware of offer dates and ensure you can access your provided email address to accept or decline offers in a specific time frame.

## Successful applicants

### First preferences

- Offers of employment to successful first preference applicants are made online, and you will be notified via email by 4pm AWST on 1 May 2026.

### Second preferences

- Applicants who do not receive an offer from their first preference site may be considered for employment at their second preference site.
- Offers of employment to successful second preference applicants are made available online and you will be notified via email by 4pm AWST on 2 June 2026.

## Accepting or declining an offer

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

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

- If you accept the first preference offer, you will be offered a contract with your first preference site.

- If you decline a first preference offer, you will not be swept to your second preference site and will not be considered for further employment opportunities in 2026|GradConnect.

To accept or decline your offer, go to [WA Health Jobs Board](#) and click on 'Login' (within the left-hand side menu). Enter your email address and password. Click on your current application and accept or decline the offer.

### Important notes

- If you do not accept, or decline the offer within the required time frame, it is assumed you are declining an offer of employment, and you will not be considered for further employment opportunities in 2026|GradConnect.
- If experiencing issues with accepting or declining an offer, contact the RAMS helpdesk for assistance at [ramshelpdesk@bigredsky.com](mailto:ramshelpdesk@bigredsky.com) or call 1300 733 056.



## Pool of remaining suitable applicants

If you do not receive an offer from your first or second preference sites, you will remain in a recruitment pool. This means you may be considered for further employment opportunities with 2026|GradConnect participating health service providers.

The following should be noted:

- The panel will monitor this recruitment pool and access applications as required.
- Appointments may be made from this pool until February 2027.

### Important notes

- If you decline an interview, you will exit the GradConnect process, and your application will be withdrawn.
- Whether you have been successful or not, seek feedback on your performance from your first and/or second preference site. This includes your value based statement and interview.

## The period for feedback is:

**First preference**  
**from 11 to 15 May 2026**

**Second preference**  
**from 15 to 19 June 2026**

- You will be provided with a feedback contact list within your recruitment outcome correspondence.
- Due to the large number of applicants, sites may take up to 4 weeks to provide verbal or written feedback.
- Recruitment via GradConnect is highly competitive, so seeking feedback will help you to improve your written application and interview skills for future job applications.



# Employment readiness

## WA employment conditions

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

- WA health system - [\(WA\) – Enrolled nurses, Assistants in Nursing, Aboriginal Health Workers, Ethnic Health Workers and Aboriginal Health Practitioners - Industrial Agreement 2024](#)
- WA health system - [Australian Nursing Federation – Registered nurses, midwives, enrolled \(Mental Health\) and enrolled \(Mothercraft\) nurses – Industrial Agreement 2024](#)

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

## 2026|GradConnect process starting period

- The employment starting period may occur any time between July 2026 and June 2027.
- Please note that start dates (intakes) 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 at your interview with each hospital or health service. After a candidate is hired, any alterations to the position or requests will be handled on a case-by-case basis by the employing facility.

- If you are offered a graduate position and are not able to start at the agreed start date, you will need to advise the relevant manager at the hospital or health service as soon as possible.
- If you wish to defer your start date, you will need to negotiate this with the individual hospital or health service. Be aware that sites may not be able to accommodate these requests and may advise you to re-apply through GradConnect the following year.

## Shift work

- Graduate programs involve shift work, including night shifts and weekend shifts.
- You can discuss program details with the employing hospital or health service at (or before) interview.

## What to do before starting a graduate program?

- Depending on your hospital or health service commencement date (intake) there might be a gap between the time of your registration and the start of your employment.
- There is no restriction on the number of hours you may clinically work from the time of your registration until the commencement of your employment. Accordingly, you are permitted to work as an enrolled nurse, registered nurse, or midwife prior to the start of your graduate program.

# Withdrawing from 2026|GradConnect

- At any time of the process, if you wish to withdraw from 2026|GradConnect you must log back into your application and select 'Withdraw'.
- If you had previously received or accepted an invitation to interview, or an offer of employment please inform your first/second preference site you have withdrawn your application. Their contact details can be found on the email that you received inviting you to interview.
- Please note that once you have withdrawn, your application cannot be reconsidered.

## Important note

- If you are delayed in completing your studies until after February 2027, withdraw your application and re-apply to the GradConnect program next year. Please ensure that you still meet the eligibility criteria.

## What if the unpredictable happens?

- If you have a change in circumstances, and think you may need to defer or withdraw, please contact your graduate recruiter/ coordinator to explore all available options.
- The GradConnect team are also available to help by emailing [GradConnect@health.wa.gov.au](mailto:GradConnect@health.wa.gov.au)



# Other employment opportunities

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

## Re-apply to GradConnect

If you have not secured a position in 2026|GradConnect, you may be able to reapply to the next GradConnect process, providing that you still meet the eligibility criteria.



# Participating health services and intakes

- Participating health services for 2026|GradConnect include:
  - all WA public health services
  - private health service, St John of God Health Care (SJOB)
  - aged care provider, Yaandina Community Services Limited.
- Health services are responsible for setting their own graduate (or transition to practice) programs, which may vary in length, content, and clinical rotations/experience.
- You are strongly encouraged to thoroughly research all programs before applying for a graduate program through 2026|GradConnect.
- The number of positions varies as this is dependent on health services and available vacancies. Be mindful that some areas are more competitive than others.
- The word 'intake' is defined as the starting period for your graduate program. Your starting period will depend on the completion of your studies and your registration date with the NMBA.
  - If you complete your studies and gain NMBA registration by July 2026, you will be eligible to commence employment from July 2026.
  - If you complete your studies and gain NMBA registration by January 2027, you will be eligible to commence employment from January 2027.
- Refer to the pages below listing the graduate programs offered by participating public, private and aged-care providers:
  - [2026|GradConnect Enrolled Nurse Graduate Programs](#)
  - [2026|GradConnect Registered Nurse Graduate Programs](#)
  - [2026|GradConnect Midwife Graduate Programs](#)
- The information in the tables below has been provided to the best of our knowledge at the time of creating the 2026|GradConnect Handbook. Visit the [2026|GradConnect](#) website regularly for any updates.

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



# 2026|GradConnect Enrolled Nurse Graduate Programs

WA Public Health Services	2026	2027
<b>East Metropolitan Health Service (EMHS)</b>		
Armadale Kalamunda Group	Aug 2026	Feb 2027
Royal Perth Bentley Group	Aug, Oct 2026	Feb, Apr 2027
Royal Perth Bentley Group - Mental Health	Aug, Oct 2026	Feb, Apr 2027
<b>North Metropolitan Health Service (NMHS)</b>		
North Metropolitan Health Service Mental Health	Aug 2026	Feb 2027
Sir Charles Gairdner Osborne Park Hospital	Aug, Oct 2026	Feb, Apr 2027
NMHS Mental Health/SCGOPHCG combined program	Aug 2026	Feb 2027
<b>South Metropolitan Health Service (SMHS)</b>		
Fiona Stanley Fremantle Hospital Group	Aug, Oct, Nov 2026	Jan, Feb, Apr 2027
Peel Health Campus	Aug 2026	Feb 2027
Rockingham General Hospital	Aug 2026	Feb 2027
<b>WA Country Health Service (WACHS)</b>		
Goldfields	Aug 2026	-
Great Southern	Aug 2026	Feb 2027
Kimberley	Aug 2026	Feb 2027
Mental Health	Aug 2026	Jan, Feb 2027
Midwest	Jul, Oct 2026	Jan, Apr 2027
Pilbara	Aug 2026	Feb 2027
Southwest	Aug 2026	Jan, Feb, Mar 2027
Wheatbelt	Sep 2026	March 2027
<b>WA Private Health Services</b>		
SJOG - Midland Private Hospital	-	Feb 2027
SJOG - Mental Health (Midland site only)	Jul 2026	Feb 2027
SJOG - Bunbury, Geraldton, Midland Public, Murdoch and Subiaco	Jul 2026	Feb 2027
<b>Aged Care Providers</b>		
Yaandina Community Services Limited	Jul 2026	-

- Dates above might be subject to change - see [2026|GradConnect](#) for updates.

# 2026|GradConnect Registered Nurse Graduate Programs

WA Public Health Services	2026	2027
<b>Child and Adolescent Health Service (CAHS)</b>		
Perth Children's Hospital/Neonatology, Community Health and Mental Health	Aug 2026	Feb 2027
<b>East Metropolitan Health Service (EMHS)</b>		
Armadale Kalamunda Group	Aug 2026	Feb 2027
Armadale Kalamunda Group - Perioperative	Aug 2026	Feb 2027
Armadale Kalamunda Group - Mental Health	-	Feb 2027
Royal Perth Bentley Group	Aug, Oct 2026	Feb, April 2027
Royal Perth Bentley Group - Mental Health	Aug, Oct 2026	Feb, April 2027
<b>North Metropolitan Health Service (NMHS)</b>		
North Metropolitan Health Service Mental Health	Aug 2026	Feb 2027
Sir Charles Gairdner Osborne Park Hospital	Aug, Oct 2026	Feb, Apr 2027
NMHS Mental Health/SCGOPHCG combined program	Aug 2026	Feb 2027
Women Newborn Health Service - Perioperative	Aug 2026	Feb 2027
Women Newborn Health Service - Gynae-Oncology	Aug 2026	Feb 2027
<b>South Metropolitan Health Service (SMHS)</b>		
Fiona Stanley Fremantle Hospital Group	Aug, Oct, Nov 2026	Jan, Feb, Apr 2027
Peel Health Campus	Aug 2026	Feb 2027
Rockingham General Hospital	Aug 2026	Feb 2027
South Metropolitan Health Service Mental Health	Aug 2026	Feb 2027
<b>WA Country Health Service (WACHS)</b>		
Goldfields	Aug 2026	-
Great Southern	Aug 2026	Feb 2027
Kimberley	Aug 2026	Feb 2027
Mental Health	Aug 2026	Jan, Feb 2027
Midwest	Jul, Oct 2026	Jan, Apr 2027
Pilbara	Aug 2026	Feb 2027
Southwest	Aug 2026	Jan, Feb, Mar 2027
Wheatbelt	Sep 2026	March 2027
RN/MW dual degree (Southwest)	Aug 2026	Jan 2027
<b>WA Private Health Services</b>		
SJOG - Midland Private Hospital	-	Feb 2027
SJOG - Mental Health (Midland site only)	Jul 2026	Feb 2027
SJOG - Bunbury, Geraldton, Midland Public Hospital, Murdoch and Subiaco	Jul 2026	Feb 2027
<b>Aged Care Providers</b>		
Yaandina Community Services Limited	Jul 2026	-

- Dates above might be subject to change - see [2026|GradConnect](#) for updates.

# 2026|GradConnect Midwife Graduate Programs

WA Public Health Services	2026	2027
<b>East Metropolitan Health Service (EMHS)</b>		
Armadale Kalamunda Group	Aug 2026	Feb 2027
<b>North Metropolitan Health Service (NMHS)</b>		
Women Newborn Health Service (WNHS)	Aug 2026	Feb 2027
<b>South Metropolitan Health Service (SMHS)</b>		
Fiona Stanley Fremantle Hospital Group	Aug 2026	Feb 2027
Peel Health Campus	Aug 2026	Feb 2027
Rockingham General Hospital	Aug 2026	Feb 2027
<b>WA Country Health Service (WACHS)</b>		
Goldfields	Aug 2026	Feb 2027
Great Southern	Aug 2026	Feb 2027
Kimberley – MW – Caseload rotation available	Aug 2026	Feb 2027
Midwest	Jul, Oct 2026	Jan, Apr 2027
Pilbara	Aug 2026	Feb 2027
Southwest – MW – Caseload rotation available	Aug 2026	Jan 2027
Wheatbelt – MW – Caseload rotation available	Aug 2026	Feb 2027
RN/MW dual degree (Southwest)	Aug 2026	Jan 2027
<b>WNHS/WACHS</b>		
Collaborative midwifery program	Aug 2026	Feb 2027
<b>Private Health Services</b>		
SJOG (Geraldton, Midland Public Hospital, Murdoch and Subiaco)	Jul 2026	Feb 2027

- Dates above might be subject to change - see [2026|GradConnect](#) for updates.

# 2026|GradConnect applicant checklist

## Prior to application opening period

- Read and download the 2026|GradConnect handbook
- Check my eligibility to apply to 2026|GradConnect by checking [2026|GradConnect eligibility](#)
- Note [2026|GradConnect key dates](#)
- Review and research [Participating health services and intakes](#)
- Confirm I meet the English language criteria - see [Meeting English requirements](#)
- Update my curriculum vitae (CV) - only if I am a midwifery applicant
- Seek permission from 2 referees to provide a reference - see [Other requirements](#)
- Prepare a draft of my [Value-based statement](#) responses into a word document

## During application period

- Review [Applying for 2026|GradConnect](#)
- Have documents ready when completing my application – see [Other requirements](#)
- Save my incomplete application so that I can return to it later – see [Editing your application](#)
- Submit my application by 1pm AWST 18 March 2026 – see [Submitting your application](#)
- Check to ensure that I've received an email from no-reply@health.wa.gov.au to confirm successful submission of my application
- Ensure I am contactable and available during recruitment [2026|GradConnect key dates](#)

## If successful in gaining an interview

- Confirm my attendance at interview directly to the first and/or second preference site
- Review my [Value-based statement](#) and prepare for [Interview](#)

## On offer of employment

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

# Scholarships and incentives

## Chief Nursing and Midwifery Office scholarships

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

WA Health, through the CNM Office, offers a range of scholarships for nursing and midwifery students studying in WA.

The provision and allocation of financial assistance is based on an accountable and transparent process and is related to WA Health's specific workforce requirements.

Please review the [Important information for scholarships](#) for further details and the full eligibility criteria.

### Important notes

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



## Scholarships offered

If you are interested in furthering your studies, the CNM Office offers scholarships for the following postgraduate qualifications:

- Enrolled Nurse Specialisation
- Registered Nurse Specialisation
- Postgraduate in Midwifery
- Rhonda Marriott Scholarship

## Scholarship application dates

Scholarship applications for semester 1 are open between December and February each year, and semester 2 are open between May and July each year. Confirmed application dates will be published on our [Scholarships webpage](#).

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

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

### Important notes

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

- Email: [nmo.scholarships@health.wa.gov.au](mailto:nmo.scholarships@health.wa.gov.au)





## Further help or advice

- For any specific information related to the GradConnect process contact the CNM Office [GradConnect team](#).
- Check the [2026|GradConnect website](#) frequently for updates.
- If experiencing any technical issues with accepting or declining an offer, support is offered by the RAMS helpdesk [ramshelpdesk@bigredsky.com](mailto:ramshelpdesk@bigredsky.com) or 1300 733 056.
- Alternatively, for any other queries contact the office on [GradConnect@health.wa.gov.au](mailto:GradConnect@health.wa.gov.au) and the GradConnect team may be able to assist.

This document can be made available in alternative formats.

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