



Government of Western Australia
WA Country Health Service



WA Country Health Nursing & Midwifery opportunities

February 2026

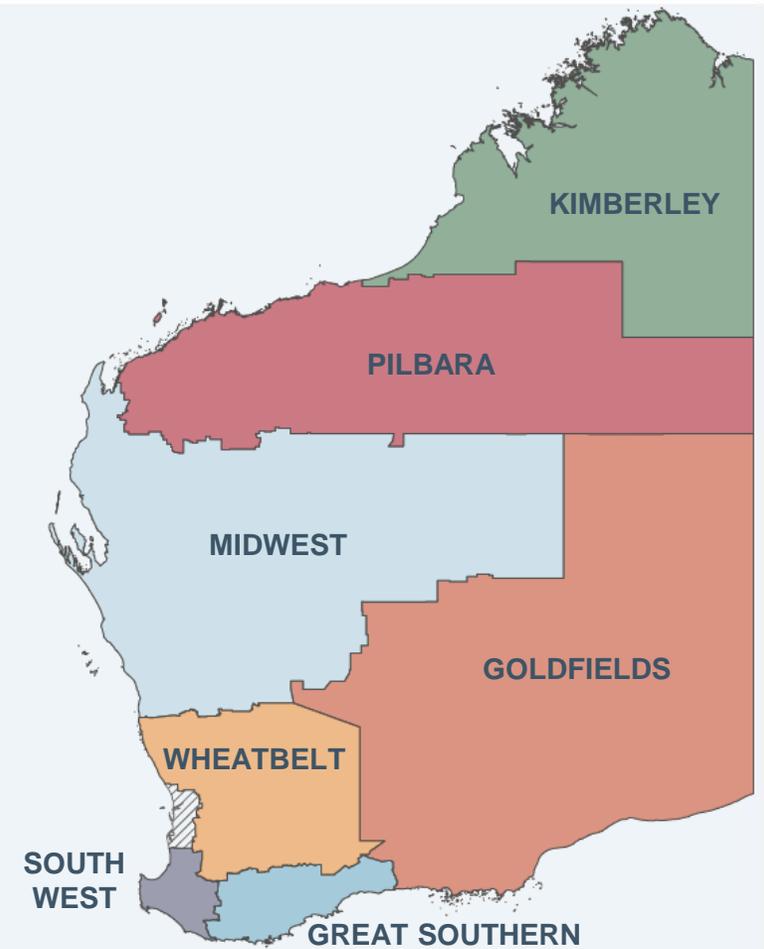


Welcome to WA Country Health Service

WA Country Health Service (WACHS) has a network of public hospitals, health services and nursing and midwifery posts across over 2.55 million km² in regional and remote WA.

WACHS is committed to providing high quality, accessible health care to people across the state, from large regional centres to small remote communities.

All the seven WACHS regions have been home to Aboriginal people for tens of thousands of years. We respectfully acknowledge the past and present traditional owners of these lands.





Government of Western Australia
WA Country Health Service

Where can a career
with WACHS take you?

Country attractions

- ✓ Lifestyle & community
- ✓ Cultural diversity
- ✓ Family friendly towns
- ✓ Unique experiences:
 - different from metro
 - broad skillset development or specialties
 - RFDS & ambulance transfers
 - Emergency Telehealth Service
- ✓ Specialised nursing roles
- ✓ WA Health system benefits
- ✓ Extra benefits in some locations:
 - travel & accommodation subsidies
 - rural & remote allowances
- ✓ Personal and professional growth



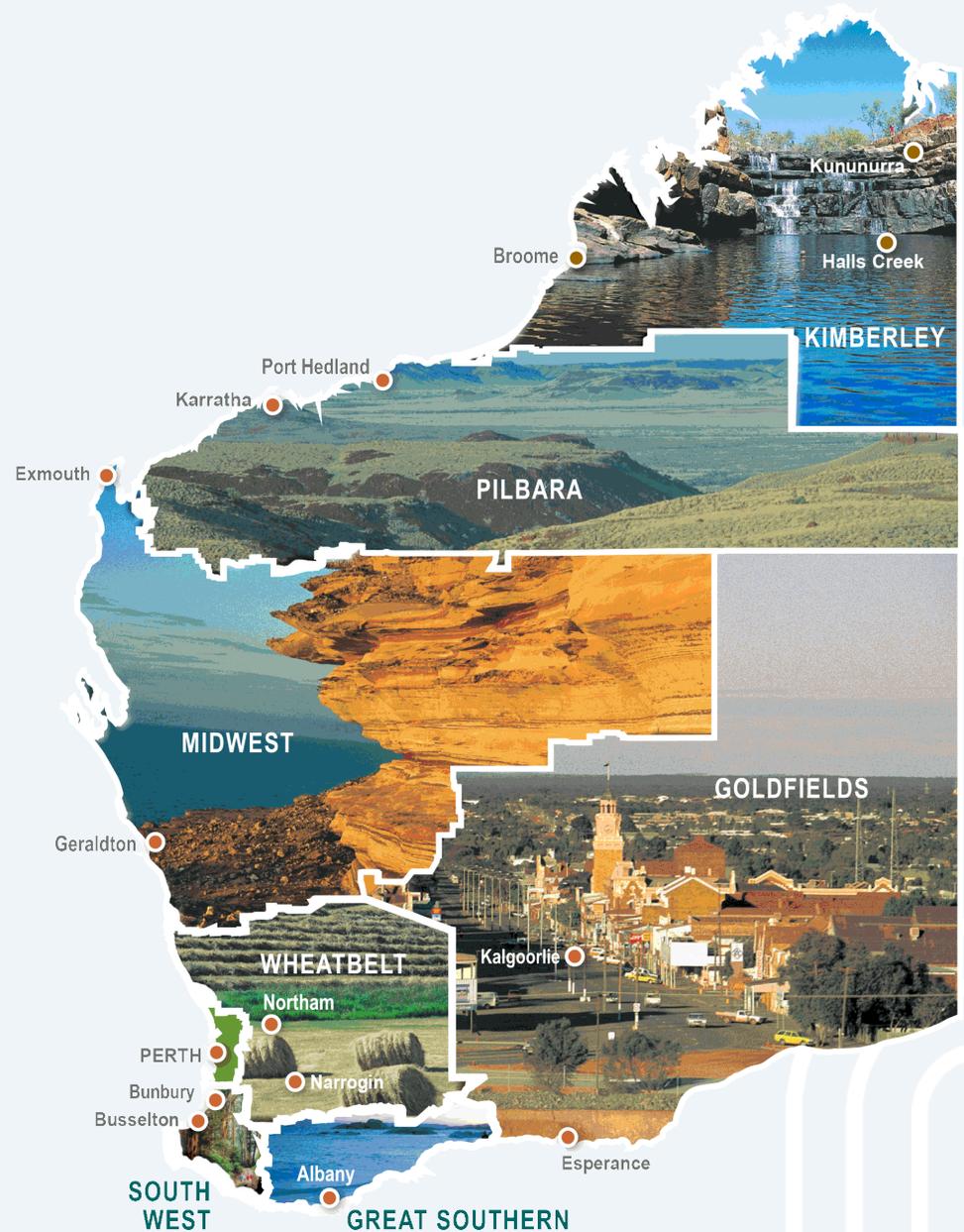
WACHS - a specialty for everyone!

WACHS' network of services includes everything from large regional hospitals to small nursing posts. We offer a range of rotations through these specialties, including:

- Medical & surgical
- Paediatrics
- Rehabilitation & sub-acute
- **Emergency departments**
- Aboriginal health
- Remote area clinics
- **Theatre / perioperative**
- Renal dialysis
- **Residential aged care**
- **Palliative care Mental health – acute inpatient**
- Chemotherapy & cancer services
- Population (primary) health
- Community health, child health, school health
- ICU (Bunbury) & HDU (other regions)



Graduate Nurse programs in WA Country Health's 7 amazing regions!



The Kimberley region

The State's most northern region.

The NQN program offers graduates a 12-month Rotational Program - allows nurses to complete two six-month rotations in Broome, Derby, Fitzroy Crossing or Kununurra.

Specialities include medical/surgical, perioperative, paediatrics, and emergency.

The Kimberley also offers specialised 12-month mental health and community health programs.



The Pilbara region

A fantastic region for nurses who have an interest in rural and remote health care, Aboriginal health and working at sites both large and small.

The NQN program offers graduates a 12-month Rotational Program at Hedland, Karratha, Newman, Roebourne and Onslow allowing graduates to rotate in different areas of the hospitals.

The Pilbara also offers 12-month Transition Programs in specialities such as Emergency, Population Health, Perioperative, Aged Care, Community Health and Community Mental Health.



The Midwest region

This region incorporates four health districts – the Gascoyne, Geraldton, Midwest and Murchison.

The NQN Program offers graduates positions in a range of areas some of which include acute care and emergency with a possibility of rotations to MPS.

The Midwest also offer:

- **two-specialist 18-month programs**, specialising in ED and HDU, and a specialist 12-month perioperative nursing program.
- Specific 12 month rotation in Mental Health



The Goldfields region

WA's largest region, over three times the size of Victoria.

The **NQN Programs** offers graduates a 12-month program.

There are potential rotations in our MPS, in ED and paediatrics.

The Goldfields offers 12-month **specialist programs** in perioperative, mental health and community health.



The Wheatbelt region

The Wheatbelt region contains the highest number of small hospital sites within WACHS.

The **NQN Program** offers graduates a 12-month supported program across multiple Wheatbelt sites.

Graduates who complete the Wheatbelt NQN Program are eligible to progress to the **Wheatbelt Transition to Specialty Program**, which provides a possible further 12-months of development in specialty areas such as emergency, palliative care, cancer services, perioperative care, mental health and population/community health.



The South West region

The **NQN Program** offers graduates a 12-month program in Bunbury and Busselton with shared 12- month program between smaller MPS.

Bunbury also have 12-month specialist positions in Community Health, Day Procedure Unit & Perioperative, General Ward/Paediatric, General Ward/Mental Health, General Ward/ICU, and General Ward/ED.

There is also a **specialist 12-month** Mental health Program.



The Great Southern region

The NQN Program offers graduates a 12-month program at hospitals and health services in Albany, Katanning, Kojoonup, Gnowangerup, Denmark and Mount Barker, across general medical and surgical, peri-operative, rehabilitation, dialysis, palliative care, emergency department and mental health.

Graduates will rotate between the regional resource centre and the MPS.

There is also a **specialist 12-month** mental health program.



Newly Qualified Nurse programs support

All nurses in a WACHS Graduate Program receive support and education to develop skills and promote professional growth.

Programs include orientation, study days and support throughout each program, plus the BACKUP Nurse Support Team.





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Graduate Midwifery programs in WA Country Health Service

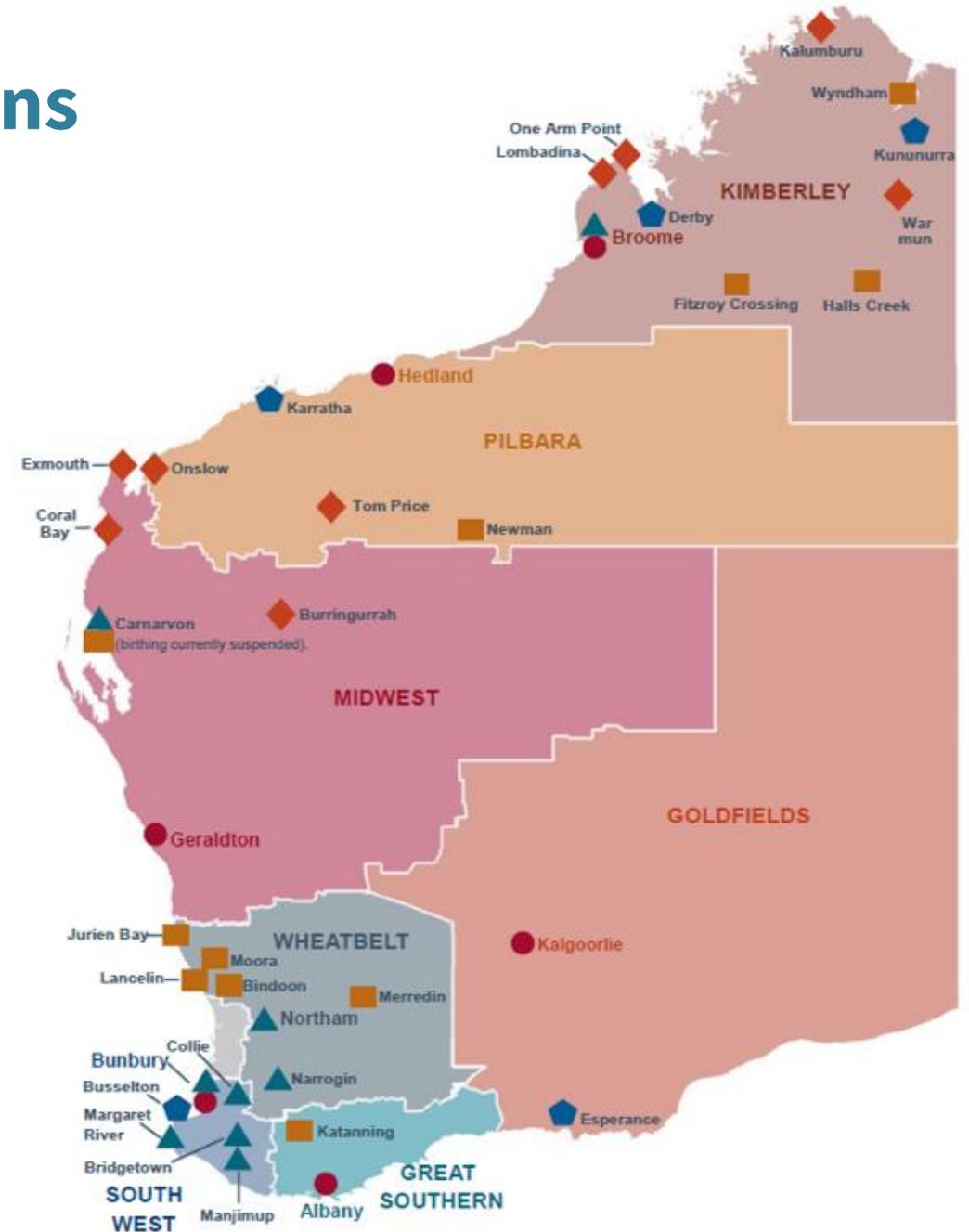


Graduate programs in all regions

18 Maternity sites across all 7 regions

Types of model of care:

- 6 Consultant-led
- 5 GPO-led
- 8 Caseload midwifery
- 11 Community midwife – Antenatal/postnatal only
- 9 Outreach visiting community midwife – varying frequency (weekly/monthly)



Services offered at different sites

Waterbirth	Caseload Midwifery	Special care Nursery
Broome Hedland Geraldton Esperance Bunbury Northam Narrogin Busselton Warren Margaret River Albany	Broome Karratha Northam Bunbury Warren & Blackwood Margaret River Collie Geraldton	Broome Port Hedland Geraldton Kalgoorlie Bunbury Albany

All Midwifery sites

MOETS

LC Telehealth Service

Fetal Monitoring – K2
 Infant Guardian

Telehealth Positive Birth Program

Midwifery Graduate Program

- 2-day Graduate orientation in Perth
- Midwifery graduate workbook
- Minimum of 2 days SNUM on commencement of graduate program and internal rotations (Caseload midwifery further time SNUM)
- Teams chat group
- Full support from SDM and/or Maternity Manager
- Full support from CME and Midwifery Workforce Manager
- Possibility of permanent contract following the 12 months
- Opportunity for career progression
- MOETS



WACHS babies born 2024/25 = 6455

WA country birth numbers (2024-25)*

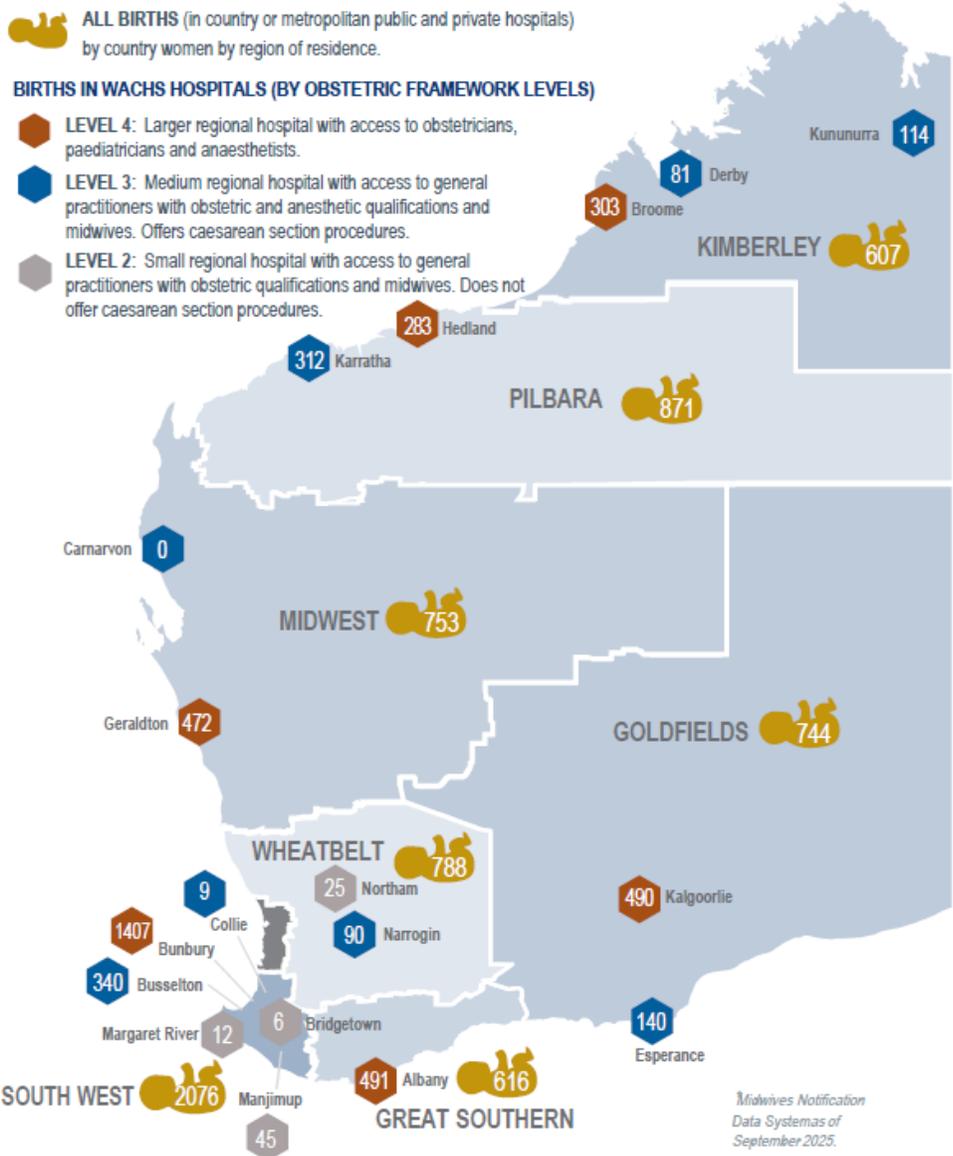
WACHS is the largest health service in Australia, with regions that vary in size, geography, population profiles, socio-economic status and health outcomes. Additionally, pregnant women may need to travel to larger country or metropolitan locations to access the expertise and care they require.

KEY

ALL BIRTHS (in country or metropolitan public and private hospitals) by country women by region of residence.

BIRTHS IN WACHS HOSPITALS (BY OBSTETRIC FRAMEWORK LEVELS)

- LEVEL 4: Larger regional hospital with access to obstetricians, paediatricians and anaesthetists.
- LEVEL 3: Medium regional hospital with access to general practitioners with obstetric and anesthetic qualifications and midwives. Offers caesarean section procedures.
- LEVEL 2: Small regional hospital with access to general practitioners with obstetric qualifications and midwives. Does not offer caesarean section procedures.



Midwives Notification Data Systems of September 2025.

Financial support – relocation for Graduate nurses and Midwives

- **Need to negotiate at interview**
- Accommodation/rent subsidised – Minimum 0.8FTE
- Aircon subsidy (north 26th parallel) – Submit reimbursement form after payment
- Annual District allowance:
 - Ranges \$2000 - \$9400
- Zone Tax offset
 - 183 days or more in that zone

Offset	Amount	Example of site
Zone A	\$338	Carnarvon, Derby, Hedland
Zone B	\$57	Kalgoorlie
Special Area	\$1173	Kununurra

How to apply

Opens – 9am 23/2/26
Closes – 1pm 18/3/26

- Through GradConnect - Refer to handbook
- Chose which intake
- Include CV and relevant references (CF or a CM)
- Submit a written value-based statement (2 values) -
Read about our health service and values before
- 400-word limit
- Chose WACHS region or WNHS/WACHS



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WA Country Health Service

Job Description Form

Community | Compassion | Quality Integrity | Equity | Curiosity

Position Title	Position number: Various
Clinical Midwife Specialist – Endorsed Midwife	

CAREER PATHWAYS FOR MIDWIVES

WHAT IS AN ENDORSED MIDWIFE?

An Endorsed Midwife is a Midwife with a postgraduate qualification for an Endorsement for Scheduled Medicines and can provide autonomous care.

Endorsed midwives therefore do not require a GP referral to work with women.

Endorsed midwives can provide direct referral to other health care professionals, prescribe some medications and order diagnostic interventions.

MEDICARE (MBS) PROVIDER	PRESCRIBING RIGHTS WITH PBS ACCESS
REFERS TO OTHER HEALTHCARE PROFESSIONALS IF NEEDED	WOMEN DO NOT REQUIRE GP REFERRAL
ADMITTING RIGHTS TO HOSPITAL	ORDER MBS REBATED BLOOD TESTS AND SCANS

SCOPE TO PROVIDE:

- Sexual and Reproductive Health
- Maternal, Child and Family Health

acm Australian College of Midwives

Nursing and Midwifery TRAVEL Program

Transition to Rural - AdVenture & Lifestyle



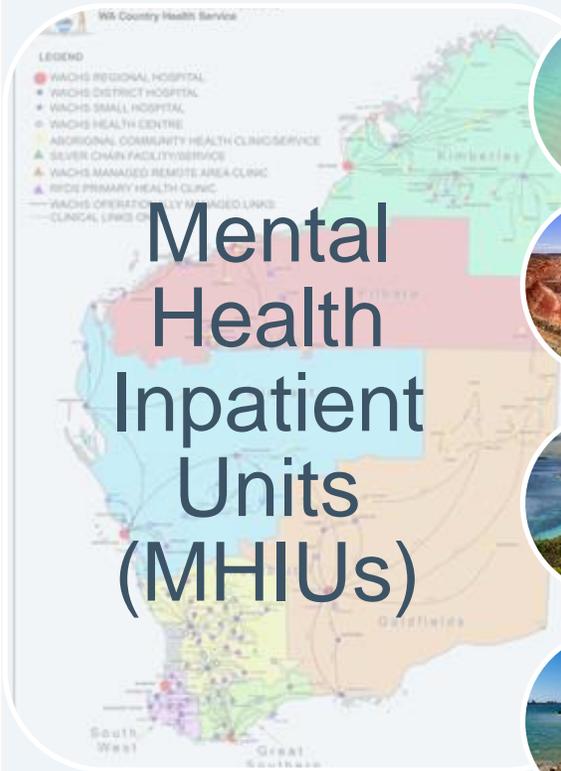


• Mental Health • Transition to Practice Program



WACHS Mental Health

WACHS Mental Health



Mental Health Inpatient Units (MHIUs)



Broome



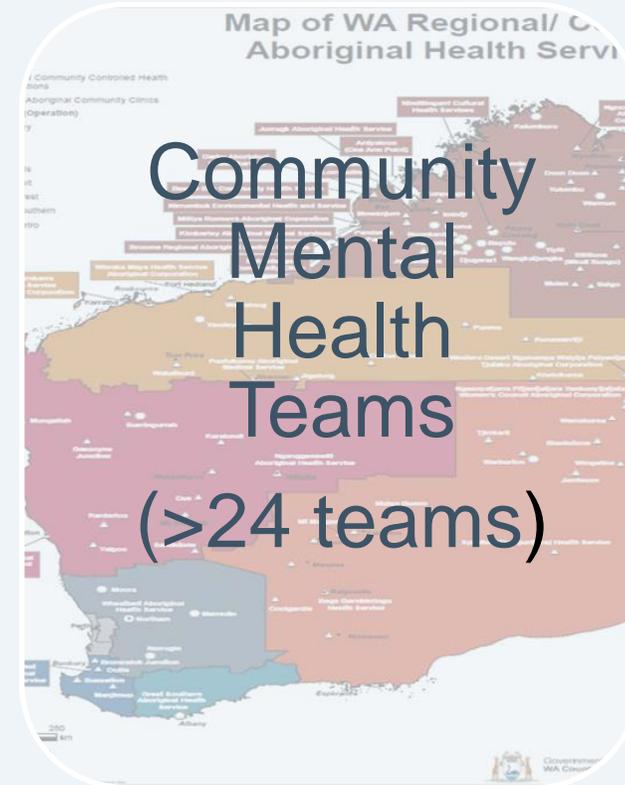
Kalgoorlie



Albany



Bunbury



Community Mental Health Teams (>24 teams)



ICAMHS



Youth



Adult



Older Adult

Mental Health Transition to Practice program



- 1 year program.
- 2 intakes each year.
- Specialised learning program.
- Opportunity for experiences.
- Links across our regions.

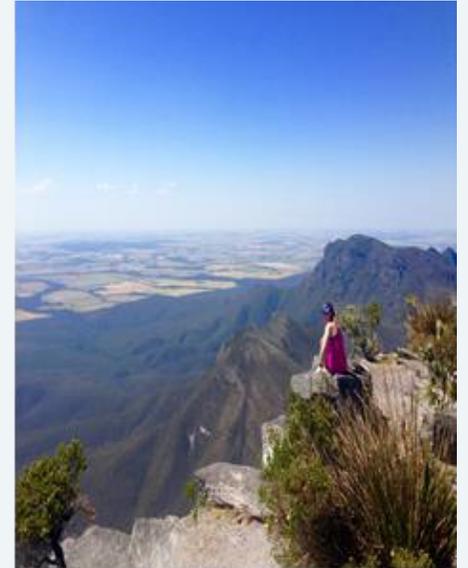
Our learning program includes



- Orientation.
- Mental Health Skills Day.
- Reflective Practice.
- Development Activities.
- eLearning modules.
- On-site mentor.

*“There are less people in this town than I have
Facebook friends... and I love it!”*

*TRAVEL Program participant
(& past Goldfield's graduate)*



WA Country Health Service Nursing and Midwifery

Contact us:

Graduate Nurse Programs: WACHSgradnurse@health.wa.gov.au

Graduate Midwife Programs: WACHS-NM.GradMidwifeProgram@health.wa.gov.au





The artwork in this publication is the work of Leeann Kelly-Pedersen

QUESTIONS?