



Government of **Western Australia**
Department of **Health**
Nursing and Midwifery Office

Pathways

Nursing and midwifery... can take you anywhere.

www.nursing.health.wa.gov.au



Nursing and midwifery: great care is our business

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Are you looking for a job where you can work with people and make a real difference?

Have you thought about nursing or midwifery?

Introduction

Most nurses and midwives choose to work in a hospital delivering direct patient care, but did you know that nurses and midwives also have the ability to work in many different areas?

Some of these include occupational health and safety, policy development, education and training, as well as management, leadership, primary health and research.

The numerous pathways available lead to a wide variety of settings in which to work.

This booklet provides information on the nursing and midwifery professions – what it's like to be a nurse or midwife, the different specialties and the educational pathways to get you there. Information about scholarships and who to contact for further details are also provided.

There is also information on the benefits of being a nurse or midwife, including: the opportunities to travel and work in regional Australia, interstate or overseas; flexible hours to suit your lifestyle; and the ability to change your work scene by choosing to specialise or trying a different practice setting.

So if you are trying to decide what the next step in your life will be, consider midwifery or nursing. It can take you anywhere.

If after reading this booklet you would like to discuss nursing or midwifery further, please don't hesitate to contact us:

Nursing and Midwifery Office
Department of Health, Western Australia

Free call: 1800 11 22 72

(free in WA from land line only)

Phone: (08) 9222 4075

nursingwa@health.wa.gov.au

www.nursing.health.wa.gov.au

Benefits

You can go places

The world will always need nurses and midwives. You can work in the metropolitan area or in one of our country health services. WA nurses and midwives are highly regarded nationally and internationally. This means you can work almost anywhere in the world and continue to expand your career. Travel as much or as little as you want.

Work in a challenging environment

A typical nurse or midwife is up and about, caring for patients, consulting with colleagues or supporting patient's visitors. You also get to do a lot of problem solving and thinking on your feet. Something different happens every day.

Choose your hours

Nurses and midwives work throughout the day and night, so you can choose shifts that work around your lifestyle – sport, shopping, kids, and so on. A variety of shifts are available, including weekday, weekend, morning, afternoon and night shift. Work is offered on a full-time, part-time or casual basis.

Change your work scene

Nurses and midwives can apply for positions within a hospital, or in a non-hospital setting such as a school, cruise ship, child health centre, university, community centre, aged care facility, prison, mine site and many more.

Generous allowances

Most full-time nurses and midwives who do shift work have nine weeks paid leave per year. They also get extra pay for working afternoon, night, or weekend shifts.

Choose your adrenalin level

It's up to you. Opt for the adrenalin of emergency, intensive care or labour ward, or choose to work in a general or specialised setting.

If you're after something different you can work in a community health centre, school, university, government department or in areas such as education, research or policy development.





Change your specialty

Change it up a bit – you can move from specialty to specialty whenever you feel like a new challenge or become a specialist in one area. There are so many options - see page 37.

Make a difference

There's no doubt about it, nursing and midwifery are careers with heart. These professions are a meaningful way to contribute to society. You're there to help people get better. Your patients and their families will trust you and look to you for reassurance.

Be a critical thinker

Nurses and midwives will often be the ones who will notice any problems with their patient and often need to make quick decisions about their patient's care needs.

Look after your community

Many nurses and midwives will tell you how much their skills and knowledge are valued by their friends and family. What better way is there to ensure that your loved ones, your neighbours and your community are provided with the best health care possible?

Be in demand

There are many great nursing and midwifery jobs across Australia and overseas. WA's growth and brand new hospitals mean nurses and midwives will continue to be highly sought in the coming years.



Enrolled nursing, registered nursing and midwifery

What's the difference?

Enrolled nurse

To become an enrolled nurse (EN) you'll study for twelve to eighteen months full-time through a state or private training provider for a Diploma of Nursing.

On completion of the course, enrolled nurses can practice across a range of clinical settings.

Enrolled nurses work under the supervision of a registered nurse to provide care to patients from all kinds of backgrounds and age groups.

The opportunity for promotional positions is a little more limited for enrolled nurses than for registered nurses. Enrolled nurses can progress their career by becoming an Advanced Skill Enrolled Nurse, or decide to pursue further studies such as an Advanced Diploma.

Enrolled nurses can go on to university to become a registered nurse or midwife. They are usually given recognition of prior learning and have the length of their course reduced.

Registered nurse

To become a registered nurse (RN) you'll study at university to obtain a Bachelor of Science (Nursing). The course takes three to three and a half years, if studying full-time. The responsibilities of a registered nurse range from providing direct patient care to coordinating care delivery, promoting better health, managing staff, undertaking research or providing education.

Registered nurses have the most opportunities for employment in a huge variety of settings. There are many career advancement options, the capacity to specialise (see page 37), lead teams, move into executive roles or work in advanced practice roles.

Midwife

To become a midwife you'll study at university to obtain a Bachelor of Science (Midwifery), known in health as a 'direct entry' course (three year full-time degree), or by becoming a registered nurse first, and then undertaking postgraduate studies in midwifery (18 months full-time).

The responsibilities of a midwife generally involve direct clinical care, but like registered nurses, there are a number of other employment opportunities including work in research, management, education and policy development.

Midwives work in a variety of settings such as clinics, hospitals, birthing centres and in women's homes. The role of the midwife may also involve other aspects of women's health, including sexual or reproductive health, lactation (breastfeeding) consultancy and educating parents how to care for their child.

Midwifery is not just a profession for women, men make great midwives too.



Entry paths to nursing and midwifery

What Year 12 subjects should I consider to qualify for nursing or midwifery?

You will need to pass Year 12 English and Maths if you wish to study an enrolled nursing course.

It is recommended that you contact enrolled nursing course providers for further information about entry requirements. Alternative pathways are also available to gain entry.

For entry into registered nursing and midwifery courses, the most appropriate subjects to study in Year 12 are Human Biology or any other science subject, plus Maths and English. These subjects will provide a sound knowledge base for undertaking nursing and midwifery studies, however, this can vary between universities so it is always advisable to research each university's current prerequisites and entry requirements.

The Australian Tertiary Admission Rank (ATAR) to enter a registered nursing or midwifery course varies from university-to-university and year-to-year. It is recommended that you contact each university to find out the cut-off score for each of their courses (a cut-off score is the minimum score needed to enter the particular university). Some individual course cut-offs may be higher, due to high demand.

Indicative ATAR scores for Bachelor of Science (Nursing) courses usually range between 70 and 75. Indicative ATAR score for the Bachelor of Science (Midwifery) is around 88, while entry to the dual degree is around 80.

What if I don't meet the necessary Year 12 requirements?

If you have not satisfied the necessary secondary education requirements, you may be eligible to undertake a Certificate III in Health Service Assistance and use this as a pathway into nursing or midwifery - see "Assistant in Nursing" section.

There are also other bridging programs offered by the various education providers that will prepare you for entry to the course you want, so make contact with them to find out more.

A Certificate IV Preparation for Nursing Education will prepare you for entry into a Diploma of Nursing course a Bachelor of Science (Nursing or Midwifery) at university.

A Certificate IV in Health Science Foundations will prepare you for entry into a Bachelor of Science (Nursing or Midwifery) at university or a Diploma of Nursing.

Some private training providers also provide courses to obtain a Diploma of Science (Health Studies) or Diploma of Health Science. Once completed, universities may grant enrolment into the second year of a Bachelor of Science (Nursing).

Assistant in Nursing

As an Assistant in Nursing (AIN) you work as a member of the nursing team, assisting nurses to give general patient care. You will support patients with tasks like helping them with their hygiene, their meals and assisting them to move into and out of bed, and to mobilise around the ward. You will assist nurses to monitor a patient's condition by measuring blood pressure, temperature and respiration rates.

To work as an AIN in a WA Health hospital you need to complete a Certificate III in Health Service Assistance (Acute Care) which is offered through the state training providers and several private organisations. Visit www.nursing.health.wa.gov.au/projects/ainp.cfm for more details.

Working as an AIN can be a rewarding career in itself, but it is worth noting that the AIN qualification can be used as a pathway into a career in nursing or midwifery, plus this qualification will allow you to continue to work as an AIN while you study to become a nurse or midwife.



Enrolled nurse to registered nurse conversion courses

Once you have completed an enrolled nursing course, you might later decide to progress your career into registered nursing.

Some people choose enrolled nursing as an alternative pathway to university if they were unable to gain direct entry, or, so that they can work and gain further experience before and while they study to become a registered nurse or midwife.

Generally the conversion program equates to two years full-time study but may vary. It is recommended that you contact the universities directly for information about their entry requirements.

I already have a tertiary qualification in another field, how do I become a registered nurse?

If you want to study registered nursing and have already completed another tertiary qualification, you may be eligible to complete a Graduate Pathway course.

On completion of the Curtin University Master of Science (Nursing) Graduate Pathway course, graduates are able to register with the Nursing and Midwifery Board of Australia as a registered nurse. This course is two years in duration when undertaken full-time.

For further information contact:

Curtin University

Phone: (08) 9266 2053

www.nursingandmidwifery.curtin.edu.au





Studying midwifery

Direct entry midwifery

Curtin University offers a three-year full-time Bachelor of Science (Midwifery). This course does not have the prerequisite of a nursing qualification. Graduates of this course are eligible for registration as a midwife and will allow you to work as a midwife only.

Edith Cowan University offers a four-year full-time dual degree. This qualification will make you eligible for registration as a registered nurse and as a midwife allowing you the flexibility to work in both professions.

Both programs are highly competitive. Please contact the university directly for further information.

Postgraduate midwifery

Postgraduate midwifery students are registered nurses, who already have a Bachelor of Science (Nursing) qualification or equivalent.

The length of the course varies depending on the mode of study, but the most common arrangements for postgraduate degrees in midwifery are 18 months full-time. Further information about course lengths can be obtained from the universities.

Postgraduate midwifery students are employed in a maternity setting during their clinical experience. There are many metropolitan and country hospitals in WA where midwifery students can work to gain the required amount of clinical experience to achieve competency and fulfill course requirements.

Course providers

Enrolled nursing course providers

Metropolitan

North Metropolitan TAFE:

Central Institute of Technology, Mt Lawley

Web: www.central.wa.edu.au

Phone: 1300 300 822

Email: academic.hcs@central.wa.edu.au

West Coast Institute, Joondalup

Web: www.wcit.wa.edu.au

Phone: 1300 134 881

Email: studentcentro@wcit.wa.edu.au

South Metropolitan TAFE:

Challenger Institute of Technology, Murdoch

Web: www.challenger.wa.edu.au

Phone: (08) 9229 848461

Email: info@challenger.wa.edu.au

Institute of Health and Nursing

Web: www.ihna.edu.au

Phone: 1800 225 283

Email: enquiry@ihna.edu.au

Marr Mooditj Aboriginal Training Inc

Web: www.marrmooditj.com.au

Phone: (08) 9351 9344

Email: reception1@marrmooditj.com.au

Silver Chain

Web: www.silverchain.org.au/wa/about-us/our-training

Phone: (08) 9208 8356

Email: info@silverchain.edu.au



Enrolled nursing course providers

Regional

Central Regional TAFE:

C Y O'Connor Institute, Northam

Web: www.cyoc.wa.edu.au

Phone: (08) 9622 6777

Email: northam@cyoc.wa.edu.au

Durack Institute of Technology, Geraldton

Web: www.durack.edu.au

Phone: (08) 9956 2700

Email: info@durack.wa.edu.au

Goldfields Institute of Technology

Web: www.goldfields.wa.edu.au

Phone: (08) 9088 6762

Email: contact.kal@vtec.wa.edu.au

North Regional TAFE:

Pilbara Institute, South Hedland

Web: www.pilbara.wa.edu.au

Phone: (08) 9158 9400

Email: feedback@pilbara.wa.edu.au

South Regional TAFE:

C Y O'Connor Institute, Narrogin

Web: www.cyoc.wa.edu.au

Phone: (08) 9881 9000

Email: narrogin@cyoc.wa.edu.au

Great Southern Institute of Technology, Albany

Web: www.gsit.wa.edu.au

Phone: (08) 9892 8888

Email: info@gsit.wa.edu.au

South West Institute of Technology, Bunbury

Web: www.swit.wa.edu.au

Phone: (08) 9780 7070

Email: courseinfo@swit.wa.edu.au

University of Notre Dame, Broome

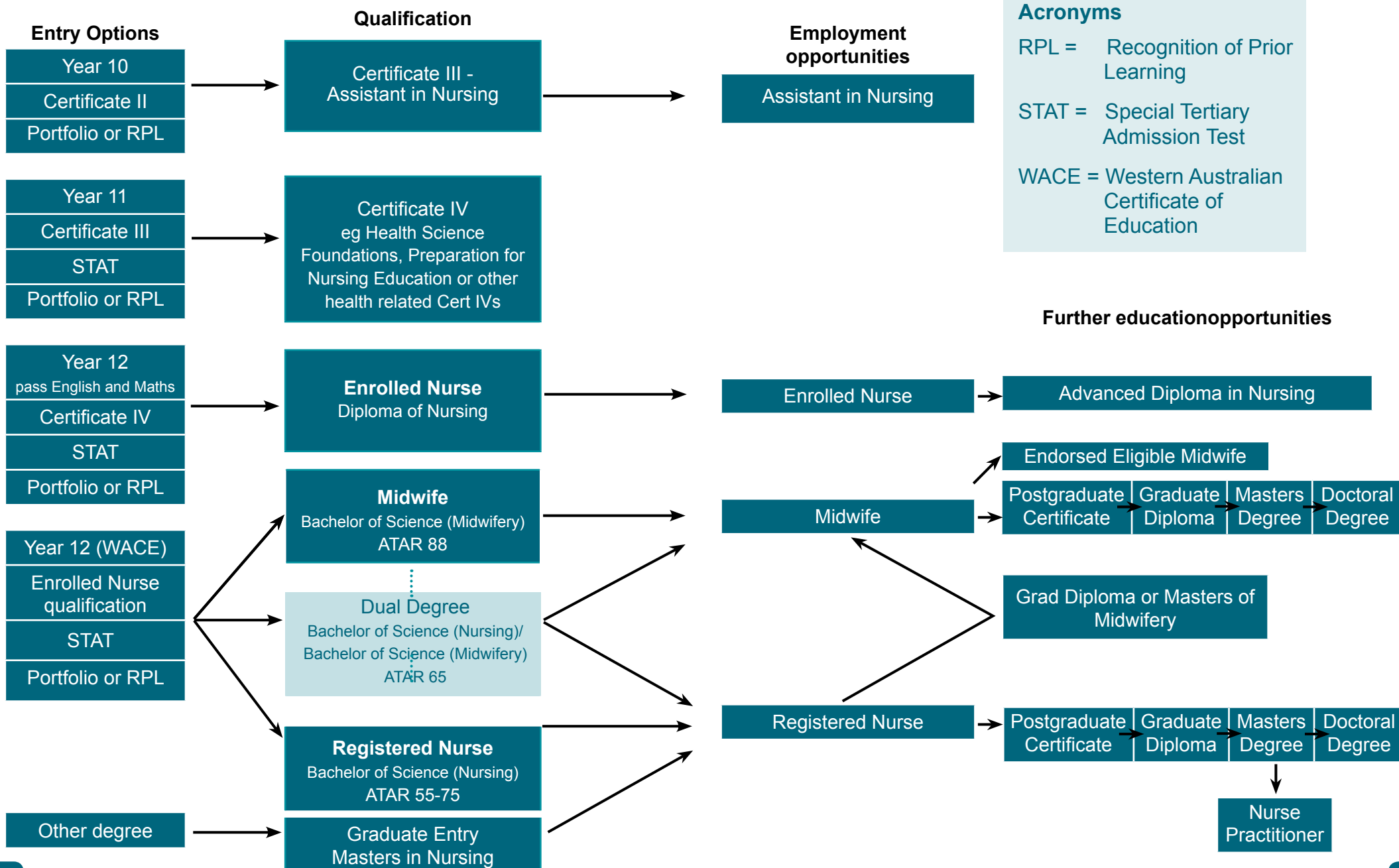
Web: www.nd.edu.au/broome

Phone: (08) 9192 0600

Email: broome.enquiries@nd.edu.au



Pathways to a nursing or midwifery career in Western Australia



Registered nursing course providers

Metropolitan

Curtin University, Bentley

Web: www.nursingandmidwifery.curtin.edu.au

Phone: (08) 9266 2053

Email: nursing@curtin.edu.au

Edith Cowan University, Joondalup

Web: www.ecu.edu.au/snm

Phone: 134 ECU (134 328)

Email: futurestudy@ecu.edu.au

Murdoch University, Mandurah

Web: www.nursing.murdoch.edu.au

Phone: (08) 9582 5501

Email: v.reicheld@murdoch.edu.au

University of Notre Dame, Fremantle

Web: www.nd.edu.au

Phone: (08) 9433 0555 or 1800 640 500

Email: fremantle.reception@nd.edu.au

Regional

Curtin University, Albany

Web: www.nursingandmidwifery.curtin.edu.au

Phone: (08) 9266 2053

Email: nursing@curtin.edu.au

Edith Cowan University, Bunbury

Web: www.southwest.ecu.edu.au

Phone: 134 ECU (134 328)

Email: futurestudy@ecu.edu.au

Geraldton Universities Centre

Web: www.guc.edu.au/

Phone: (08) 9920 4400

Email: info@guc.edu.au

Note: You should contact the individual provider to find out if they offer part-time courses and to find out if you are eligible for any credits towards course entrance based on previous qualifications you have obtained or partially completed, or any work experience you have.





Midwifery course providers

Undergraduate (direct-entry)

Curtin University, Bentley (midwifery only)

Web: www.nursingandmidwifery.curtin.edu.au

Phone: (08) 9266 2053

Email: nursing@curtin.edu.au

Edith Cowan University, Joondalup (registered nursing & midwifery)

Web: www.ecu.edu.au/snm

Phone: 134 ECU (134 328)

Email: futurestudy@ecu.edu.au

Postgraduate

Curtin University, Bentley

Web: www.nursingandmidwifery.curtin.edu.au

Phone: (08) 9266 2053

Email: nursing@curtin.edu.au

Edith Cowan University, Joondalup

Web: www.ecu.edu.au/snm

Phone: 134 ECU (134 328)

Email: futurestudy@ecu.edu.au

University of Notre Dame, Fremantle

Web: www.nd.edu.au

Phone: (08) 9433 0555 or 1800 640 500

Email: fremantle.reception@nd.edu.au

Note: You should contact the individual provider to find out if they offer part-time courses and to find out if you are eligible for any credits towards course entrance based on previous qualifications you have obtained or partially completed, or any work experience you have.



Support for Aboriginal students

Aboriginal student services are available at most universities and other education facilities. They offer a range of services to encourage the participation of Aboriginal students.

You'll find staff welcoming, supportive and friendly. They will offer advice on how to join a course and how to stay on track.

Some of the information and services offered include:

- Mentoring assistance and cultural support
- Financial support through scholarships and ABSTUDY
- Tutoring assistance and access to learning resources
- Information on bridging programs or ways to qualify for entry
- General student advice
- Connection and engagement with other Aboriginal students
- Distance learning information
- Accommodation and childcare information and assistance.

We encourage you to become familiar with these free and confidential services and find out how they can assist you on your learning journey.

WA Health also has an [Aboriginal Cadetship Program](#) that offers Aboriginal students the opportunity to gain paid work experience, either as an Assistant in Nursing or in a non-clinical role, while completing an undergraduate nursing degree.

For more information and eligibility:

Phone: (08) 9222 2478

Email: Aboriginal.Health@health.wa.gov.au

www.aboriginal.health.wa.gov.au/employment/cadetship.cfm

Aboriginal student services

Metropolitan

North Metropolitan TAFE:

Central Institute of Technology

Koolark Centre for Aboriginal Students

Web: www.central.wa.edu.au

Phone: (08) 9428 0340

Email: deadly@central.wa.edu.au

West Coast Institute, Joondalup

Aboriginal Support Officer

Web: www.wcit.wa.edu.au

Phone: (08) 9233 1231

Email: Studentcentro@wcit.wa.edu.au

South Metropolitan TAFE:

Challenger Institute of Technology

Kadadjiny Mia Centre for Aboriginal Learning

Web: www.challenger.wa.edu.au

Phone: (08) 9599 8714 (Rockingham) or

(08) 9239 8327 (Fremantle)

Email: atsi.studentsupport@challenger.wa.edu.au

Curtin University

Centre for Aboriginal Studies

Web: www.gunada.curtin.edu.au

Phone: (08) 9266 7091

Email: cas.enquiries@curtin.edu.au

Edith Cowan University

Indigenous Student Support Officer

Web: www.ecu.edu.au/snm

Phone: 134 328

Email: enquiries@ecu.edu.au

Marr Mooditj Aboriginal Training Inc

General Administration

Web: www.marmooditj.com.au

Phone: (08) 9351 9344

Email: reception1@marmooditj.com.au

Murdoch University

Kulbardi Aboriginal Centre

Web: kulbardi.murdoch.edu.au

Phone: (08) 9360 2128

Email: kulbardi@murdoch.edu.au

University of Notre Dame, Fremantle

General Administration

Web: www.nd.edu.au

Phone: (08) 9433 0223

Email: nursing@nd.edu.au

Regional

Central Regional TAFE:

C Y O'Connor, Northam

Aboriginal Development Officers and Program Assistants

Web: www.cyoc.wa.edu.au

Phone: (08) 9622 6777

Email: northam@cyoc.wa.edu.au

Durack Institute of Technology, Geraldton

Indigenous Service Officers

Web: www.durack.edu.au

Phone: (08) 9956 2894

Email: client.services@durack.edu.au

Goldfields Institute of Technology

The Place of Aboriginal Learning and Excellence

Web: www.goldfields.wa.edu.au

Phone: (08) 9088 6971

Email: l.foreman@curtin.edu.au

Aboriginal student services

Regional cont...

North Regional TAFE:

Pilbara Institute, South Hedland

Indigenous Education Support Officer

Web: www.pilbaratafe.wa.edu.au

Phone: (08) 9158 5605

Email: feedback@pilbara.wa.edu.au

South Regional TAFE:

C Y O'Connor, Narrogin

Aboriginal Development Officer

Web: www.cyoc.wa.edu.au

Phone: (08) 9881 9000

Email: narrogin@cyoc.wa.edu.au

Great Southern Institute of Technology, Albany

Manager, Aboriginal Programs

Web: www.gsit.wa.edu.au

Phone: (08) 9892 8779 or 1800 675 781

Email: info@gsit.wa.edu.au

South West Institute of Technology, Bunbury

Course Information Services

Web: www.swit.wa.edu.au

Phone: (08) 9780 7070

Email: studentservices@swit.wa.edu.au

University of Notre Dame, Broome

The Admission's Officer

Web: www.nd.edu.au/broome

Phone: (08) 9192 0601

Email: Melissa.Puertollano@nd.edu.au

Mature age entry

There are several ways for mature age students to enter nursing and midwifery. Entry into nursing and midwifery courses varies depending upon your work experience and education.

You should contact the individual education providers to find out if you are eligible for any credits towards course entrance based on previous qualifications you have obtained or partially completed, or any work experience you have. This is what is sometimes called "recognition of prior learning" or "RPL".

You may need to complete a University and State Training Providers Preparation Course; a bridging course through one of the education providers, or a Special Tertiary Admissions Test (STAT) before applying for entry into any nursing or midwifery course within Western Australia.

For further information contact the individual education providers, or:

University and State Training Providers Preparation

www.tisc.edu.au/static/guide/stat.tisc#stat_prep

Tertiary Institutions Service Centre – STAT

www.tisc.edu.au/static/guide/stat.tisc



WA Health scholarships

The Nursing and Midwifery Office provides a range of scholarships and fellowships totaling around \$2 million each year.

We offer financial assistance to people who are:

- studying to become a nurse or midwife
- nurses and midwives studying a postgraduate qualification
- former nurses and midwives wanting to return to the workforce after a prolonged break.

Studying to become a nurse or midwife

Studying to become a nurse or midwife will lead to an exciting profession full of diverse experiences and opportunities.

A scholarship can help you discover your career in nursing or midwifery and cover some of the study costs. Examples of courses we fund are:

- Studying to be an enrolled nurse, such as a Diploma of Nursing.
- Studying to become a registered nurse and/or midwife, such as a Bachelor of Science (Nursing), Bachelor of Science (Midwifery), or Bachelor of Science (Nursing and Midwifery).
- Conversion degrees, such as enrolled nurses bridging to a registered nurse qualification; converting a diploma to a degree; registered nurses becoming midwives or undertaking honours or a graduate entry masters program in nursing.

Postgraduate studies

Postgraduate scholarships are available to nurses and midwives looking to broaden their expertise through education. Examples of courses funded are:

- **Postgraduate specialisation scholarships** to assist enrolled nurses and registered nurses to complete specialisation to advance their knowledge and skills in their clinical or non-clinical field.
- **Midwifery scholarships** to assist midwives to complete courses such as a Graduate Diploma or Masters of Midwifery.
- **Nurse practitioner scholarships** to assist registered nurses to study a Master of Nursing (Nurse Practitioner).

Returning to nursing and midwifery

Scholarships are offered to enrolled nurses, registered nurses and midwives to study to re-gain their registration with the Nursing and Midwifery Board of Australia. Scholarships are paid on successful course completion.

How to apply

Applications open annually.

To apply online, or for full details about application dates and eligibility, visit: www.nursing.health.wa.gov.au

Universities and other professional organisations also offer scholarships.

Visit the Nursing and Midwifery Office website for further information: www.nursing.health.wa.gov.au



Specialising

As a nurse you can specialise in one or several areas during your career. To specialise, you will need to undertake postgraduate education and/or gain extensive nursing experience on the job.

There are some specialties where only registered nurses are employed and may not be available to enrolled nurses. A number of specialty areas are listed below:

- Aboriginal health
- burns
- cardiology (heart)
- clinical nursing
- community
- coronary care
- diabetes education
- dialysis
- domiciliary nursing (nursing care in the home)
- education (hospital or university based)
- emergency
- family health
- gerontology/aged care
- infection control
- intensive care
- management
- medical nursing
- mental health
- neonatal intensive care (newborn babies)
- nurse practitioner
- occupational health
- oncology (relating to cancer)
- paediatric (children)
- peri-operative (operating theatres)
- plastic surgery
- policy/project management
- rehabilitation
- remote area nursing
- research
- rural nursing
- surgical nursing
- wound management.

Advanced and extended roles

Healthcare and technological advances are reshaping what nurses and midwives can do.

With extensive experience and additional study, nurses and midwives are able to push through traditional boundaries to access many advanced practice roles. Expert nurses and midwives are increasingly establishing themselves in autonomous roles such as Nurse Practitioner or Endorsed Eligible Midwife. They can even set up their own business as independent practitioners.

Nurse practitioner

A nurse practitioner is a highly experienced and knowledgeable registered nurse.

After undertaking a relevant masters degree and extensive clinical training, a nurse practitioner works within a specified scope to perform advanced clinical assessments, provide holistic care, initiate referrals of patients to other health care professionals, prescribe medications and order diagnostic investigations.

Endorsed eligible midwife

An endorsed eligible midwife is a very experienced midwife who has been deemed competent across the full scope of midwifery practice. Endorsed eligible midwives have completed an approved professional practice review program and prescribing course, allowing them to prescribe medications as part of their midwifery work.





Mental health nursing

With the current statistics of one in every five Australians experiencing a mental health problem sometime in their lifetime, mental health nurses are in high demand.

Mental health nursing is a specialised area of nursing that cares for people with mental health problems and assists them in their recovery journey.

Mental health nurses can be enrolled nurses or registered nurses, but to become a specialist mental health nurse, you are required to undertake a postgraduate course in mental health nursing or gain extensive mental health nursing experience on the job.

Mental health nurses care for children, adolescents, adults, older adults, or those in the justice or prison systems.

They work in partnership with their patients, the patient's families, their partners and the community. Mental health nurses also work as part of a team with other health professionals including psychiatrists, clinical psychologists, social workers, counsellors, medical doctors and occupational therapists.

Mental health nurses work in a variety of settings including hospitals, clinics, outreach services, community services, drug and alcohol services and prisons.

Working conditions

Hours

The majority of nurses and midwives work in hospitals, which usually involves shift work. Employers, such as hospitals, offer flexible shift options (weekdays and/or weekends, day and/or night duty). Work can be offered on a full-time, part-time or casual basis. This provides you with plenty of options to achieve a reasonable balance between work and your personal life.

The hours worked will depend on your experience, the clinical or specialty area you work in, and which hospital or health service you are employed by. In some other settings nurses and midwives may work normal office hours.

Examples of typical shift times:

Early Shift (day shift)

7.00am–3.30pm

7.00am–2.30pm

Late Shift (afternoon shift)

1.00pm–9.30pm

2.00pm–9.30pm

Night Shift

9.00pm–7.30am

9.30pm–7.00am

Some employers offer variations such as 12 hour shifts 7am–7pm and 7pm–7am or “family friendly” hours such as 9am–2pm, 6pm–11pm or 5pm–1am.

Salary

As well as being personally and professionally fulfilling, nursing and midwifery can be financially rewarding too. Salaries for nurses and midwives are competitive with many other careers. To view current awards and agreements relevant to nurses and midwives, please visit www.health.wa.gov.au/awardsandagreements/#NE (Note: these are dependent on where you work and are only relevant to the WA public health system).

Shift work can also provide financial advantages. Various shifts attract loadings that greatly increase your pay. For example on a Sunday as a registered nurse, you will receive an additional 75 per cent on top of your base hourly pay rate.

Leave allowances

Nurses and midwives who work full-time and do shift work, receive five weeks annual leave per year. You also receive ten public holidays (which you can use at other times) and 12 accrued days off (if negotiated on employment). This means that most nurses and midwives have nine weeks paid leave per year.

Work while you study

Some people like to work in the health setting while they study. There are courses you can do that will qualify you to work as a carer, patient care assistant or Assistant in Nursing.

Students who are enrolled and completing a Bachelor of Science (Nursing) may be able to negotiate and obtain RPL using their academic transcript to obtain the Acute Care AIN qualification with one of the state training providers. Visit www.nursing.health.wa.gov.au/projects/ainp.cfm for more details

WA Health advertises jobs at www.jobs.health.wa.gov.au

Graduate programs

Newly qualified enrolled nurses, registered nurses and midwives are encouraged to undertake a fully paid graduate program at one of the many Western Australian public hospitals and health services, on completion of their undergraduate course.

Graduate programs assist the transition into the nursing and midwifery workforce in a supportive environment. You will gain exposure to a variety of clinical settings, while consolidating theoretical learning and critical clinical skills and judgment.

For more details visit www.gnc.health.wa.gov.au



Work experience

The Get Real Experience and Try (GREaT) Nursing and Midwifery Work Experience Program has been developed to encourage high school students to experience nursing prior to studying it with a state training provider or at university.

Students are encouraged to discuss their interest in this program with their school career counsellor or their VET coordinator prior to submitting an application. Full details are available at www.nursing.health.wa.gov.au

Other useful information

The Nursing and Midwifery Office website has lots more information about careers in nursing and midwifery, visit: www.nursing.health.wa.gov.au

Meet real nurses and midwives

You can watch or read stories from nurses and midwives working in Western Australia at: www.nursing.health.wa.gov.au

Follow us on Facebook

You can stay in touch with us and find out what's happening by liking us on Facebook at 'Nursing and Midwifery in Western Australia'.

Download our app

Find the app 'Nursing and Midwifery WA' at the app stores.



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