

GRADUATE NURSES & MIDWIVES FAQs

APPLICATIONS

How do I apply to the Graduate Program at Eastern Health?

All applications must be received online via Eastern Health e Mercury and linked to the job advertisement. Applicants must also apply to PMCV (Post Graduate Medical Council Victoria) <http://computermatching.pmcv.com.au/>

What pathways does Eastern Health offer?

Eastern Health has 5 pathways on offer for Graduate applications:

- General Nursing
- Combined Nursing/Mental Health
- Mental Health
- Midwifery
- Combined Nursing/Midwifery

Can I apply for more than 1 pathway at Eastern Health?

Yes! Please be aware that each pathway applied for is considered one preference on computer match. i.e. if an applicant applies for 2 pathways with Eastern Health, they will have 2 remaining preferences on PMCV computer match.

Please note: If applying for more than one pathway only 1 application needs to be submitted and the applicant will only attend 1 interview.

What do I need to include in my application?

Application must include:

- Cover letter – maximum 1 page
- Resume- maximum 2 pages
- Certified copy of your latest academic transcript with grading key
- 2 x Summative clinical appraisals, including cover page, NMBA standards and educator's feedback (please do not include your skills competencies). Your CAT will not need to be certified.

***Please note:**

- All documentation should be scanned as part of the online application (e mercury).
- Appraisals/results can be amended on E-mercury before the advert closes. Any updates can then be brought to the interview
- We do not accept paperwork which is posted or emailed directly to us.

Do I need to attach a photo in my application?

No, a photo does not need to be included in the online application. If invited for an interview, the applicant will be asked to bring x2 passport sized photos.

Who should I address my application to?

Michelle Rutherford, Director – Pre registration and Transition to Practice Programs

Does it matter if I haven't had a placement at Eastern Health?

No, it is not a requirement to have attended Eastern Health at placement to apply for a graduate position.

Does Eastern Health accept international students?

Eastern Health welcomes all applicants (PMCV computer match and non computer match). Non computer match applicants must have a valid working visa; student visas will not be accepted. Unfortunately, Eastern Health is unable to offer sponsorship.

Can I still apply if I am not eligible for computer match?

If you are not eligible for computer match please register for e Mercury for non computer match Graduate positions which may be advertised.

How long can the gap be between studying and the commencing a graduate program at Eastern Health?

Up to 12 months.

What happens if I am unsuccessful via computer match?

All Health services in Victorian who have vacancies are notified of any unmatched candidates. If Eastern Health do have vacancies, the GNMP team will review and offer directly to unmatched applicants, or applicants who did not apply through PMCV computer match but have been shortlisted following interview. Any unfilled positions after this process will be advertised on the website.

INTERVIEWS & EMPLOYMENT**What can I expect at the interview?**

If an application meets the initial requirements, the applicant will be invited to attend an interview. At Eastern Health, an interview consists of the following:

- A group interview with up to 5 other applicants and 2 educators/senior nurses (30-40 minutes)
- An individual interview with 2 educators/senior nurses (5-10 minutes)

Can I choose which Eastern Health site I will work at?

All successful applicants are employed by Eastern Health, meaning they may be allocated to any Eastern Health site. The GNMP team works very hard to ensure each graduate is allocated to a site which is close to home as well as offering their preference for clinical area.

What can I expect with my roster?

Eastern Health employs all Graduate Nurses and Midwives at 0.8 EFT (4 days per week) to support a good work-life balance. There will be a rotating roster meaning a combination of late and early shifts on weekdays, weekends and public holidays.

A graduate may be rostered for a short period of night duty, once both clinical educator and graduate feel that the graduate is clinically ready.

What clinical support is there during my graduate year?

Eastern Health offers a structured support to all graduate nurses to promote consolidation from undergraduate to Registered Nurse.

- Preceptor: each graduate is assigned an experienced staff member for each rotation who will be able to support them.
- Clinical support nurse/nurse educator: There are dedicated Clinical support nurses and educators for each clinical area to provide clinical support throughout the entire graduate program.
- Graduate Nurse Program team: In addition to area educators there is a team of CNEs and an Associate Program Director dedicated to the graduate program.

Is there an opportunity for debriefing during my graduate year?

Yes! Eastern Health ensures there are many opportunities for graduates to participate in reflective Practice throughout the graduate year. We also have a discussion forum available on our e-platform.

What happens after my graduate year?

All graduates at Eastern Health receive a permanent contract of employment meaning the contract is permanent ongoing beyond the graduate year.

The Eastern Health Workforce team work with graduates and the GNMP team nearing the conclusion of the graduate year to facilitate ongoing employment. Graduate preferences and ward/department availability are all considered in this process.

Do you offer an Honours program?

Yes. Eastern Health is very supportive of graduates who wish to complete Honours whilst participating in the Graduate Program. Eastern Health has a partnership with Deakin University for the Honours program and also support students who wish to complete Honours with other Universities.

Where can I get more information?

Information Evenings – please see above for dates & ticket information

Facebook & Instagram - @easternhealthgraduates

Email us – gnp.admin@easternhealth.org.au