

**graduate  
nursing  
and  
midwifery  
programs**

**easternhealth**

Information and  
Frequently  
Asked  
Questions



## About Us



Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a range of emergency, surgical, medical and general healthcare services, including maternity, palliative care, mental health, drug and alcohol, residential care, community health and statewide specialist services to people and communities that are diverse in culture, age, socio-economic status, population and healthcare needs.

The Eastern Health Graduate Nursing and Midwifery Program is progressive, responsive and innovative. We offer over 200 positions across our health service to graduates in three intakes – January, March and July.

### Our point of difference:

- We offer a variety of specialty clinical areas including medical, surgical, aged medicine, community, mental health, midwifery and specialty medicine
- We have permanent contracts of employment for all graduates
- We offer employment 4 days a week to support work-life balance
- We provide a combined Nursing & Midwifery 18 month Program for those with a double degree
- We offer leadership opportunities with Graduate Ambassadors within the Graduate Representative Group

***More than 95% of our graduates remain at Eastern Health after their graduate year!***



## Application Process - PMCV & NON-PMCV

We are so excited you are considering your graduate year with us here at Eastern Health!

In **2020**, there will be three intakes – **January, March and July**, offering over **200 positions!**

We offer 5 pathways for Graduate applications (see page 6 for rotation details), including:

- General Nursing – 2 rotations
- Combined Nursing/Mental Health – 2 rotations
- Mental Health – 3 rotations
- Midwifery – all rotations
- Combined Nursing/Midwifery (18 Month Program) – all midwifery rotations, plus 1 nursing

You are welcome to apply for more than one pathway at Eastern Health. 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.

If you are applying for more than one pathway, only 1 application needs to be submitted, and you will only attend 1 interview.

## Alexandra District Health and Eastern Health partnership

Alexandra District Health and Eastern Health have partnered to create a blended rural and metropolitan graduate pathway, which consists of one 6 month rotation at Alexandra District Health, and one 6 month rotation at Eastern Health. See our website for more details.

## Where to Apply

Applicants must apply to PMCV (Post Graduate Medical Council Victoria) - <http://computermatching.pmcv.com.au/>. Applications must be received online via Eastern Health's online recruitment website, Mercury - <https://eh.mercury.com.au/> - with the exception of application for the ADH/EH pathway, please visit <http://www.alexandrahospital.org.au/index.php?page=graduate-nurse-program> for further details.



*"A highlight for me would be already having the opportunity to perform complex skills such as putting a Nasogastric tube on the ward. It definitely helped me consolidate my learning from Uni and put theory in to practice," Therese, Graduate Nurse*

## Information for NON PMCV

Eastern Health welcomes applications from those who are applying outside of PMCV computer match process. There will be 2 job adverts (per discipline) for those applying via PMCV computer match and those applying outside of PMCV computer.

The timeframe for each job advert may differ so please ensure you are registered for mercury for email alerts.

Please note if you are eligible for PMCV computer match you must apply to Eastern Health via PMCV. If unsure if you are eligible for the PMCV computer match process, please visit the PMCV website: <https://www.pmcv.com.au/computer-matching-service/resources/897-gnmp-candidates-faqs/file>

## Employment opportunities for Aboriginal and Torres Strait Islander People

Eastern Health is proud of its significant achievements in the delivery of health care services to the Aboriginal and Torres Strait Islander community. We are committed to ***closing the gap*** in health outcomes and life expectancy for Aboriginal and Torres Strait Islander people.

Eastern Health is growing its Aboriginal and Torres Strait Islander workforce within a culturally safe environment, with recognition and support of culturally significant events and the provision of safe spaces for Aboriginal and Torres Strait Islander staff and students to share yarning and social time. Eastern Health encourages the presentation of Aboriginal and Torres Strait Islander people for health treatment, through building relationships and partnerships with, and respect for, the Aboriginal and Torres Strait Islander community.



The Eastern Health Graduate and Aboriginal Cadetship programs, offer Nursing, Midwifery and Allied Health graduates and students with Aboriginal or Torres Strait Islander background, guaranteed interviews and culturally respectful support when applying to Eastern Health for employment.

## What to include in your Application on mercury?



*"The support offered by the clinical educators and all the staff members has been amazing, and has enabled me to feel confident in my new role," Raluka, Graduate Nurse*

You **must** include:

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

### Important Things to note with your Application

- Please address your application to: **Michelle Rutherford, Director – Pre registration and Transition to Practice Programs**
- It is not a requirement to have attended a placement with Eastern Health to apply for a graduate position
- All documentation should be scanned as part of the online application (through mercury), and can be amended on mercury before the advertisement closes. Any updated clinical appraisals/academic results can then be brought to the interview
- We do not accept paperwork which is posted or emailed directly to us
- You do not need to attach a photo to your online application. If you are invited for an interview, you will be asked to bring 1x passport sized photo
- We welcome all applicants (PMCV computer match and non computer match). Non computer match applicants must have a valid working visa with full working rights for the duration of the program. Unfortunately, Eastern Health is unable to offer sponsorship.
- If you are not eligible for computer match, please register for Mercury for Non computer match Graduate positions which may be advertised. Please note that for 2020 applications, Non computer match Graduate positions may be an earlier recruitment process.
- The gap accepted between completion of pre-registration degree (as per academic transcript) and commencing a graduate program at Eastern Health is 12 months.

## Interviews and Employment

If your application meets the initial screening requirements, you 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 nurse/midwife (allow 30-40 minutes for this)
- An individual interview with the same educators/senior nurse/midwife (allow 5-10 minutes for this)

All successful applicants are employed by Eastern Health, meaning you may be allocated to any Eastern Health site. Our Transition to Practice team work very hard to ensure each graduate is allocated to a site which is as close to home as possible, and also aims to offer your preference for clinical area.

## If you are Unsuccessful via Computer Match

- All Health services in Victoria who have vacancies are notified of any unmatched candidates. If Eastern Health does have vacancies, the Transition to Practice 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.
- Eastern Health also offer an Early Career Nurse Program – for more information, visit <https://www.easternhealth.org.au/careers/nursing-midwifery#early-career-nurse-program>



**What are my options?**

<b>GENERAL NURSING</b>	
Aged Medicine (including Geriatric and Evaluation Medicine (GEM), Palliative care, Rehabilitation)	Community Care
Cardiac	Dialysis
Day Surgery	Endoscopy
Emergency	Neurology
Medical, including the option of pool rotation	Surgical, including the option of pool rotation
Oncology	Perioperative
Paediatrics	Renal

<b>MENTAL HEALTH</b>	
Adult inpatient unit	Community Care unit
Aged acute assessment unit	AOD Detoxification & short term support rehabilitation unit
Adolescent inpatient unit	The Mental Health pathway participates in the NEVIL program – for more information, visit ( <a href="https://www.nevil.org.au/">https://www.nevil.org.au/</a> )

<b>COMBINED NURSING/MENTAL HEALTH</b>	
<b>Nursing Rotation Options</b>	<b>Mental Health Rotation Options</b>
Medical	Adult inpatient unit
Surgical	Aged acute inpatient

<b>MIDWIFERY</b>	
Birthing Suite	Fetal Monitoring
Postnatal	Lactation
Antenatal Clinic	Extended Postnatal Care
Special Care nursery	

<b>COMBINED NURSING/MIDWIFERY</b>	
<b>Midwifery Rotation Options</b>	
Birthing Suite	Fetal Monitoring
Postnatal	Lactation
Antenatal Clinic	Extended Postnatal Care
Special Care nursery	<b>Nursing Rotation</b>
	Surgical

<b>ALEXANDRA DISTRICT HEALTH AND EASTERN HEALTH PATHWAY</b>	
<b>Alexandra District Health Rotation</b>	<b>Eastern Health Rotation</b>
Acute ward (with opportunities to experience Urgent Care Centre, Operating Theatre and Community Health)	Options are the same as general nursing

## What to Expect with your 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 on for a short period of night duty, once both clinical educator and graduate feel that the graduate is clinically ready.

## Clinical Support during your Graduate Year

Eastern Health offers a structured support to all graduate nurses and midwives, to promote consolidation from pre-registration through to Registered Nurse/Midwife.

- Preceptor: Each graduate is assigned an experienced staff member for each rotation who will be able to support them
  - Clinical Support/Clinical Educator: There are dedicated Clinical support and educators for each clinical area to provide clinical support throughout the entire graduate program
  - Transition to Practice Team (TTP): In addition to area educators, there is a team of CEs, an Associate Program Director and a Director dedicated to the graduate program.



## Things to Know

- Eastern Health ensures there are many opportunities for graduates to participate in reflective Practice throughout the graduate year, to debrief where needed. We also have a discussion forum available on our e-platform.
- All graduates receive a **contract of employment**, meaning the contract is permanent ongoing beyond your 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. Your preferences and ward/department availability are all considered during this process.
- In partnership with Deakin University, Eastern Health employs a Chair in Nursing/Director of Deakin University Centre for Quality and Patient Safety Research, who offers support for graduates undertaking an Honours degree. EH supports graduates undertaking an Honours degree from all universities.

## Information Sessions

Please see the Information Sessions section on our website

<https://www.easternhealth.org.au/careers/graduate-nurses-midwives> for dates and ticket information.

## For More Information

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Follow EH:   @easternhealthgraduates

Email EH: [ttp.admin@easternhealth.org.au](mailto:ttp.admin@easternhealth.org.au)



Contact ADH: <http://www.alexandrahospital.org.au/index.php?page=graduate-nurse-program>

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