
GradStart Handbook 2025

Applying for a graduate nursing and
midwifery position in NSW Health



Welcome

A very warm welcome to the 2025 edition of the GradStart Handbook

Congratulations on reaching this important step in your career. I encourage you to consider the incredible opportunities that NSW Health offers our new nurses and midwives. We're the largest health system in Australia, offering professional development, location, variety, and comprehensive training that is unmatched.

The GradStart program is coordinated by the Nursing and Midwifery Office (NaMO), and this offers you a vast choice of locations and settings to start your career. This is the annual state-wide process to recruit graduate nurses and midwives to NSW Health. This GradStart Handbook and [website](#) is filled with useful information to help you explore your career options and navigate the application process.

My suggestion is to keep your mind open to the opportunities, particularly in rural and regional settings that offer great lifestyle and professional opportunities. We also offer the Metro Rural Exchange, where you can complete 6 months rurally and 6 months in a metro setting. This is a great opportunity to explore new environments in your first year.

Congratulations on your decision to join NSW Health to embark on these very rewarding careers. Your commitment and compassion as nurses and midwives are at the heart of health care and makes every difference to the health and wellbeing of the people of NSW.

This is just the beginning and I wish you well for the exciting future that awaits you with NSW Health.



Jacqui Cross
Chief Nursing and Midwifery Officer



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Key recruitment dates

April

- 2025 GradStart information released on NSW Health Nursing and Midwifery Office [web site](#)
- 2025 GradStart How to Apply [videos](#) released on NSW Health Nursing and Midwifery Office web site.

May

- Attend University and Employer information days
- Apply for a NSW Working with Children Check (WWCC) for paid work.

June

- Applications Open 9am **Tuesday 18 June.**

July

- Applications Close 11:59pm **Monday 1 July**
- Invitations to interview sent to eligible applicants on **Tuesday 23 July**
- Accept or decline interview invitation by **Tuesday 30 July**
- Invite at least 2 referees to provide a reference.

August

- Interviews held state-wide from **Monday 5 August** to **Friday 30 August.**

October

- All applicants notified of recruitment outcome **Tuesday 15 October**
- Successful applicants must respond to conditional offers online by **Monday 21 October**
- **Monday 28 October** Eligible Applicant's Bank (EAB) is open.

Join us at NSW Health

Joining NSW Health means investing in a career where continuous development and clinical excellence is ingrained in the culture. You'll have the opportunity to contribute to the largest health system in Australia, allowing you to choose your work location, including in regional areas. Working in a large health system provides opportunities in different locations and specialties.

NSW Health is committed to nurturing the talent and professional development of new graduate nurses and midwives.

Check out if you are eligible for one of our many [scholarships and subsidies](#), and [NaMO scholarships](#) on our [scholarships page](#).

We offer exchange opportunities in mental health, community health, and aged care. Consider opting for the unique Metro Rural Exchange, balancing 6 months in a regional setting with 6 months in a metro area. Successful applicants receive a payment towards relocation expenses.

We look forward to welcoming you to NSW Health.

The GradStart website has all the information you need to look at the programs available across NSW, potential work locations, and support you during the application process. Click here to see all of your options, and remember to check in regularly for updates.

www.health.nsw.gov.au/gradstart



Eligibility

Am I eligible to apply for graduate employment in NSW Health in 2025? Answer “yes” to these 3 questions:

1. I will complete my nursing or midwifery degree between 1 June 2024 and 31 May 2025.

Note: completing means you have received the final result of your nursing or midwifery degree.

and;

2. I will meet all the requirements to be registered as a registered nurse or registered midwife with the Nursing and Midwifery Board of Australia (NMBA) before commencing employment.

and;

3. I am an Australian or New Zealand Citizen or hold a visa that allows ongoing full-time employment in Australia.

Important

As part of the NSW Health recruitment process you will provide a CV, academic transcript, Working with Children Check, identification, immunisation evidence and referees. [Click here for more information.](#)



How do I choose my preferences?

Research Your Options

A vast range of employment options are available across more than 150 facilities in metropolitan, regional, rural and remote settings. Working in rural and remote communities provides a broad range of clinical experiences not always available in larger metropolitan areas.

Find out more about working in rural and regional NSW by visiting [NSW Health Imagine Rural](#).

Pay special attention to where facilities are located and whether you would be prepared to live and work there. Consider the types of positions offered, clinical specialties, full-time or part-time employment opportunities and commencement dates. This last point is important to consider if you are completing your degree mid-year.

Select your preferences

You are required to choose a minimum of 6 and a maximum of 8 employment preferences. We suggest you research your options in advance by visiting employers' careers webpages. health.nsw.gov.au/nursing/employment/Pages/recruit.aspx

Only choose preferences you are prepared to accept. If you decline your position offer, no further offers will be made.

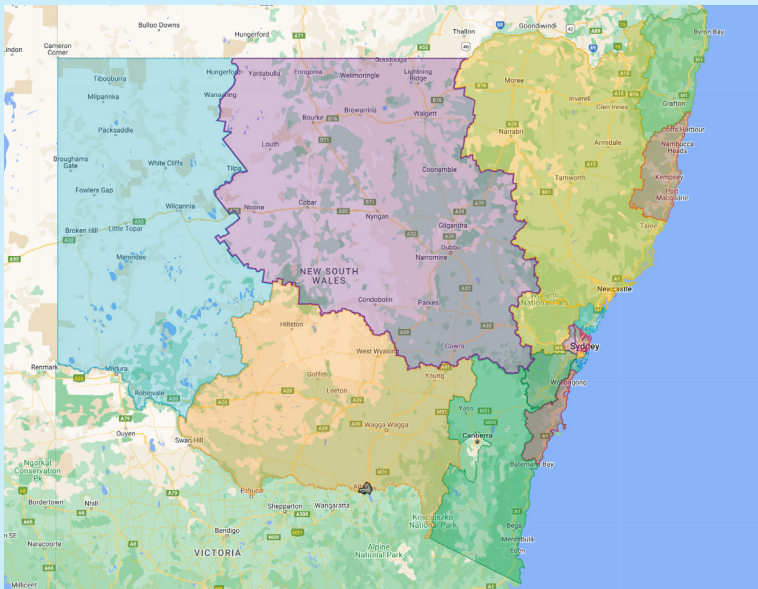
Exchange Programs

Some hospitals offer aged care community, and mental health nursing exchanges. These exchanges provide 6 months clinical practice in an aged care, community, or mental health setting and 6 months clinical practice within a general nursing setting.

The Metro-Rural Exchange Program allows graduates to gain valuable nursing experience in 2 very different clinical environments by working in both a rural facility and a metropolitan facility throughout the new graduate year. This is a great opportunity to see 2 different perspectives on healthcare environments.

Rural-Rural Exchange Programs allow you to work in 2 distinct rural positions in a rural location to enable you to broaden your new graduate experience.

You can change your preferences in your online application any time up until applications close by logging back into your application at [NSW Health jobs](#).



Preparation is key

How to apply

Want to know more about GradStart and how to apply on 18 June 2024? Check out these [videos](#).

Where to apply

Find all the information you need to be ready to apply on 18 June 2024 [here](#).

Research all your employment options

Want to know more about locations for GradStart? [Click here](#).

Exchange locations

Metro-rural and Rural-rural exchange locations. [Click here](#).

“What surprised me the most about working in a small rural hospital was the opportunities I saw and the ability to learn and grow and take responsibility for not only myself but for my patients. This was a lot more than I expected and what I experienced when working in a metro hospital. I loved both experiences but decided that rural nursing was my calling.”

- A new graduate nurse

Selection Criteria

GradStart 2025 has 6 selection criteria that you answer as part of your application.

Your responses are an important part of your application and the selection process.

[Click here](#) for more details and a guide on how to prepare your response.

The 6 selection criteria are

1. Demonstrated understanding of NSW Health's CORE Values, Collaboration, Openness, Respect and Empowerment.
2. Demonstrated high level interpersonal, verbal and written communication skills.
3. Demonstrated clinical knowledge and clinical problem solving abilities.
4. Demonstrated ability to work within a team.
5. Demonstrated understanding of the professional, ethical and legal requirements of a registered nurse or midwife, including the Nursing and Midwifery Board of Australia (NMBA) standards for practice.
6. Demonstrated understanding of the role in applying continuous improvement to quality and safety.

Applying

Applications for the NSW Health 2025 GradStart program will be open from 9am **Tuesday 18 June** and close at 11:59 pm **Monday 1 July 2024**. You will be able to apply from [here](#) when applications open. Watch the [GradStart video](#) for a step by step run through of how to apply.

Late applications are not accepted and generally there are no exceptions to this. Should you have significant extenuating circumstances please contact MOH-GradStart@health.nsw.gov.au to discuss.

Please be sure to use a supported web browser such as Chrome or Firefox on a Windows or MAC device to complete your application.

Submitting your application

Submit your completed application by **1 July 2024**. You will receive an email to confirm your application has been submitted.

Editing your application

You can edit your online application as many times as you like until applications close at 11:59 pm **Monday 1 July 2024**.



Interviews

All eligible applicants are invited to interview via email on **Tuesday 23 July 2024**.

If you do not receive an email inviting you to interview, please contact the Coordinator at the interviewing facility (your first employment preference) as soon as possible.

Applicants must accept or decline their interview attendance by **Tuesday 30 July 2024**.

All GradStart applicants are interviewed during the state-wide interview period, between **Monday 5 August – Friday 30 August 2024**.

For more information on interview preparation [click here](#).

Recruitment outcomes

You will receive an email about your outcome on **Tuesday 15 October 2024**.

There are 2 recruitment outcomes:

- 1. Successful** – offered a position from one of the preferences in your application.
- 2. Eligible but no position available** – placed on Eligible Applicants' Bank.

On Wednesday **16 October 2024** successful applicants receive an email link to accept or decline their offer.

This must be completed by **21 October 2024**.

Click this link for more information about the [Eligible Applicants Bank](#).

Priority selection

Selection of applicants are considered on a merit basis in the following order:

1. Domestic candidates

Applicants who are either: Australian Citizens, Australian Permanent Residents, or New Zealand Citizens

2. International candidates

Applicants who do not currently hold Australian Citizenship/Australian Permanent Residency/ New Zealand Citizenship. These applicants are international students who are studying/working in Australia on temporary study/work visas at the time they are completing their studies.

Withdrawing

Candidates can withdraw prior to interview and after interview. [Click here](#) for more information.

Registration as a nurse or midwife

You must be registered with the Nursing and Midwifery Board of Australia (NMBA) before commencing employment as a registered nurse or midwife with NSW Health. This registration is completed through the Australian Health Practitioner Regulation Agency (AHPRA).

Important

If you are required to undertake an English language test in order to gain registration, you should complete this as soon as possible.

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





Working in NSW Health provides an enormous variety of employment opportunities and experiences. This is the beginning of your rewarding career as a nurse or midwife.

NSW Ministry of Health

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Further copies of this document can be downloaded from the NSW Health website www.health.nsw.gov.au/GradStart

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