

Graduate Program

Nursing and
Midwifery 2023



Monash Health is Victoria's largest public health service

Monash Health is home to Victoria's largest and most diverse Graduate workforce, with approximately 850 Graduate Nurses and Midwives participating in our Graduate Program each year.

As a provider of care across the life span, Monash Health provides a unique range of clinical learning environments for new Nurses and Midwives looking to launch their career. Our facilities include:

- Monash Medical Centre
- Jessie MacPherson Private Hospital
- Monash Children's Hospital
- Dandenong Hospital
- Moorabbin Hospital
- Victorian Heart Hospital
- Casey Hospital
- Cranbourne Centre
- Kingston Centre
- Residential Aged Care Facilities



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Monash Health acknowledges the Traditional Custodians of the land, the Wurundjeri and Boonwurrung peoples, and we pay our respects to them, their culture and their Elders past, present and future.

01 Graduate Registered Nurses Streams

2023 Stream Options for Graduate Registered Nurses

Stream Name	Positions	Commencement	Stream Overview
General Nursing Summer	290	Monday 6 February 2023, with flexible entry options available	<ul style="list-style-type: none"> 12-month structured program, with two 6-month rotations Option to work Part-time (64 hours/fortnight) or Full-time (76 hours/fortnight) Full-time employees accrue 4 ADO hours per fortnight Extensive paid orientation and training program prior to commencing in the clinical area Graduate Study days and learning pathways specific to ward clinical specialties Ongoing employment offered at the completion of the program within Monash Health Guaranteed rotation in one of five nominated preference areas for at least one rotation (not applicable for Paediatric and Neonatal Stream)
General Nursing Autumn	160	Monday 8 May 2023, with flexible entry options available	
General Nursing Winter	120	Monday 7 August 2023, with flexible entry options available	
Paediatric and Neonatal Nursing	50	Monday 6 February 2023	<ul style="list-style-type: none"> 2-year structured program (12-month Graduate program followed by 12-month Post Graduate Year), consisting of four 6-month rotations Option to work Part-time (64 hours/fortnight) or Full-time (76 hours/fortnight) Full-time employees accrue 4 ADO hours per fortnight Extensive Mental Health focused Orientation and training program Mental Health specific Graduate Study days
Mental Health Nursing	35	Orientation commences 23 January 2023, commence in clinical areas Monday 6 February 2023	
PMCV Ineligible Nursing	Applicants can nominate either February, May or August 2023 commencement. Positions numbers in each intake subject to availability		
			<p>Graduates in PMCV Ineligible Nursing Stream are able to nominate five (5) clinical preference areas from those available in the General Nursing Stream. However, we are unable to guarantee a rotation to preference areas for PMCV Ineligible Graduates. All other stream components are identical to the General Nursing Streams.</p>

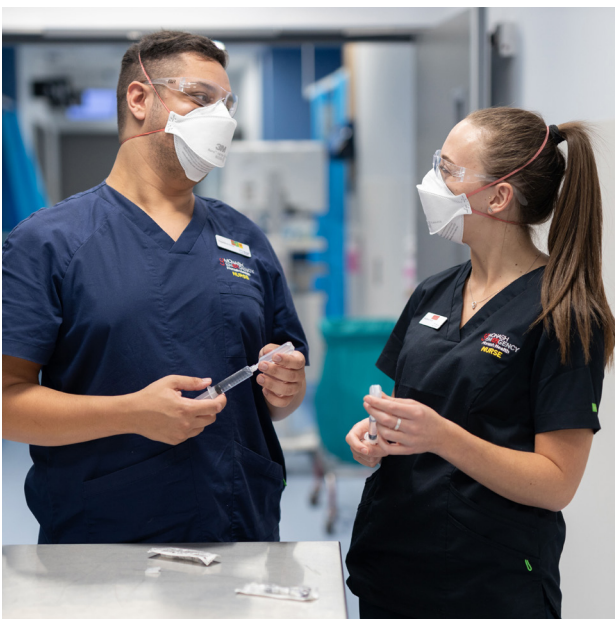
Nursing Site and Specialty Area Preferences

Flexible Entry

Flexible entry allows for Graduates to commence in their allocated clinical areas prior to the planned commencement date to accommodate:

- Individual extenuating circumstances
- Organisational/clinical area requirements
- Late registration
- Last minute changes or delays to clinical placements

Flexible entry is offered on a case-by-case basis as required.



General Nursing Streams (Summer, Autumn and Winter)

Graduates in the General Nursing streams (Summer, Autumn and Winter) are guaranteed to rotate to one of their five selected preference areas for one of their rotations. This may be in either rotation 1 or rotation 2. For their other rotation, the graduate may be placed in any clinical area across Monash Health. Graduates who are successful for General Nursing Streams are able to nominate five (5) specialty preferences from the following list during their program onboarding:

- Acute surgical
- Acute medical
- Adult Intensive Care
- Paediatrics
- Orthopedics
- Oncology/ Haematology
- Sub-acute and rehabilitation
- Newborn Services
- Cardiac Specialties (CCU and Cath Lab)
- Day Units and Specialist Clinics
- Residential Aged Care
- Palliative Care
- Gastrosciences (includes Gastroenterology, Colorectal and Gastrosurgery)
- Neurosciences
- Cardiology/ Cardiothoracics
- Diagnostic Imaging
- Perioperative
- Haemodialysis
- Emergency
- Renal/Nephrology

Successful applicants are also given the option to nominate their preferred sites. While all efforts are made to accommodate site preferences, these cannot be guaranteed.

01 Graduate Registered Nurses Streams

Paediatric and Neonatal Nursing Stream

Graduates may rotate to paediatric and neonatal areas and specialties within the Monash Children's Hospital, Dandenong Hospital or Casey Hospital during their program. Areas include:

- Paediatric surgical
- Paediatric medical
- Paediatric oncology and haematology
- Paediatric theatres
- Pediatric intensive care unit (PICU)
- Special care nursery (SCN)
- Neonatal intensive care (NICU)
- Adolescent inpatients
- Paediatric day surgical unit
- Children's Cancer Centre (Day Oncology)

Graduates in the Paediatric and Neonatal Nursing Stream are not required to submit clinical specialty or site preferences as rotations are pre-allocated in this stream.

Mental Health Nursing Stream

Graduates in the Mental Health Nursing Stream may rotate across Monash Medical Centre, Monash Children's Hospital, Kingston Centre, Dandenong Hospital, Casey Hospital and community sites.

Mental Health Nursing preference options include:

- Acute Inpatient Mental Health
- Rehabilitation (Inpatient or Community)
- Residential Withdrawal Unit
- Perinatal and Infant Inpatient Unit
- Early in Life Mental Health
- Aged Person's Mental Health



2023 Stream Options for Graduate Midwives and Double Degree Nurse/Midwives

Stream Name	Positions	Commencement	Stream Overview
Midwifery Summer Stream	10	Monday 6 February 2023	<p>12 month structured program, consisting of four 3-month rotations:</p> <p>For Graduate Midwives</p> <ul style="list-style-type: none"> Two (2) birth suite rotations Two (2) post/antenatal rotations <p>For Double Degree Graduates</p> <ul style="list-style-type: none"> Two (2) birth suite rotations One (1) post/antenatal rotation One (1) nursing rotation within a wide range of acute clinical areas <hr/> <ul style="list-style-type: none"> Option to work Part-time (64 hours/fortnight) or Full-time (76 hours/fortnight) Full-time employees accrue 4 ADO hrs per fortnight Extensive paid orientation and training program prior to commencing Tailored Midwifery Graduate Study days and learning pathways Ongoing employment offered at the completion of the program within Monash Health
Midwifery Winter Stream	2	Monday 7 August 2023	
Double Degree Summer Stream	50	Monday 6 February 2023	
Double Degree Winter Stream	4	Monday 7 August 2023	
PMCV Ineligible Midwifery and Double Degree Stream	Applicants can nominate either Summer (February) or Winter (August) 2023 commencement. Positions numbers subject to availability		

Maternity Sites

Midwifery and Double Degree Graduates are allocated to one site-based Midwifery team for the duration of their program to ensure support and continuity. Please note that while we endeavour to accommodate site preferences for midwives and double degree graduates, we are unable to guarantee placement within a preferred site or specialty. Site options are:

- Monash Medical Centre Clayton/Jessie MacPherson Private Hospital (tertiary maternity service)
- Dandenong Hospital (primary and secondary maternity service)
- Casey Hospital (primary and secondary maternity service)





Monash Health Aboriginal Graduate Nursing and Midwifery Program Support are working towards:

- Increasing our Aboriginal health professional workforce
- Providing a culturally diverse and responsive workforce
- Assisting in positive health outcomes for our Aboriginal patients by providing culturally responsive and timely care to our community, patients and their families
- Creating stronger links with the Aboriginal community

Aboriginal Graduate Nursing and Midwifery Program Support offers:

- Support to attend the Congress of Aboriginal and Torres Strait Islander Nursing Midwifery (CATSINaM) conference
- Dedicated cultural support days for graduates focusing on professional development and cultural identity

We continually strive to improve support systems for our Aboriginal employees through:

- Aboriginal employee mentor program to support and provide guidance to graduates
- Cultural safety programs to educate employees, ensuring Monash Health is a culturally safe and responsive organisation
- Culturally appropriate recruitment, support and retention strategies
- Building relationships and working in partnership with the Aboriginal community
- Provision of culturally appropriate health services and improved health outcomes for Aboriginal patients and families



To be considered for the 2023 Monash Health Graduate Program applicants must:

- i. **Register with Post Graduate Medical Council of Victoria (PMCV) Allocations and Placement Service (APS)** and rank their preferred Monash Health Program streams if eligible to do so.
- ii. **Create an account/login on the Monash Health Mercury website** and submit an application to the relevant job advertisement prior to the closing date. If you are a current Monash Health employee you must submit your application through the Mercury website using your Monash Health employee account.

Job advertisements for all 2023 Graduate Program positions open Monday 6 June 2023 on the Monash Health eMercury website.

Before you start your application...

Please note that the Monash Health Graduate Program application process has been streamlined to support candidates to submit strong applications that give them the best chance of success. Before commencing your application, please read the 2023 [Graduate Program Application Guidelines](#) carefully and follow the instructions.

Application Process

To ensure your Monash Health Graduate Program application is submitted correctly please complete the following steps in order:

1. Go to the **[Monash Health 2023 Graduate Program Digital Application Form website](#)**, complete and download a pdf copy of your completed form. This form takes place of a personalised CV and cover letter and includes two short answer selection criteria questions. For more information on preparing to complete the form, please refer to the section below.
2. Obtain a recent copy of your **Academic Transcript, including the grading key page**.
3. Have a current **Working with Children's check card** (Can be Volunteer or Employee for the purposes of application).
4. Ensure you have a pdf copy of your **Medicare Immunisation History Statement showing three doses of COVID-19 vaccine** (refer to application guidelines).
5. Collate these documents and **submit them to the relevant Graduate Program job advertisement via Monash Health eMercury** (A list of the 2023 Graduate Program Job Advertisements can be found below).
6. Ensure that you have **included the Monash Health stream/s** that you have applied for in **your PMCV preference list** (if participating in PMCV APS).

Your application will not be considered unless all six steps are completed and all documents submitted as part of your application in eMercury. Please note that documents do not need to be certified. Any scanned documentation submitted with your application must be a true and exact copy of the original.

04 Applying for the Monash Health Graduate Program

Clinical referees

Referees are an important part of your Graduate Program application. At Monash Health, applicants are given the opportunity to nominate four clinical referees in their [Graduate Program Digital Application Form](#). This strategy assists us in obtaining appropriate references in a timely manner and ensures that you are not disadvantaged in the recruitment process due to referees that are not contactable.

We appreciate that due to placement disruptions caused by COVID-19, some candidates may have difficulty nominating a third or fourth referee prior to application closing dates. Those candidates should record their two primary references on their [Monash Health Digital Application Form](#) and can submit two alternative clinical referees later in the recruitment process via email to graduaterecruitment@monashhealth.org if they become available.

Please note your primary clinical references should be a Registered Nurse or Midwife who has worked closely with you during a clinical placement, such as a preceptor or buddy, associate manager or unit manager, clinical educator, or facilitator. References not related to clinical placements or from EN or non-healthcare related employment should be used as alternative/backup referees only.

Digital Application Form and Selection Criteria Questions

Before accessing the website to complete your [Monash Health Graduate Program Digital Application Form](#), ensure you have the following information prepared ready to enter:

- Correct full name, email address and phone number for each of your clinical referees
- Details of your clinical placements, prepared in a list that outlines the month and year, length of placement, facility, ward name and ward type for each placement. Ensure each placement is separated by a semi colon. For example: May - June 2019 2 weeks Monash Medical Centre ED; September 2019 2 weeks Monash Medical Centre Ward 42 Medical Ward; October - November 2020 4 weeks Peninsula Health Ward 1 Medical Ward
- Have your Working with Children's Card and PMCV candidate ID number (if applicable) at hand as you will need to enter these details.

Selection Criteria Questions

Prepare answers for your Part A and Part B short answer questions in a word document, ready to cut and paste into the [Digital Application Form](#). The questions are as follows, with a maximum of 250 words allowed for each answer:

Selection Criteria Short Answer Question A (Stream Specific):

Select a question depending on which stream you are applying for. If you are applying to multiple streams, answer the question you feel is most relevant to your application.

- General Nursing Stream question:** What two areas of nursing are you most interested in and why do you wish to pursue a career in these areas?
- Midwifery & Double Degree Stream question:** Monash Health Midwifery & Double Degree Graduates may rotate to Dandenong, Casey or Clayton. Which is your preferred site and what would you bring to the maternity team at that site?
- Paediatric and Neonatal Stream question:** Why did you choose to apply for the Paediatric and Neonatal Stream and what paediatric/newborn areas are you most interested in?

Selection Criteria Short Answer Question B (All applicants):

All applicants must answer this question

- What is the most valuable thing you have learnt during your clinical placements?

Mental Health Nursing Stream Application Process

Please note that the Mental Health Nursing Stream has a separate application process from the other Graduate Program streams. For more information, please refer to the [Mental Health Nursing 2023 Graduate Program Application Guidelines](#).

When applying to the Mental Health Nursing Graduate Program stream job advertisement through the Monash Health Mercury website, you must upload and attach the following documents with your submission:

- [Mental Health 2023 Graduate Program Application Template](#)
- A cover letter for the Mental Health Nursing Stream (required for the mental health stream only)
- Academic Transcript, including a grading key page
- Two clinical appraisals, including a mental health appraisal if available (required for the mental health stream only)

04 Applying for the Monash Health Graduate Program

2023 Graduate Program Job Advertisements

2023 Graduate Program job advertisements will be open on Monash Health eMercury from Monday 6 June 2022 to Friday 8 July 2022.

Advert #	Advert Name	Who should apply to this advert?
52879	2023 Monash Health Graduate Program – General Nursing Summer, Autumn and Winter Streams	<p>Candidates participating in PMCV APS who have ranked and wish to apply for one or more of following streams:</p> <ul style="list-style-type: none"> • General Nursing Summer Stream • General Nursing Autumn Stream • General Nursing Winter Stream
52882	2023 Monash Health Graduate Program – Midwifery & Double Degree Summer and Winter Streams	<p>Candidates participating in PMCV APS who have ranked and wish to apply for one or more of following streams:</p> <ul style="list-style-type: none"> • Midwifery Summer Stream • Midwifery Winter Stream • Double Degree Summer Stream • Double Degree Winter Stream
52880	2023 Monash Health Graduate Program – Paediatric and Neonatal Nursing Stream	<p>Candidates participating in PMCV APS who have ranked and wish to apply for the Paediatric and Neonatal Nursing Stream.</p>
53192	2023 Monash Health Graduate Program – Mental Health Nursing Stream	<p>Both candidates participating in PMCV APS and those who are ineligible for PMCV and wish to apply for the Mental Health Nursing Stream.</p>
52878	2023 Monash Health Graduate Program – PMCV Ineligible Nursing, Midwifery and Double Degree Stream	<p>Nursing, Midwifery and Double Degree Nursing/ Midwifery candidates who are ineligible to participate in PMCV APS and wish to apply to the Monash Health Graduate Program commencing in 2023.</p>



Monash Health's selection of graduate applicants is based on the assessment of:

- Academic results
- Monash Health Graduate Application Form and Short Answer Selection Criteria Questions
- Referee feedback
- Interview outcomes

Interviews

Video interviews collected through PMCV from Monday 18 July – Wednesday 20 July 2022 will be utilised by Monash Health for 2023 Graduate Program recruitment (excluding Mental Health Nursing Stream applicants). PMCV Ineligible applicants who are short-listed for an interview will receive a video interview link directly from Monash Health in September 2022.

Successful Applicants

Offers of employment will be released in line with PMCV APS from Monday 3 October 2022 onwards. All offers are made subject to the applicant successfully completing all requirements of their Nursing/Midwifery degree and being eligible for registration with the Nursing and Midwifery Board of Australia (NMBA).

Monash Health will contact successful candidates for all streams after PMCV match results have been released by email to provide further information regarding on-boarding.

Commencement Requirements

Successful commencement in the Graduate Program is subject to:

- Satisfactory **police check (Fit2Work)**
- Confirmed **registration with the Nursing and Midwifery Board of Australia (NMBA)** as a Registered Nurse and/or Registered Midwife
- Submission of a **valid Employee Working with Children's Check Card**
- Evidence of immunisations as required by Monash Health policy and procedure including **three doses of COVID-19 vaccine**
- Ability to **pass a Fit Test**, with adequate seal on an N95 mask
- Ability to **fulfill all position requirements** including working a minimum of 0.84EFT (64 hours per fortnight) on a rotating roster from Monday – Sunday
- Evidence of a **valid Visa allowing full working rights** with no restrictions (if not an Australian citizen or permanent resident)

Successful applicants that do not meet these requirements by the clinical commencement date may have their offer of Graduate employment withdrawn.

Applications open 6 June 2022

APPLY HERE

▶ For more information:

monashhealth.org/careers/graduate-program/

▶ General Nursing, Paediatric, Midwifery and Double Degree Streams

E: graduaterecruitment@monashhealth.org

P: (03) 9594 7779

▶ Mental Health Stream

E: PRECEPTEducation@monashhealth.org

P: (03) 9792 7587



monashhealth.org