

Graduate Nurse and Midwife Program 2022

Opportunities for Enrolled Nurses, Registered
Nurses and Registered Midwives



Application Information Pack

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Welcome

Chief Nursing & Midwifery Officer

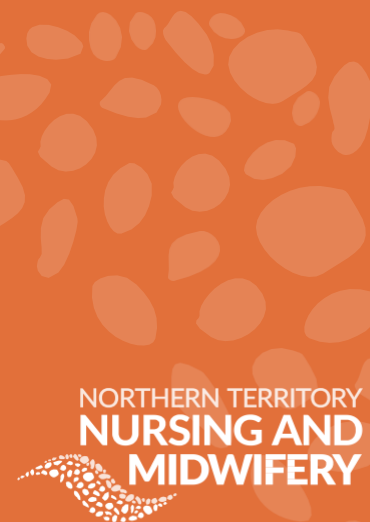
What an exciting time for you, as you near the completion of your diploma or degree and look to embark on a career in nursing and midwifery.

This handbook is designed to assist you to understand the recruitment process for the 2022 Graduate Nurse and Midwife Program in the Northern Territory and support you in preparing and submitting the best application you can. This is a competitive process with applications far exceeding the number of positions available, so please ensure you submit a well prepared, complete application and use the checklists we have provided to maximise your application's potential.

I wish you all the very best as you commence your career in nursing and midwifery and I trust you will find it as rewarding and fulfilling as I have mine.

Mish Hill

Adj. Professor **Mish Hill**



Why the Northern Territory?

The Northern Territory's (NT) Graduate Nurse and Midwife Programs are designed to provide support and education to ease your transition into practice, and allow for professional and personal development. Our hospitals offer opportunities for both Enrolled and Registered Nurses and Registered Midwives. Programs include extended learning opportunities from debriefing sessions to case study presentations and other relevant professional development in between.

Programs run over a minimum 12-month period and you will enjoy the support of clinical educators, experienced nurses, midwives and clinical coaches during that time.

The NT Graduate Nurse and Midwife Programs are provided through:

- Royal Darwin Hospital/Palmerston Regional Hospital
- Alice Springs Hospital
- Katherine Hospital.
- Tenant Creek Hospital.



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There are a large range of clinical rotations available and you will be allocated to a specific rotation plan at the beginning of your program. A small number of nursing clinical rotations may also be available through Gove District Hospital, aged care facilities and community health centres.

Nursing graduates are generally allocated two six-month clinical rotations. However, some hospitals and clinical areas have

12-month specialty clinical rotations.

Nursing clinical rotations include medical, surgical and specialty areas such as:

- intensive care
- operating theatres
- emergency department
- special care nursery and paediatrics
- renal dialysis
- mental health services
- cancer care services.

Midwifery graduates are generally allocated three or four clinical rotations depending on the hospital and clinical area.

Midwifery rotations include:

- antenatal clinics
- birthing/delivery suites
- postnatal ward
- domiciliary care.

If you have identified a particular clinical specialty that you wish to pursue, you can request to complete a clinical rotation in that specialty in your cover letter. However, while we try to accommodate specific requests we cannot guarantee specific rotations if you are successful in gaining a place on the Graduate Nurse and Midwife Program.

Once the program is complete, nurses and midwives will receive a certificate to confirm participation in the formal transition to practice program.

We encourage our graduates to apply for ongoing employment on completion of the program to continue building their career in the Northern Territory



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The selection process

We do things a bit differently in the Territory – the first thing to be aware of is that your application will be used in totality to assess your suitability for a position on the graduate program.

It is in your best interests to ensure that your application is complete and prepared to a high standard. Generally there will be no interview for the position, except in situations where the panel deems it necessary to be able to completely assess your application.

The panel will use the merit principle in reviewing your application which determines suitability, *“having regard to the person’s knowledge; and skills; and qualifications and experience; and potential for future development.”*

Application requirements

In order to give yourself the best possible chance of securing a graduate program placement it is worthwhile taking the time to prepare your application and ensure that it meets with the requirements.

Review the following information carefully and use it when preparing your application.

Eligibility

To be eligible to apply for the 2022 Graduate Nurse and Midwife Programs you must:

Have completed or be due to complete all elements of your diploma enrolled nursing or nursing or midwifery degree between November 2021 and June 2022.

Prior graduation will not be considered.

And

Be registered as an Enrolled Nurse, Registered Nurse or Registered Midwife with the Nursing and Midwifery Board of Australia prior to July 2022.



And

Be an Australian citizen or hold a visa allowing ongoing, full-time employment in Australia.

And

Completed all English proficiency visa testing prior to application and evidence of completion attached.

And

Have less than six months full time equivalent experience as an Enrolled Nurse, Registered Nurse and/or Registered Midwife, as relevant to the approved program of study.

Note: experience gained as part of COVID-19 workforces will not be included in calculations of hours.

And

Not have commenced a Graduate Nurse/Midwife Program or equivalent transition program in the NT and any other state or territory.

Applicants who applied for the first recruitment drive for the 2022 Graduate Nurse Program first intake will not be able to re-apply to the second recruitment drive.

Applicants who received letters notifying them of a waitlisted status your applications will be considered unless notified otherwise.



Priority consideration

The Northern Territory Public Sector (NTPS) values diversity and aims to achieve a workforce that is representative of the community we serve, and is committed to improving recruitment, retention and career development opportunities for Aboriginal and Torres Strait Islander people. To support this Special Measures Priority Consideration for Aboriginal and Torres Strait Islander applicants applies to the Graduate Nurse and Midwife Programs.

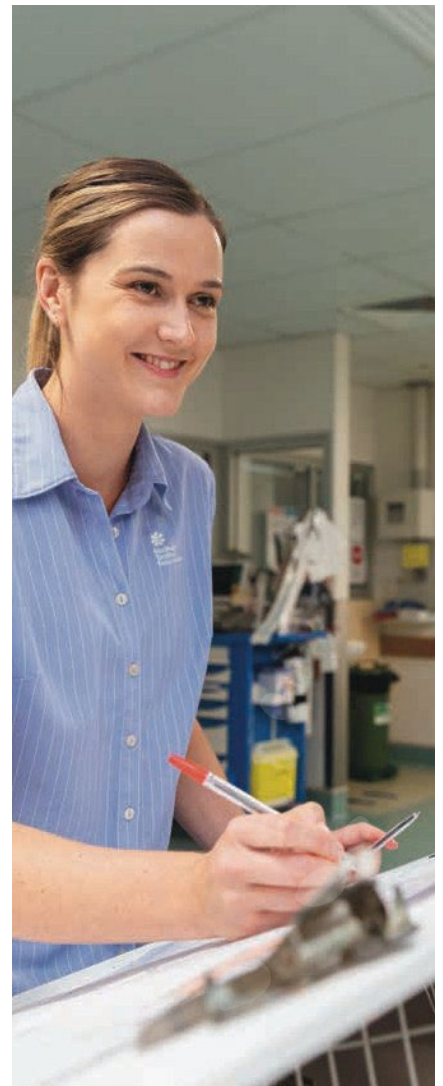
Find out more on the requirements of [Special Measures](#).

Northern Territory Health uses the merit principles to assess applicant's suitability for the role. In addition to assessing against merit, the panel will consider the following demographic information to determine priority order:

1. Northern Territory resident graduates
2. Interstate resident graduates



Please note: regardless of priority consideration, applicants must meet the selection criteria to the required standard to be deemed successful in the process.



Are you considered an NT resident?

For the purposes of this process, to be considered an NT resident under special consideration you must:

- hold Australian Citizenship or permanent residency, and
- have resided with a permanent address in the NT for a total of at least two years of the last six years, or resided with a permanent address in the NT for a total of at least five years since commencing primary school.

Preparing your application

Cover letter and resume

Your cover letter should be addressed to the selection panel covering your interest, skills and experience as relevant to the Selection Criteria.

It must provide the panel with an understanding of how you think your application meets the criteria. You are not required to address each of the Selection Criteria individually; however your one page cover letter should provide detail on your ability to meet the Selection Criteria.

Your resume should provide an overview of your education and work experience as relevant to the Graduate Nurse and Midwife Program.

The Selection Criteria

The selection panel will use all of the information you provide to assess your merit against the selection criteria, so be mindful of this in how you prepare your cover letter, resume and application in general.

Graduate Registered Nurse/Midwife Selection Criteria

Essential:

1. Current registration as a Registered Nurse or Registered Midwife with the Nursing & Midwifery Board of Australia.
2. Demonstrated understanding of, and ability to co-ordinate, client care resulting in positive clinical outcomes.
3. Demonstrated written and verbal communication and interpersonal skills to contribute effectively within the multidisciplinary team.
4. Demonstrated understanding of the impact of social and cultural challenges experienced by vulnerable groups/communities and the role of the nurse/midwife in supporting them.
5. Knowledge and application of Continuous Quality Improvement (CQI) principles in a health care setting.



As relevant to the GNMP, your resume should provide an overview of your:

- education
- work experience.

Graduate Enrolled Nurse Selection Criteria

Essential:

1. Current registration as a Enrolled Nurse with the Nursing & Midwifery Board of Australia
2. Demonstrated understanding of, and ability to co-ordinate, client care resulting in positive clinical outcomes.
3. Demonstrated written and verbal communication and interpersonal skills to contribute effectively within the multidisciplinary team
4. Demonstrated understanding of the impact of social and cultural challenges experienced by vulnerable groups/communities and the role of the nurse/midwife in supporting them
5. Knowledge and application of Continuous Quality Improvement (CQI) principles in a health care setting.

The selection panel will use all of the information you provide to assess your merit.



Application response

You are required to respond to the following question as part of your application, the panel will assess your response against the selection criteria.

“Covid-19 has presented new challenges and career pathways, please explain how your personal and professional experience with COVID-19 can contribute to building a strong health system for our NT population”.

(Maximum 250 words)

References & Clinical Placement Reports

We value referee comments and clinical placement reports very highly, so please ensure your referee understands the need to provide as much detail as needed for the panel to adequately understand how your skills and experience will be of value in the Graduate Nurse and Midwife Program.

Your references and Clinical Placement Reports must be completed by different people who have been directly involved in your supervision or education in a clinical setting.

Referees

Your Clinical Referee Report must be from a Registered Nurse/ Midwife who was directly involved in supervising you in on clinical placement preferably for a minimum period of 5 working days.

This should be a Nurse Unit Manager, Educator, Clinical Facilitator or similar.

Please note that references must be provided on the 2022 GNMP Reference Report Template and be uploaded as part of your application.



Clinical Placement Reports

Your summative Clinical Placement Reports must be from placements longer than two weeks and include the following:

- hospital/ place the placement was completed,
- period of placement,
- clinical area,
- specialty.

Ideally you should provide two third-year final Clinical Placement Progress Reports.

If this is not possible please provide one final second-year and one final third-year Clinical Placement Progress Report.

Academic Transcript

The panel will consider your academic performance as part of the process, you must provide your Academic Transcript(s) which clearly states GPA/WAM score, include education provider logo and a results legend).

If you are applying for a position on the Graduate Enrolled Nurse Program you must provide your current academic transcript.

As registration forms part of the selection criteria, please provide details on your current nursing/midwifery qualification, including your education provider name in full, for example 'Charles Darwin University' not 'CDU'.



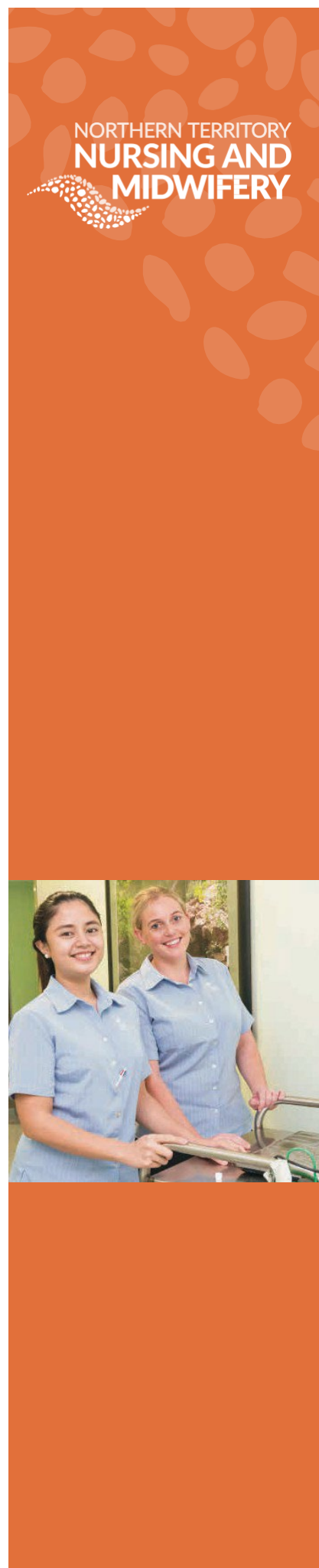
Submit your application

Once you have prepared all of your documentation and are ready to submit your application visit the careers website and locate the Graduate Nurse and Midwife Programs application.

Complete all of the required information in the application portal and then upload your documentation.

Please ensure the documents you upload are named as follows (only provide the documents requested).

Document order	Naming convention	Upload selection
1	Last name First name_ Cover letter	One page summary application
2	Last name First name_ Resume	Resume
3	Last name First name_ Academic transcript	Qualifications
4	Last name First name_ Application responses	Other
5	Last name First name_ Reference 1	Referee
6	Last name First name_ Reference 2	Referee
7	Last name First name_ Clinical Placement Report 1	Other
8	Last name First name_ Clinical Placement Report 2	Other
9	Last name First name_ Proof of identification	Other
10	Last name First name_ Evidence of working rights (required for non-citizens only)	Other
11	Last name First name_ Evidence of English Language test	Other
12	Last name First name_ Evidence of Aboriginality (required for Special Measures applicants only)	Other



Application checklist

- ✓ Read the Applicant Information Pack in full.
- ✓ Check eligibility to apply.
- ✓ Research and prepare application.
- ✓ Provide referees with the reference template well in advance of applications closing, this will give them time to complete it. Request it be returned with enough time to complete your application.
- ✓ Update or prepare all the required documentation prior to commencing your online application
- ✓ Ensure documents are saved using the required naming conventions listed on page 14.

TICK WHEN COMPLETE ✓	
<input type="checkbox"/>	1. Cover letter
<input type="checkbox"/>	2. Resume
<input type="checkbox"/>	3. Academic transcript
<input type="checkbox"/>	4. Application responses
<input type="checkbox"/>	5. Reference 1
<input type="checkbox"/>	6. Reference 2
<input type="checkbox"/>	7. Clinical Placement Report 1
<input type="checkbox"/>	8. Clinical Placement Report 2
<input type="checkbox"/>	9. Proof of Identification as per Ahpra Information-Sheet Certifying-documents 2021
<input type="checkbox"/>	10. Evidence of working rights (required for non-citizens only)
<input type="checkbox"/>	11. Evidence of Aboriginality (required for Special Measures applicants only)
<input type="checkbox"/>	12. Evidence of language test (if required)

Complete your application via the Northern Territory Government jobs page, no applications will be accepted via email.



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