Frequently Asked Questions (FAQs)

Northern Territory Graduate Nurse and Midwife Programs 2018-19

Applications for the 2018-19 Graduate Nurse and Midwife Programs open 14 May and close midnight 24 June 2018.

Q1 What is the purpose of a Graduate Nurse/Midwife Program?
The Northern Territory (NT) Graduate Nurse and Midwife Programs provide a unique opportunity to gain a broad range of experience in a cross-cultural and dynamic clinical environment, with support to consolidate your skills and experience in nursing and/or midwifery. Through the program you will gain wide exposure to a variety of clinically diverse settings including major teaching and smaller regional hospitals, critical care, community health, aged care, and remote area nursing/midwifery.

Q2 Do I have to complete a Graduate Program if I want to be employed as a nurse/midwife in the NT?
No, however completing a Graduate Nurse/Midwife Program is highly regarded due to the consolidation of skills and knowledge gained through a formal program.

Q3 I have been registered for a few months and have already begun working as a nurse/midwife. Am I still eligible to apply?
Providing your work experience gained to date does not exceed the requirements outlined in the eligibility section, we would welcome your application.

Q4 I graduated last year and did not get into a Graduate Program. Am I still eligible to apply?
Providing you meet the date parameters outlined in the eligibility section, we would welcome your application.

Q5 I began my Graduate Program at another location and have not finished. Can I transfer to the Northern Territory Graduate Programs?
If a vacancy is available you may be able to transfer to complete the remainder of your program, however each case is dealt with on an individual basis. Please contact us for further information.

For more information visit www.nursing.nt.gov.au
Q6 Can I apply to more than one hospital site?
Yes. If you wish to apply to more than one hospital site location please indicate your preferred employment sites on the Application Form. We will do our best to accommodate your preferences.

Q7 I worked as an Enrolled Nurse for many years before completing my bachelor of nursing degree. Now that I am a Registered Nurse do I need to complete a Graduate Nurse Program?
New graduate Registered Nurses who have had previous nursing experience may feel that they do not need a 12 month Graduate Nurse Program. While previous experience and familiarisation are useful, you are undertaking a new scope of practice in the Registered Nurse role and have responsibilities that you have not experienced before. Although you do not have to complete a Graduate Nurse Program, they are highly regarded due to the consolidation of skills and knowledge gained through a formal program.

Q8 I worked as a Registered Nurse for many years before completing my midwifery degree. Now that I am a Registered Midwife do I need to complete a Graduate Midwife Program?
New graduate Registered Midwives who have had previous nursing experience may feel that they do not need a 12 month Graduate Midwife Program. While previous experience and familiarisation is useful, you are undertaking a new scope of practice in the midwifery role and have responsibilities that you have not experienced before. Although you do not have to complete a Graduate Midwife Program, they are highly regarded due to the consolidation of skills and knowledge gained through a formal program.

Q9 I know you receive many more applications for the Graduate Programs than there are places available. How do you select the people to complete the Graduate Program?
All applications are assessed using the merit principle which takes into account a person’s knowledge; and skills; and qualifications and experience; and potential for future development. As part of assessing merit, the key information required is:

- Application Form
- Cover letter (one page summary)
- Resume
- Academic transcript records as at time of application (must clearly state GPA/WAM score, include education provider logo and results legend)
- Two (2) most recent relevant clinical placement progress reports
- Two (2) clinical Referees’ Reports
- Residency documentation (Australian Citizens or Australian Permanent Residents only)
- Visa documentation (Temporary Residents or Overseas Residents only)
- Evidence of appropriate English language test as deemed suitable by the Nursing and Midwifery Board of Australia (NMBA) (Temporary Resident or Overseas Residents only)
Q10 I hear that you give preference to Northern Territorians. Is this true?

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 Australian Aboriginals. To support this Special Measures Priority Consideration for Aboriginal applicants applies to the Graduate Nurse and Midwife Programs. For further information on Special Measures, please visit the Office of the Commissioner for Public Employment website.

NT Health seeks to ensure that we have both the best graduates and a sustainable local workforce into the future. As such, local applicants deemed suitable through merit selection will be offered places on the program prior to other applicants. Interstate graduates who meet merit criteria will be offered places on the program once all eligible Aboriginal and local graduates have been offered places in the program. Other applicants who meet merit selection criteria are offered the remaining places.

Q11 To whom should I address my cover letter?

Please address your cover letter to 'Dear Selection Panel Chair' as your application will be assessed by a selection panel.

Q12 Do I need to address the selection criteria?

Applicants are not required to address each of the Selection Criteria individually; however your cover letter should provide detail on your ability to meet the Selection Criteria. The Selection Criteria are listed on the Job Description for your information.

Q13 Who can complete my Referee Reports?

A referee must meet all of the following criteria to be considered suitable:

- Registered nurse or registered midwife with a current practising certificate
- Have supervised the applicant in a recent relevant clinical practice setting
- Able to comment on the applicant's ability to meet the NMBA Standards for Practice during a recent relevant clinical placement
- Not have a real or perceived conflict of interest (for example, family, friend)

Q14 What sort of clinical rotations can I undertake during the Graduate Nurse Program?

There are a large range of clinical rotations available as part of the program. As well as general medical, general surgical and general paediatric rotations, you can also complete specialist clinical rotations in a variety of areas, depending upon the hospital you are working at. These include: hospice, rehabilitation, operating theatre, renal, isolation paediatrics, critical care (ICU/CCU), emergency department, mental health, cancer care services, rural hospitals, community health, and aged care. You will be allocated to a specific rotation plan at the beginning of your program.
Q15 What sort of clinical rotations can I undertake during the Graduate Midwife Program?
There are a large range of clinical rotations that you can undertake. Midwifery areas of rotations include antenatal, birthing, postnatal and domiciliary care. You will be allocated to a specific rotation plan at the beginning of your program.

Q16 I do not want to be a generalist nurse/midwife; I want to specialise. Can I do this as part of my Graduate Program?
The Northern Territory Graduate Nurse/Midwife Programs are generalist programs. If you have identified a particular clinical specialty that you wish to work in, you can request that you complete a clinical rotation in that specialty in your cover letter, however we cannot guarantee that we can offer that particular clinical rotation. Remember that it can be useful to take advantage of the opportunity to experience a variety of clinical areas whilst becoming familiar with your new role before committing to one specialty area. You may then feel confident to embark on a pathway into a specialty area.

Q17 Can I visit a hospital site before applying or before I gain employment?
Due to privacy considerations, there are no hospital tours available. If you gain a position in the Northern Territory Graduate Nurse/Midwife Programs, full inductions and tours will be provided. This includes an orientation to NT Health, the hospital site and an Aboriginal Cultural Awareness Program.

Q18 Will I need to attend a face to face interview if my application is shortlisted?
Selection Panels are not required to conduct applicant interviews as part of the Northern Territory Public Service (NTPS) selection process, however if hospital sites require further information or wish to conduct an interview they will contact you via email or telephone.

Q19 How and when will I be notified if I have been accepted into the Northern Territory Graduate Nurse/Midwife Programs?
We will attempt to notify you within 6 to 8 weeks of the closing date via telephone or formal email. Please ensure that your contact details remain up to date. If they change before you hear from us, please contact us.

Q20 I do not live in the Northern Territory and moving there for the Graduate Program will be very expensive. Is there any funding available to assist me to move to the Northern Territory?
The hospitals offer some relocation support. If you are offered a position on the programs please speak with a member of the recruitment team who can assist and provide advice based on your situation and requirements.
Q21 What salary, holidays and hours will I be entitled to while I am completing the Graduate Nurse Program?

- Enrolled Nurse Salary: Graduate Enrolled Nurses are paid as a Nurse 1 (N1)
- Registered Nurse Salary: Graduate Registered Nurses are paid as a Nurse 2 (N2)
- Registered Midwife Salary: Graduate Registered Midwives are paid as a Nurse 2 (N2)

For information about career structure, salary (rates of pay) and remuneration packages go to the NT Government's [Office of the Commissioner for Public Employment](#) website.

You will accrue holiday leave during the 12 month Graduate Program under the terms of the NT Public Sector Nurses and Midwives' Enterprise Agreement. All leave requests must go through the Clinical Nurse/Midwife Manager.

Q22 What happens if I can't complete the 12 month Graduate Nurse Program?

We are committed to a smooth transition to practice program. Continuation in the program or another form of transition support may be possible beyond 12 months. As an employee of the Northern Territory Public Service, you are subject to a number of conditions and entitlements. Each situation will be examined on its own merit and the employment opportunities at the time.

Q23 Is it likely that I will be offered continuing employment with NT Health when I complete the Graduate Nurse/Midwife Program?

To secure ongoing employment, you will be required to apply for available vacant positions and undergo a merit selection process, which will include consideration of your clinical and professional performance during the Graduate Program and the availability of a position upon program completion.

Contact us

If you have any further questions about the Graduate Nurse/Midwife Programs please contact:

Nursing and Midwifery Services
Phone: 1800 000 648
Email: nursingmidwifery.doh@nt.gov.au