



Newly Qualified Enrolled Nurse Transition

Frequently asked questions

Are all positions part time?

Yes, all positions offered are part time.

How do I apply for APHRA registration?

It is important that Newly Qualified Nurses prepare early to avoid delays in obtaining their registration with the Nursing and Midwifery Board of Australia. Refer to the following website for information on what you need to do – [Australian Health Practitioner Regulation Agency | Graduate Applications](#)

How many enrolled nurse positions are there?

The number of available positions change each year but there are usually around 50 Enrolled Nurse positions offered.

At Gold Coast Health we promote safe, inclusive, and respectful workplaces where staff are valued and supported. We are growing our First Nations workforce across all levels and employment streams. We encourage Aboriginal and Torres Strait Islander peoples to identify at the time of applying for a newly qualified nurse position to contribute to delivering equity outcomes for our Gold Coast community.

When will I know about the outcome of the interview?

The Graduate Recruitment team will notify you approximately 4 - 6 weeks after your interview. Successful applicants will be advised of the start date once the recruitment process is finalised, and the delegate has approved their appointment.

What does the Order of Merit (OOM) mean?

It means you were successful progressing through the recruitment process; however, the number of successful applicants has exceeded available placements and we are currently unable to offer you a position. If additional positions arise in the following 12 months, these will be offered in order of merit.

When do the positions commence?

We have multiple intakes throughout the year, generally January and June/July. All intakes are recruited from the one recruitment process in March/April.

Where can I work?

Gold Coast Health has two inpatient facilities: Gold Coast University Hospital and Robina Hospital. Further information on what services are offered at each hospital please visit the Gold Coast Health website 'Career opportunities' section and the [Nursing and Midwifery Graduate Opportunities](#) page on the website.

Can I choose what clinical area I work in?

Your clinical preference at application is taken into consideration when applying. We aim to match successful candidates with their preference; however, we cannot guarantee this or which hospital you are allocated to. Candidates may be allocated to one or more areas throughout their transition to practice.

What days and shifts are required to be worked?

It is an inherent requirement of this role to be able to work continuous shift work, that is, all three shifts (day, late and night shift) across the 24-hour day, 7 days per week. You will have the opportunity to request a limited number of high priority shift requests prior to the roster being published.

What kind of support is available?

Transition support provides you the opportunity to apply skills and knowledge that will help you become a confident and competent Enrolled Nurse in the workplace.

Educational support includes:

- comprehensive orientation
- tailored study days/skills days
- professional development opportunities

Clinical support is available in the form of:

- supported practice time
- Preceptors
- Clinical Facilitators
- Nurse Educators

Can I have any holidays during my contract?

Recreational leave is accrued on a pro rata basis. All leave is approved based on what leave is available, equal access to leave by all staff and operational requirements. All staff must seek approval by the Nurse Unit Manager (NUM) before planning any holidays.

What are our employment options at the end of our contract?

At the end of your NQN transition there are several employment options. These may include securing a permanent, temporary, or casual position, transition to specialty opportunities, or gaining employment outside of Gold Coast Health. Our preference is for you to remain employed at Gold Coast Health. Information about future employment will be provided to you as part of your professional development days throughout your transition year.

How do we find out about permanent/temporary positions?

Start talking to your current NUM of the area of interest regarding positions available in their unit. Alternatively, all available vacancies are published on the Gold Coast Health intranet (job site), or [SmartJobs](#).

What if I would like to join the Nursing and Midwifery Staffing Unit (NMSU) at completion of my contract?

You will need to apply to NMSU like any of the units, a minimum of 6 weeks prior to ending your current contract. NMSU require a current CV, referee report from current line manager, PDP, peer review, 100% mandatory training compliance and a short interview with the Nurse Manager.

More information

To find out more visit the Gold Coast Health website, Career opportunities, Nursing and Midwifery Careers section: <https://www.goldcoast.health.qld.gov.au/node/1918/newly-qualified-nurse/midwife-nqn/nqm-opportunities>