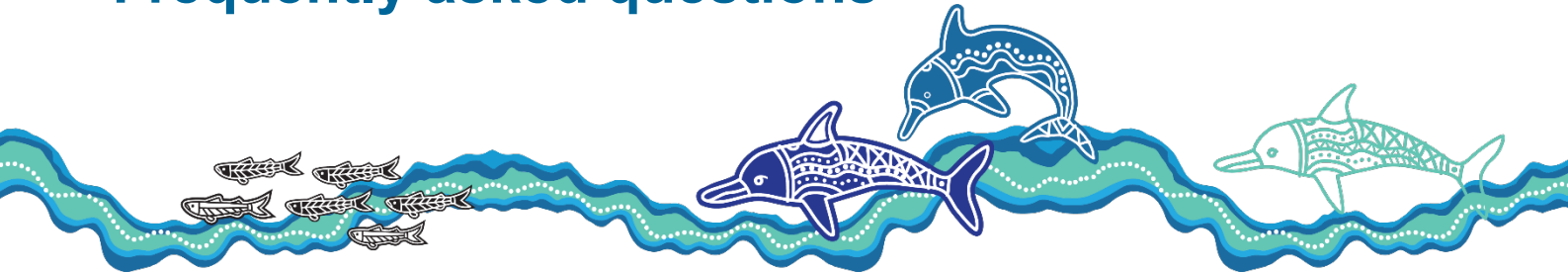


Newly Qualified Midwife (NQM) Transition

Frequently asked questions



Are all Newly Qualified Midwives (NQMs) eligible to apply for an NQM position at Gold Coast Health (GCH)?

Applicants are open to all midwifery graduates; however, prioritisation is afforded to applicants that select GCH as their first preference, have completed clinical placement at GCH and/or permanently employed as a Registered Nurse.

Are all positions part time?

Excluding Midwifery Group Practice (MGP), all positions offered are part time. MGP positions offered are fulltime and include being on-call.

How many NQM positions are there?

The numbers of positions change each year but usually between 20-22 NQM positions are 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 graduate position to contribute to delivering equity outcomes for our Gold Coast community.

How do I apply for APHRA registration?

It is important that Newly Qualified Midwives 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](#)

When will I know about the outcome of the recruitment process?

The graduate recruitment team will notify you approximately 4 – 6 weeks after recruitment morning. 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 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.

I have another job – what information should I consider?

If you are a successful candidate for an NQM position, we strongly recommend to not terminate any other employment until you have a 'Letter of Offer' from the HR department. Some staff have continued to work in another job also, you just must be aware of being a shift worker and your commitment to the transition program. There will be opportunity to discuss this further with successful applicants.

When do the positions commence?

We commence our transition-to-practice program for NQMs end of January/early February each year.

Where can I work?

There is currently one maternity care providing facility within Gold Coast Health, Gold Coast University Hospital.

The majority of NQM hospital placements are across three main clinical areas, providing care to women and families; Maternity Inpatient Units (MIPU Wards), Birth Suite and Antenatal, Postnatal and Lactation Services (APLS). These placements are rotational and across a number of shift patterns.

Once you are successful in achieving a position in the NQM program, those wishing to provide continuity of midwifery care within a MGP model will be offered the opportunity to apply.

What kind of support is available?

Transition support offers you the opportunity to apply skills, knowledge and attitude that will help you become a confident and competent Registered Midwife in the workplace.

Educational support includes:

- comprehensive orientation
- tailored study days
- professional development opportunities
- peer/mentor support forums
- Midwife Educators.

Clinical support includes:

- supernumerary time
- supported practice
- Practice Development Midwives (PDMs)
- planned clinical rotations.

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 Midwife Unit Manager (MUM) of the area in which you are placed at the time of the requested leave before planning any holidays. It is not recommended that you plan any long overseas holidays during the transition year. We encourage you to enjoy a break, if possible, prior to commencing your NQM position.

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

At the end of your NQM transition there are several employment options. These may include securing a permanent position, temporary position, or casual position, or gaining employment outside of Gold Coast Health. Our preference is for you to remain employed at Gold Coast Health.

How do we find out about permanent/temporary positions?

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

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 Nursing and Midwifery Staffing Unit 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/join-our-team/career-opportunities/nursing-andmidwifery/graduate-opportunities>