

# New Qualified Nurse (NQN) Transition

## Frequently asked questions



### Are there part-time positions?

Yes, all positions are part time.

### How many NQN positions are there?

The numbers of positions change with each intake but is usually around 170 Registered Nurse positions.

### When will I know about the outcome of the interview?

Approximately 4 to 6 weeks after your interview. Successful applicants will be advised of the actual start date once the recruitment process is finalised.

### When do the positions commence?

We have two intakes, historically, one at the end of January and the other at the end of June. Successful applicants will be advised of the actual start date once recruitment finalised.

### 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](#) sub-section on the website.

### Do you have a choice in where I go?

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 generally stay in the one area for the duration of their contract.

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## 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 nurse/midwife in the workplace.

Educational support includes:

- comprehensive orientation
- tailored study days
- professional development opportunities

Clinical support available includes:

- supported practice
- 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 to take, equal access to leave by all staff and operational requirements. All staff must seek approval by the nurse/midwife unit manager (NUM/MUM) before planning any holidays.

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

At the end of your newly qualified nurse/midwifery transition there are several employment options. These include securing a permanent position, temporary position, transition to specialty opportunities, casual pool 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 NUM or MUM of interested area regarding positions available in their unit. The other option is to look on the intranet (job site), or [SmartJobs](#). Several permanent/temporary appointments are filled via an EOI that is emailed out to NUM/MUMs and employees. These are dependent on what positions are available. Commencement date, length of contract, hours, may be negotiable on an individual basis and are dependent on unit needs. Further details can be discussed with the NUM/MUM.

## Is an interview required for further ongoing positions?

This is dependent on the appointment type and if the panel wish to use an interview as one of the selection criteria. Normally two criteria are required, one must be a referee report. There are many ways to assess candidates, so interviewing is not mandatory. If there is an extension of your current contract, you will more than likely not be asked to sit an interview.

## If I would like to join the nursing and midwifery staffing unit (NMSU) pool at completion of my contract?

You will need to apply to the pool just like any of the units. 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: [www.goldcoast.health.qld.gov.au/join-our-team/career-opportunities/nursing-and-midwifery/graduate-opportunities](http://www.goldcoast.health.qld.gov.au/join-our-team/career-opportunities/nursing-and-midwifery/graduate-opportunities).