



Government of Western Australia
WA Country Health Service



WA Country Health Nursing and Midwifery Opportunities

November 2023

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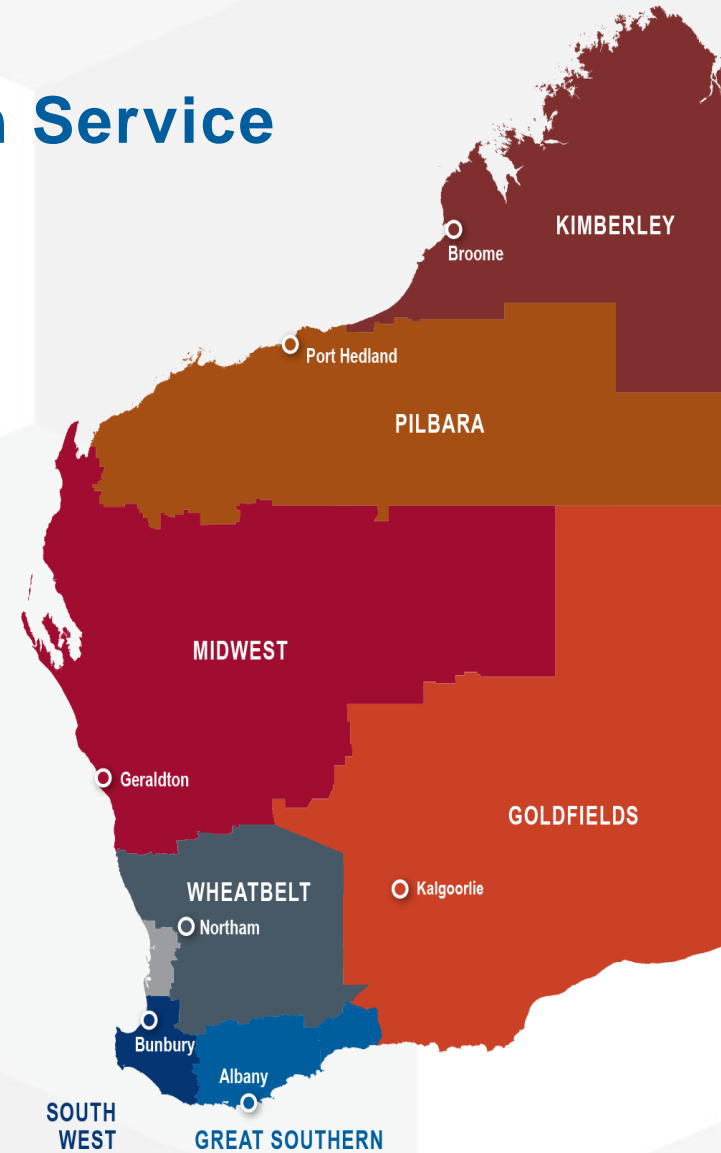


Welcome to WA Country Health Service

WA Country Health Service (WACHS) has a network of public hospitals, health services and nursing posts across over 2.55 million km² in regional and remote WA.

WACHS is committed to providing high quality, accessible health care to people across the state, from large regional centres to small remote communities.

All of the seven WACHS regions have been home to Aboriginal people for tens of thousands of years. We respectfully acknowledge the past and present traditional owners of these lands.





Country attractions

- Lifestyle & community
- Cultural diversity
- Family friendly towns
- Unique experiences:
 - broad skillset development or specialties
 - RFDS & ambulance transfers
 - Emergency Telehealth Service
- Specialised nursing & midwifery roles
- WA Health system benefits
- Extra benefits in some locations:
 - travel & accommodation subsidies
 - rural & remote allowances
- Personal and professional growth
- Unique experiences – different from metro





WACHS - a specialty for everyone!

WACHS' network of services includes everything from large regional hospitals to small nursing posts. We offer a range of specialties, including:

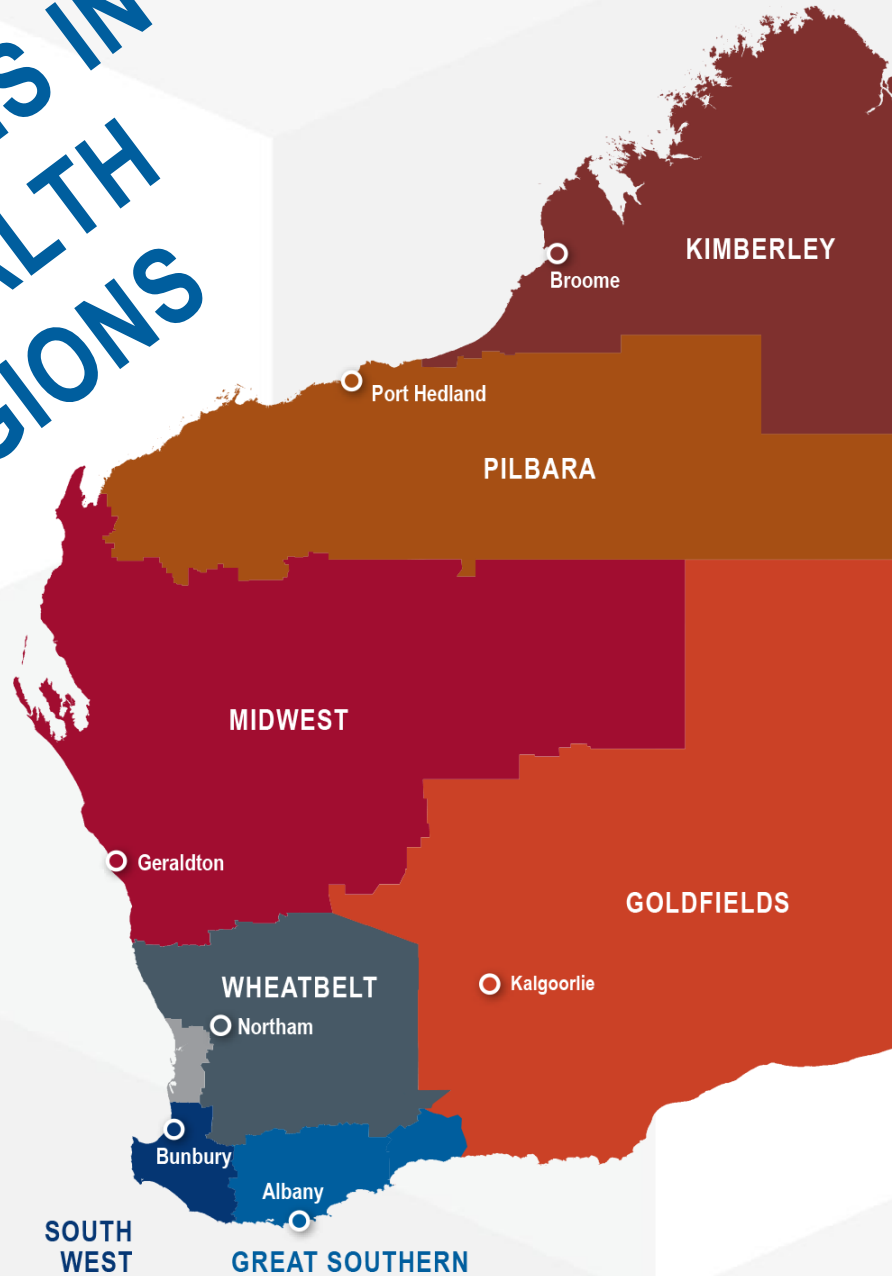
- Medical & surgical
- Midwifery
- Paediatrics
- Rehabilitation & sub-acute
- Emergency departments
- ICU (Bunbury) & HDU (other regions)
- Theatre / perioperative
- Renal dialysis
- Chemotherapy & cancer services
- Residential aged care
- Palliative care
- Mental health – acute inpatient
- Population (primary) health
- Aboriginal health
- Community health, child health, school health
- Remote area clinics



(image: WA Health)



GRADUATE PROGRAMS IN WA COUNTRY HEALTH 7 AMAZING REGIONS





THE KIMBERLEY REGION

Is the State's most northern region, The major population centres in the region are Broome, Derby, Wyndham and Halls Creek..

The NQN program offers graduates a 12-month Rotational Program allows nurses to complete two six-month rotations in Broome, Derby, Fitzroy Crossing or Kununurra.

Specialities include medical/surgical, perioperative, paediatrics, and emergency. The Kimberley also offers specialised 12-month mental health and community health programs.

The NQM program offers graduates a 12 month program, based at the regional Hospital in Broome, rotating through all midwifery care, including the option of rotations to Midwifery Group Practice (MGP), Kununurra, Derby.





THE PILBARA REGION

Is a fantastic region for nurses and midwives who have an interest in rural and remote health care, Aboriginal health and working at sites both large and small. The most densely populated areas are Karratha, Hedland, Newman and Tom Price.

The NQN program offers graduates a 12-month Rotational Program at Hedland, Karratha and Newman, allowing graduates to rotate in different areas of the hospitals.

The Pilbara also offers 12-month Transition Programs in specialities such as Emergency, Cancer, Population Health, Perioperative, Aged Care, Infection Prevention and Control, Community Health and Community Mental Health.

The NQM Program offers graduates a 12 month program at either Hedland or Karratha rotating through all aspects of midwifery care.





THE MIDWEST REGION

This region incorporates four health districts – the Gascoyne, Geraldton, Midwest and Murchison. The most densely populated areas in the region are Geraldton, Dongara, Kalbarri, Morawa, Meekatharra, Carnarvon and Exmouth. The region includes the internationally recognised Ningaloo Reef and Shark Bay World Heritage Site.

The NQN Programs offers graduates positions in a range of areas including general ward, perioperative, palliative care, post-acute care services, paediatrics, emergency, high dependency unit and mental health.

Graduates can spend 12-months at Geraldton Health Campus or Carnarvon Hospital. They can spend six-months at Geraldton then six-months at one of the Midwest's more rural and remote centres including Exmouth, Kalbarri, Meekatharra, Northampton, Morawa, Dongara and North Midlands.

The Midwest also offer **two-specialist 18-month programs**, specialising in ED and HDU, and a specialist 12-month perioperative nursing program.

The NQM Program offers graduates a 12 month program at Geraldton Hospital rotating through all aspects of midwifery care with a possibility of rotation to Carnarvon MGP.



The Ningaloo Coast



Cape National Park



THE GOLDFIELDS REGION

Is WA's largest region and is over three times the size of Victoria. The most densely populated areas in the region are Kalgoorlie, Esperance, Leonora and Laverton.

The **NQN Programs** offers graduates a 12 month program. It helps nurses to develop a wide range of skills in medical and surgical nursing at either Kalgoorlie or Esperance.

There are also potential rotations in emergency, paediatrics, palliative care and infection prevention and control.

The Goldfields also offers a 12 month **specialist programs** in perioperative, mental health and community health.

The **NQM Program** offers graduates a 12 month program at Kalgoorlie Hospital rotating through all aspects of midwifery care with a possibility of rotation to Esperance.





THE WHEATBELT REGION

The Wheatbelt contains the highest number of small hospital sites in any WACHS region. The most densely populated areas in the Wheatbelt are Northam, Narrogin, Merredin, Moora, Jurien Bay, Bindoon, York and Toodyay.

The **NQN Programs** offers graduates a 12 month program in Northam, Narrogin and Merredin, including rotations to the smaller sites in the region such as Beverley, Boddington, Bruce Rock, Corrigin, Dalwallinu, Dumbleyung, Goomalling, Kellerberrin, Kondinin, Lake Grace, Narembeen, Quairading, Southern Cross, Wagin, Wongan Hills, Wyalkatchem (Koorda) and York.

Graduates will develop a broad range of skills during their graduate program including managing emergency care and utilising emergency telehealth to communicate with medical staff for both inpatient, outpatient and emergency presentations



The **NQM Program** offers graduates a 12 month program at Narrogin Hospital and Northam Hospital MGP. Here you can enjoy a relaxed rural lifestyle whilst still being close to other regional centres and the metropolitan area.





THE SOUTH WEST REGION

Is WACHS' most populated region and covers an area of 23,998 km². It is also the most visited region outside of the Perth area and has a large tourism industry.

The **NQN Programs** offers graduates a 12 month program in Bunbury, Busselton, Bridgetown, Collie, Harvey, Bridgetown, Nannup, Boyup Brook, Warren, Pemberton and Margaret River.

Graduate nurses will develop a broad range of skills in managing general medical and surgical, paediatric and aged care patients and acute emergency care.

The South West also offer 12 month **specialist programs** in mental health and community health.

The **NQM Program** offers graduates a 12 month program in Bunbury Hospital, Busselton Heath Campus and MGP in Collie, Bridgetown and Bunbury.





THE GREAT SOUTHERN REGION

The region has major centres include Katanning, Denmark, Kojoonup, Gnowangerup and Mount Barker.

The NQN Programs offers graduates a 12 month program at hospitals and health services in Albany, Katanning, Kojoonup and Gnowangerup across general medical and surgical, day surgery, sub-acute care, emergency department and mental health. Graduates may rotate between the regional resource centre and the smaller sites (such as Mount Barker or Denmark) where they will develop a broad range of skills.

There is also a **specialist 12-month** mental health program.

The NQM Program offers graduates a 12 month program at Albany Hospital rotating through all aspects of midwifery care.





Newly Qualified Nurse and Midwifery Programs Support

All nurses and midwives in a WACHS Graduate Program receive support and education to develop skills and promote professional growth. Programs include orientation, study days and support throughout each program including midwifery specific days.



Graduate Orientation Week, South West



NURSING GRADUATE PROGRAMS

In all 7
WACHS
regions

- Programs may:
 - Be rotational within one hospital
 - Be rotational across a number of hospitals in the same region
 - Include a remote area
 - Include a specialty area
 - Be a specialty area only
- Include support, education, skill development & professional growth
- Recruit via “GradConnect” twice a year July & February
www.nursing.health.wa.gov.au/graduate





MIDWIFERY GRADUATE PROGRAMS

Program suitable for direct entry and dual qualified midwives

May be:

- Hospital based Midwifery
- Midwifery Group Practice
- Rotation to L2 nursery
- Rotation to 1 of our smaller maternity sites

Recruit via “GradConnect”
twice a year July & February
www.nursing.health.wa.gov.au/graduate

Includes:

- 3 day midwifery specific WACHS orientation
- Supernumerary days at each rotation
- Support from Midwife Educator in Central Office
- Midwifery & Obstetrics Emergency Telehealth Service (



WA COUNTRY HEALTH SERVICE - NURSING AND MIDWIFERY CAREERS

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Online Contractor Registration and Induction

Home > Our workforce > Work with us >

Nursing and midwifery careers



About nursing and midwifery graduate programs

General information relating to all graduate nursing and midwifery programs at WA Country Health Service (WACHS).



Kimberley graduate programs

Here you can find information on nursing and midwifery graduate programs in the Kimberley region, WA.



Pilbara graduate programs

Here you can find information on nursing and midwifery graduate programs in the Pilbara region, WA.



Midwest graduate programs

Here you can find information on nursing and midwifery graduate programs in the Midwest region, WA.



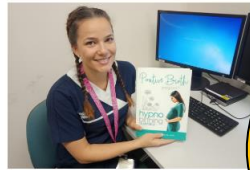
Goldfields graduate programs

Here you can find information on nursing and midwifery graduate programs in the Goldfields region, WA.



Wheatbelt graduate programs

Here you can find information on nursing and midwifery graduate programs in the Wheatbelt region, WA.



South West graduate programs

Here you can find information on nursing and midwifery graduate programs in the South West region, WA.

Nursing and Midwifery careers contact:

Nurses: wachsnurses@health.wa.gov.au

Midwives: wahcsmidwives@health.wa.gov.au



Hear from our NQNs:

“The WACHS Graduate Program was an amazing opportunity to experience rural nursing and learn on the job skills for my future as a nurse. The varied nature of patient presentations, cultures and backgrounds meant that no two days were the same. I thoroughly enjoyed my year as a graduate nurse, has support when needed and made great friends along the way. I definitely recommend the WACHS Graduate Program. It has opened up many exciting opportunities for me ... in my nursing career” (NQN - 2018)

*“The WACHS Grad Program was such a great experience! Being able to work remotely and expand my knowledge and skills while working with different cultures was such a privilege. I always felt supported during my time and would highly recommend it to student nurses looking to apply”
(NQN - 2022)*

“The Nursing Graduate Program through WACHS was the single best decision I have made for my career and my personal growth. Specifically at Busselton Health Campus, I felt supported with the management, I was provided every opportunity for growth and felt valued for my contribution. I would highly recommend the WACHS graduate program to any Nurse who wants an excellent start to their career” (NQN - 2022)



(Image: WA Health)



MIDWIFERY IN WACHS

Experience midwifery in Derby



“My graduate program has given me the chance to develop additional skills, different from those in a metro program. I have also had the chance to work outside of my comfort zone, both professionally and personally” - **Sally, Kalgoorlie**



“Take the Plunge. A new place can make rewarding friendships” – **Ann, Geraldton**

Midwifery in WACHS



The WACHS Grad Program was such a great experience! Being able to work remotely and expand my knowledge and skills while working with different cultures was such a privilege. I always felt supported during my time and would highly recommend it to student nurses looking to apply” - **Max, Broome**





WACHS CAN HELP PAY YOUR HECS DEBT 😊



HECS help to grow WA's regional nursing and midwifery workforce

The WA Government is providing grants of up to \$12,000 over 3 years for newly qualified registered nurses and midwives who go to work at remote and regional public hospitals.

Eligibility criteria:

- Applicants must be Australian citizens or permanent residents
- Newly qualified registered nurses and midwives commence employment to a position through GradConnect with WA Country Health Service (WACHS) on or after 1 July 2023
- Employees must work for a minimum of 12 months **continuous service** with WACHS before they are eligible to claim the first incentive payment
- Employees must work for a minimum of 2 years **continuous service** with WACHS before they are eligible to claim the second incentive payment
- Employees must work for a minimum of 3 years **continuous service** with WACHS before they are eligible to claim the third incentive payment
- Only applicable to permanent or fixed term contracts for 12 months or longer
- Casual contracts and fixed term contracts less than 12 months are ineligible.

Important information:

- Applicants must provide evidence of their current HECS-HELP loan balance*
- Find out more about [HECS-HELP](#)
- Employees can be seconded to different hospitals across WACHS and remain eligible
- Find out more about WACHS [graduate programs](#)
- Payments will only be made after 12 months of continuous service
- Moving from a WACHS site to a metro site renders employees ineligible for payment
- If the NQNM has previously received a CNMO scholarship to cover tuition fees during their undergraduate degree that is equal to, or exceeds, \$12,000 the grant will be proportionate to the difference of the scholarship amount and the \$12,000).

Payment schedule

	12 months [^]	2 years [^]	3 years [^]
Payment amount	\$4,000	\$4,000	\$4,000
Cumulative amount	\$4,000	\$8,000	\$12,000

[^]continuous service



*To access your HECS-HELP loan balance, please contact the [Australian Taxation Office](#). Any non-HECS-HELP costs incurred by the employee are not covered by this scheme.



Transition to Rural AdVEnture & Lifestyle “TRAVEL” Program

- Pre-requisite – minimum 12 months postgraduate acute experience
- 12 month rotational program across WACHS
- 3 x 4 month rotations, 3 intakes per year
- Both nurses and midwives (dual and single certified)
- www.wacountry.health.wa.gov.au/rotationalprograms

Government of Western Australia
WA Country Health Service

**WACHS Nursing & Midwifery
“TRAVEL” Program**
(Transition to Rural – AdVEnture & Lifestyle)
for 2nd year and above Registered Nurses & Midwives

- Would you like to see what nursing or midwifery in rural WA is all about?
- Have you thought about moving to the country, but not sure where you would like to live and work?
- Do you have an adventurous spirit and enjoy new experiences?
- Would you like to improve your cultural knowledge and skills working with Aboriginal people?

Maybe the “TRAVEL” Program is for you!

What is TRAVEL?
TRAVEL is a program run by WA Country Health Service (WACHS) nursing and midwifery services that provides the opportunity for Registered Nurses (RN) and Midwives to live and work in a variety of rural communities and experience what rural nursing / midwifery and lifestyle can offer.
Participants will experience 3 different rotations over a 12 month period, with approximately 4 months at each location. Travel will be supported and accommodation will be available (at a reasonable cost to participants) at each location.

Who is the program suitable for?
As climate, physical landscape, town facilities, accommodation and hospital resources vary considerably across the state, the program is most suitable for individuals who are adventurous, confident and open to new experiences. Participants need to be flexible and adapt quickly to changes in environment and clinical context. A friendly and participative approach will ensure that maximum enjoyment is obtained from each new experience.
Unfortunately, sponsorship is not available for international applicants.

What experience do applicants require?
Applicants must have current unconditional registration with the Nursing and Midwifery Board of Australia





WACHS Travel Programs

In all
WACHS
regions

- Rotations can include speciality areas such as Emergency/ Theatre/ High Dependency and Midwifery Units
- The programs include support, education, skill development & professional growth
- Relocation assistance and travel time is paid between each travel site.
- Subsidised fully furnished accommodation is provided at each site.

The program is highly suited to Nurses and Midwives seeking the opportunity to experience country lifestyle and the strong sense of community within WACHS sites. You will have the opportunity to meet new people, make new friends, explore new places and have lots of ADVENTURES !!!!!





Extension of Possibilities

There is also some flexibility to tailor individual travel programs (start/end/length of placement) depending on circumstances.

A variety of employment opportunities are available after completion of the 1st year program including permanent and fixed term contracts.

Living in the country can expose you to a whole new life of opportunities.



Join us in country WA!
The experiences have will be as
diverse as the landscapes you see.



*“There are less people in this town than I
have Facebook friends... and I love it!”*

*TRAVEL Program participant
(& past Goldfields graduate)*





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WA Country Health Service

WA COUNTRY HEALTH SERVICE

Nursing and Midwifery

