



GradStart 2023 – Frequently asked questions

1. Can new graduates be allocated to the Emergency Department in their rotations?

Yes. New graduates can be allocated to the Emergency Department however a placement cannot be guaranteed.

2. Is there a stream that focuses on public health or nursing research, or do you still need to start with becoming a clinical nurse?

Rotations to public health or research units are not included in the GradStart year.

3. How do we become registered, and do we apply individually or is it completed by universities?

It is the responsibility of each individual to apply for their own Ahpra registration. Go to the [Ahpra website](#) and follow the instructions on the application process.

4. Are we able to start the process of Ahpra registration?

Education providers are not responsible for your Ahpra registration. It is the responsibility of each individual to apply for their own registration. Go to the [Ahpra website](#) and follow the instructions on the application process.

5. Do international students need to provide references?

International candidates will be asked to nominate referees if they receive an offer to fill a vacant position. Please refer to the [NSW Health GradStart Handbook 2023](#) for more information.

6. Are the interview questions scenario based?

Interview questions are based on the selection criteria and may include scenario-based questions.

7. I would like to be anaesthetic nurse. What are my options as a new graduate?

Blacktown and Mount Druitt, Westmead and Auburn Hospitals offer rotations within Perioperative Services. If successful at interview, specialty preferences will be considered however cannot be guaranteed.

8. What are the opportunities for international students?

International students are encouraged to apply and must fulfill all Ahpra requirements (including English language requirements). Please refer to the [NSW Health GradStart Handbook 2023](#) for more information about international student eligibility.

9. Once the new graduate program has ended, will I be offered a position or do I need to re-apply?

This has yet to be determined for the 2023 GradStart intake at WSLHD.

10. How many new graduate positions will WSLHD offer?

The number of positions WSLHD will offer in 2023 is yet to be determined.

11. How many applicants are invited for an interview?

All GradStart applicants are interviewed during the state-wide interview period. Applicants are interviewed only once by the Local Health District the applicant nominated as their first employment preference.

12. What opportunities are available for new graduate midwifery group practice positions?

In WSLHD we view your midwifery new graduate year as a time to consolidate your midwifery skills and offer clinical rotations that will assist you to do this. Whilst we do offer placements in our Continuity of Care Models throughout the LHD, it is generally not your first placement and will need to be negotiated with the managers of the facility you will be working in. Please be aware that there is generally a waiting list for the programs.

13. Do you offer new graduate rotations in the perioperative department?

Yes. Blacktown, Mount Druitt, Westmead and Auburn Hospitals offer rotations within Perioperative Services.

14. Is it possible to do six months in mental health and six months in a different specialty?

No. WSLHD are currently not offering this.

15. If you are offered a placement in Integrated and Community Health are the two rotations within Integrated and Community Health or do you also get a rotation in a hospital?

The two rotations are usually within Integrated and Community Health, for example, Chronic & Complex (CAC) Nursing for 6 months and Hospital in the Home (HITH) for 6 months. New graduates can also stay in CAC Nursing/HITH for 12mths.

The only program that offers a rotation to a hospital is Child and Family Health (CFH) Nursing. In this program, new graduates spend 6 months in CFH Nursing and then rotate to Blacktown/Mt Druitt Hospitals for a 6-month placement in either Maternity, Paediatrics or Newborn Care.

16. With preparing our questions for the online application selection criteria, do we compose our answers by saying how we will fulfill that criterion by giving examples etc?

If the selection criteria asks you to 'demonstrate' you will need to provide examples of how you have undertaken those skills.

17. I work as an AIN with and agency. Can I use them as my clinical reference?

The agency will provide evidence of your work history and not your clinical and professional experience. The clinical referee must be a person working in a clinical supervisor role, such as a NUM/ MUM, CNC/CMC, CNE/CME or clinical facilitator.

18. How many referees do we need? Is it beneficial to have as many as possible?

You will need to provide the contact details of two referees only. One must be a clinical referee and second referee can either be an employer or another clinical referee. The clinical referee must be a person working in a clinical supervisor role, such as a NUM/ MUM, CNC/CMC, CNE/CME or clinical facilitator. Please refer to the [NSW Health GradStart Handbook 2023](#) for more information about referees.

19. If I accept an offer from my second LHD preference and then offered employment at a preferred LHD, can I rescind my initial offer without to penalty?

No. Once you decline an offer from one of your eight preferences you will be removed from the Eligible Applicants Bank (EAB).

20. What happens if you are still completing or have outstanding clinical placements when offered a position?

Ahpra registration cannot be processed until you have successfully completed all course requirements (including clinical placements). A position will be revoked if the candidate has not completed their Apha registration.

21. If I am working in a nursing home, can I put my facility manager as a clinical referee?

Yes, as long as they are able to give details about your clinical and professional experience.