Graduate nurse and midwife recruitment prospectus for 2020

July 2019
Queensland registered nurse and midwife recruitment prospectus 2019
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1. About Queensland Health

Queensland Health is committed to providing a range of services aimed at achieving good health and wellbeing for all Queenslanders. Queensland Health employs more than 83,000 staff, making it one of the largest employers in Australia.

Through a network of 16 Hospital and Health Services (HHSs), each governed by a separate Hospital and Health Board (HHB), Queensland Health delivers a range of integrated services including:

- hospital inpatient, outpatient and emergency services
- acute and community mental health services
- drug and alcohol services
- primary healthcare in community health settings and population health units
- chronic disease management in hospitals and community health centres
- rehabilitation and limited respite and aged care services

From large technologically advanced tertiary hospitals in our metropolitan and regional cities, to community health centres servicing rural, remote and Aboriginal and Torres Strait Islander communities, we offer exciting career pathways and employment opportunities for nurses and midwives.

HHSs offer a range of programs and experiences for first year nurses and midwives, including ward-based and rotational programs. Rotations may be through a number of units in one facility or in rural areas that may cover a range of facilities. However, not all clinical fields are available in every HHS; therefore, graduates are strongly encouraged to look at individual HHS websites prior to listing preferences. It would be advisable to contact the Nurse Educator or Workforce Manager of the HHS to find out if their facilities offer the clinical fields you are interested in. Please access the following link with contact information for all HHSs. https://www.health.qld.gov.au/services

Queensland Health is working to strengthen its nursing and midwifery workforce throughout the state, and ensuring graduates have more employment opportunities. Queensland Health encourages students to consider options outside South East Queensland to increase employment opportunities by making broad geographical preferences.

2. Recruitment eligibility criteria

To be eligible to apply for the Queensland Health Graduate Registered Nursing and Midwifery Program, applicants must meet the following criteria:

- For nursing graduates, you:
  - have completed your first university undergraduate nursing course or graduate-entry Masters of Nursing (whether in Australia or internationally) from November 2017 to July 2019, or
  - are due to complete your first undergraduate degree or graduate-entry Masters in Nursing (whether in Australia or internationally) by March 2020.
• For midwifery graduates, you:
  ○ have completed your first university undergraduate midwifery course (whether in Australia or internationally) from November 2017 to July 2019, or
  ○ are due to complete your first university undergraduate midwifery degree (whether in Australia or internationally) by March 2020.

• Be eligible to apply for nursing or midwifery registration with Australian Health Practitioner Regulation Agency (AHPRA)

• Fulfil all the requirements of documentation and identity checks, as stated by the Nursing and Midwifery Board of Australia.

• Provide all documentation relating to residency status (i.e. proof of citizenship/residency)

• Demonstrate competency in speaking and communicating in English as per the requirements in the Nursing and Midwifery Board of Australia (NMBA) Registration standard: English language

• Have not worked as a registered nurse or midwife for more than six months full-time equivalent prior to applying to the Queensland Government Graduate Portal (including overseas)

• For consideration of exceptional circumstances please contact The Office of the Chief Nursing and Midwifery Officer at ChiefNurse-Office@health.qld.gov.au

3. Submitting an application

Applications for employment cover all Queensland Health facilities and must be submitted via the Queensland Government Graduate Portal.

3.1 How to apply:

• Visit the Graduate Portal, select “apply now”. (The “apply now” icon will be activated and displayed when applications open at 10.00am, Monday, 29 July 2019).

• If you have previously registered or applied for jobs using the Graduate Portal or Smart Jobs, enter your existing login details and select login. You will be directed to the registration form.

• If you have not previously registered on the Graduate Portal or Smart Jobs, select “Register” to create a new account, type in username (email address) and choose a suitable password.
  ○ Please use an email address that you will access regularly;
  ○ Avoid using an email provider with low storage limit as it may not have the capacity to accept the size of the recruitment documents;
  ○ If you are using your university email address, please ensure you are able to access it after you graduate.
• Complete your account details, select Save, and you will be directed to the online application form;
• Complete the online application form, ensure the following documents are uploaded into the portal:
  o Completed graduate summary;
  o Resume;
  o Cover letter;
  o Academic Transcript.
• Ensure the “Submit” button is pressed. After submitting, you should receive an automated confirmation email from the Graduate Portal with the reference number QLD/…………. This indicates that your application has been submitted successfully. However, if the reference number in the confirmation email is anything other than QLD…… it would mean you have submitted your application incorrectly. You need to log back into the portal and make sure you select the “Graduate nurse and midwife” registration link in the portal to re-lodge your application.
• After submitting your application, you can change and edit information up until the end of the application period: 5.00pm, Friday, 23 August 2019.

It is important to note that all documents must be submitted in pdf format. Documents submitted in Microsoft Word may risk not being accepted by the portal.

NOTE: In the portal, if the status of your application is listed as “Draft”, it is an indication your application has not been submitted. Successfully lodged applications are listed as “Submitted”, and you will receive an automated confirmation email from the graduate portal.

Please check the status of your application before 5pm on Friday, 23 August 2019 to ensure the status is “Submitted”.

Please be aware that only ONE application from the same individual will be accepted by the Queensland Government Portal. Graduates who submit multiple applications will not increase their chances of being considered for offers as the portal will automatically remove any subsequent submissions from the same applicant.

4. Application process

4.1 Preferences of Hospital and Health Services (HHS)

It is important that applicants identify two different HHSs in which you would be willing to undertake your first year as a registered nurse/midwife. Selecting the same HHS twice offers no advantage and removes the possibility of your application being considered for placement by a second HHS.

Metro North, Metro South, and Gold Coast receive a significantly higher number of applications from other HHSs. It is recommended that if you are choosing one of these three HHSs as one of your preferences, you might want to consider choosing a HHS from a Regional or Rural and Remote HHSs as your second preference to potentially increase your chances of your application being considered, particularly with Rural and Remote HHSs where there is a need to attract and retain nurses and midwives.

In the Graduate Summary, applicants may list up to 3 hospital preferences for each of the two nominated HHSs (list of hospitals). The graduate summary must be uploaded with your application along with cover letter, resume and a copy of your academic transcript.
For example:

**First preference** Metro South Hospital and Health Service. Hospitals under Metro South are:

1. Beaudesert Hospital
2. Logan Hospital
3. Princess Alexandra Hospital
4. Queen Elizabeth II Jubilee Hospital
5. Redland Hospital

Applicants can choose up to 3 of the 5 hospitals as their first preference.

**Second preference** North West Hospital and Health Service. Hospitals under North West are:

1. Cloncurry Multipurpose Health Service
2. Dajarra Primary Health Clinic
3. Doomadgee Hospital
4. Mount Isa Hospital
5. Normanton Hospital
6. Karumba Primary Health Clinic
7. McKinlay Multipurpose Health Service

Applicants can choose up to 3 of the 7 hospitals as their second preference.

The exception is Children’s Health Queensland (CHQ) as Queensland Children’s Hospital (formerly known as Lady Cilento Children’s Hospital) is the only hospital within this HHS.

**PLEASE NOTE:** It is MOST IMPORTANT that the two preferred HHSs listed in the Graduate Summary match those nominated in the online application form. Failure to do so may result in your application not being considered.

### 4.2 Selection of clinical preferences

Applicants can select **up to two** clinical preferences. Please understand not all clinical fields are available in each HHS. Applicants are strongly encouraged to look at individual HHS websites prior to listing your preferences or contact either the Nurse Educator or Workforce Manager of the HHSs to ensure that the facility you have preferred offers the clinical fields you are interested in.

Through the annual Queensland Health graduate recruitment campaign Queensland Health are striving to employ more graduate nurses who will in turn become skilled clinicians in priority areas such as mental health, midwifery and aged care, to ensure we continue to have the workforce to deliver services to all Queenslanders.
For example: If one of your clinical preferences is mental health care, you need to ensure that the facility that you have preferreded provides mental health nursing. Applicants can select their clinical preferences (on the condition that the HHS offers that particular specialty) from the following options:

- Cardiac care
- Care of the older person (gerontic)
- Emergency care
- Gastroenterological care
- Indigenous Health Care
- Intensive/critical care
- Medical care
- Mental Health care
- Midwifery care
- Neonatal care
- Neurological care
- Offender health care
- Oncology/haematology care
- Orthopaedic care
- Paediatric care
- Palliative care
- Peri operative care
- Primary-community health care
- Procedural areas/interventional suites
- Rehabilitation
- Renal care
- Rural and remote practice
- Surgical care

For any clinical specialties available at HHSs that are not listed above, as long as it is offered by the HHS, please include these preferences in your graduate summary.

4.3 Graduate Summary

The graduate summary is a document where the applicant indicates their three preferred facilities and three clinical preferences under the nominated HHSs they have selected in the online application form.

You need to complete and attach the graduate summary (two pages only), indicating your preferred hospital and clinical preferences, to your application in the Graduate Portal.

Note: the graduate summary asks for a greater number of facility and clinical preferences compared to what you have provided in the Graduate Portal online application form. This enables recruiters to have greater options for identifying candidates in the recruitment period.

Should you experience technical problems in downloading the graduate summary, please try using a different browser such as Firefox or Internet Explorer.
4.4 Cover Letter

Everything your potential new employer needs to know is in your resume, so you don’t need to talk at length in your cover letter. It is a document you provide to enhance your resume. A couple of good sized paragraphs is more than enough to introduce yourself, talk about why you’re perfect for the job, your career aspirations, where you want to go and what role you can see yourself in. Don't simply repeat what's in your resume. Your resume lists your skills, but your cover letter should be an opportunity to highlight how you have or can put those skills to use.

4.5 Changes to your application

You have until the closing date, 23 August 2019 at 5.00pm, to make changes to your application through the portal. After this date, you will not be able to make changes to your application via the Graduate Portal. If you require any changes to be made after this date, please contact the HHSs you nominated directly.

4.6 Checklist for completing the application process

<table>
<thead>
<tr>
<th>Checklist</th>
<th>Please tick</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate nurse and midwife recruitment prospectus for 2020 thoroughly read and understood</td>
<td>☐</td>
</tr>
<tr>
<td><strong>Graduate summary</strong>, academic transcript, cover letter and resume uploaded with your application in pdf format</td>
<td>☐</td>
</tr>
<tr>
<td>Application for the annual graduate nurse and midwife recruitment campaign lodged in the Queensland Government Graduate portal under job number QLD/.......</td>
<td>☐</td>
</tr>
</tbody>
</table>

5. Recruitment and selection process

Eligible applicants will be considered first by their preferred HHS, and shortlisted applicants will be contacted to arrange a date, time and place to attend an interview where required.

Please ensure personal details are correct and regularly check your mobile and/or email to see if you have been contacted for an interview.

Applicants may receive invitations to more than one interview. Interviews can be either face-to-face or via telephone, at the discretion of the HHS. Once contacted by a HHS, you will be informed of the next steps regarding the selection process.

To enquire on the status of your application after the closing date, please contact the preferred HHS directly.
6. Selection process

For recruitment purposes, HHSs assess the priority key skill requirements of team focus, patient focus and work values. Questions will usually have a behavioral based perspective, which requires applicants to provide actual examples on how they have managed specific issues or situations.

Note: Any enquiries after the closing date must be directed to the HHSs you preferred.

7. Referees

All applicants are required to nominate two referees in their application. It is the applicant’s responsibility, to have one of their two nominated referees complete the referee report. Please ensure all details on the referee report are completed, including the signature of the person providing the reference.

Applicants who progress through an initial interview will be required to provide at least one referee report. Specific information on this will be provided by individual HHS’s, however it is recommended that you supply your referees' professional (business hours) contact details. This generic referee report is not used by all HHSs and you may be asked to provide a reference using a different template. Applicants should contact the specific HHS for information in relation to referee reports.

At least one of your referees needs to be a current clinical line manager, supervisor, clinical facilitator or preceptor.

A clinical supervisor from third year of study is highly recommended (cannot be a university employee unless directly involved in your clinical practice (i.e. clinical facilitator).

8. Offers of employment

Notification of offers will be made by HHSs following the selection process. Applicants in receipt of offers will be given a timeframe in which to consider the offer and to either accept or decline. Offers will continue to be made up until July 2020. Once an individual accepts an offer of employment with Queensland Health, that individual’s application will be flagged as ‘placed’.

However, if you choose to decline an offer of employment, your application will remain in the pool of applications until the commencement of the next recruitment campaign which is scheduled for July-August 2020. Please note if you decline an offer with a HHS, it is unlikely you will be offered another position within this HHS.
9. Schedule of 2020 campaign

<table>
<thead>
<tr>
<th>Stage</th>
<th>Opening date</th>
<th>Closing date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduates apply online</td>
<td>10:00am AEST 29 July 2019</td>
<td>5:00pm AEST 23 August 2019</td>
</tr>
<tr>
<td>HHSs to review applications</td>
<td>30 August 2019</td>
<td>July 2020</td>
</tr>
<tr>
<td>Employment offers made</td>
<td>Offers are generally made in October/November following recruitment processes at each HHS. Eligible applications are available for HHS recruitment until July 2020.</td>
<td>July 2020</td>
</tr>
</tbody>
</table>

10. Priority ranking for applicants

HHSs are required to apply priority rankings for employment for nurse and midwife graduates. The priority rankings are:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Clinical graduates of Queensland universities who are:</td>
</tr>
<tr>
<td></td>
<td>• Australian citizens</td>
</tr>
<tr>
<td></td>
<td>• Australian permanent residents</td>
</tr>
<tr>
<td></td>
<td>• New Zealand citizens</td>
</tr>
<tr>
<td>2</td>
<td>Clinical graduates of interstate or New Zealand universities who completed year 12 schooling in Queensland and are:</td>
</tr>
<tr>
<td></td>
<td>• Australian citizens</td>
</tr>
<tr>
<td></td>
<td>• Australian permanent residents</td>
</tr>
<tr>
<td></td>
<td>• New Zealand citizens Page</td>
</tr>
<tr>
<td>3</td>
<td>Clinical graduates of interstate or New Zealand universities who are:</td>
</tr>
<tr>
<td></td>
<td>• Australian citizens</td>
</tr>
<tr>
<td></td>
<td>• Australian permanent residents</td>
</tr>
<tr>
<td></td>
<td>• New Zealand citizens</td>
</tr>
<tr>
<td>4</td>
<td>Clinical graduates of Queensland universities currently on a student visa and eligible to be employed in a graduate program in Australia who are:</td>
</tr>
<tr>
<td></td>
<td>• Overseas citizens other than New Zealand citizens</td>
</tr>
<tr>
<td></td>
<td>• Overseas permanent residents</td>
</tr>
<tr>
<td>5</td>
<td>Clinical graduates of interstate or New Zealand universities currently on a student visa and eligible to be employed in a graduate program in Australia who are:</td>
</tr>
<tr>
<td></td>
<td>• Overseas citizens other than New Zealand citizens</td>
</tr>
<tr>
<td></td>
<td>• Overseas permanent residents</td>
</tr>
</tbody>
</table>
Clinical graduates of international universities who are:
- Australian citizens
- Australian permanent residents
- New Zealand citizens

Clinical graduates of international universities currently on a student visa and eligible to be employed in a graduate program in Australia who are:
- Overseas citizens other than New Zealand citizens
- Overseas permanent residents

11. Visa and Immigration

Due to the competitive nature of employment within Queensland Health and the commitment of the Queensland Government to provide job opportunities to Queenslanders and Australian citizens, a visa and immigration policy exists to ensure these commitments are being fulfilled. The policy states:

“Queensland Health must ensure that the recruitment of overseas professionals into clinical roles strengthens the regional economies through the engagement of skills that complement, but do not replace the skills of the available local labour market.”

12. Verification of visa status

By detailing your visa type/residency status in this application, you are giving your consent for these details to be verified by the Australian Government’s Department of Immigration and Border Protection (DIBP). Applicants found to have provided misleading or contrary visa status information to DIBP will be considered ineligible and their application will not be considered.

13. Mandatory confirmation of residency status

In accordance with Recruitment eligibility criteria, (refer to section 2 recruitment eligibility criteria – Queensland Government Graduate Portal) applicants must provide documentation of their residency status (at interview or as requested).

The following documentation will be required:

- Australian citizen—birth certificate and photo ID (license) or passport.
- New Zealand citizen—birth certificate and photo ID (license) or passport.
- Permanent Australian resident—visa approval letter and/or passport.
- New Zealand permanent resident—birth certificate, photo ID (license) or passport, and visa specification.
- International citizen with current visa from non-English speaking country—passport and visa specification.
- International citizen with current visa from an English speaking country—passport and visa specification.
Graduates in the process of obtaining an Australian work visa should only apply once their right to work within Australia has been granted. For more information visit the Department of Home Affairs https://www.homeaffairs.gov.au website.

14. English competency

Proof of English proficiency is mandatory as part of registration with the Australian Health Practitioner Regulation Agency (AHPRA) and is therefore an essential component of eligibility for first year registered nursing or midwifery positions with Queensland Health. If you have already obtained your AHPRA registration at the time of applying you may not be required to provide proof of English proficiency, unless requested by an interview panel. Please refer to the Registration Standard on English Language Skills for information on IELTS/OET results.

15. Checklist for recommended documentation

Please bring the following documents with you, should you be shortlisted for interview.

This is the minimum documentation required – some HHSs may require additional information but will advise if you are invited for interview.

<table>
<thead>
<tr>
<th>Checklist</th>
<th>Please tick</th>
</tr>
</thead>
<tbody>
<tr>
<td>Documentation relating to residency status (see Section 13 Mandatory confirmation of residency status).</td>
<td>☐</td>
</tr>
<tr>
<td>If not permanent Australian resident, proof of visa status and associated documentation.</td>
<td>☐</td>
</tr>
<tr>
<td>Proof of successful IELTS or OET results, if required (see Section 14 English competency).</td>
<td>☐</td>
</tr>
<tr>
<td>At least one referee report (refer to Section 7 Referee)</td>
<td>☐</td>
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</tbody>
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16. Frequently asked questions

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
</table>
| What if I am not eligible to apply using the Queensland Government Graduate Portal? | If you are not eligible, you can apply for positions:  
  a) advertised directly with HHSs  
  b) advertised on Smart jobs and careers  
  c) with private hospitals, in the non-government sector or a nursing agency |
| I am a graduate enrolled nurse, how do I apply for a graduate position?  | A graduate enrolled nurse will need to apply directly with the HHS or facility for a position. The Queensland Government graduate portal is open only to graduate registered nurses and midwives. |
| I am a graduate of an interstate or overseas university, and would like to move to Queensland. What | This will depend partly on:  
  a) the quality of your application |
b) your university grade point average (GPA)
c) your willingness to work in an area outside South East Queensland

There are seven priority rankings given to eligible applicants (refer to Section 3).

When should I apply?
Applicants are encouraged to apply for the year they complete their study and obtain registration, for example:
A graduate who is registered with the Nursing and Midwifery Board of Australia and who is ready to commence employment before January 2020 should apply.

How do I apply?
Refer to Section 3.1 How to Apply

Can I edit my application?
You can edit your application as many times as you like within the application period. Once applications close you will not be able to edit your application.

How can I tell if I have submitted my application?
If you have not yet finalised and submitted your application it will say ‘Draft’ in the Graduate Portal system. If you have finalised and submitted your application it will say “Submitted”.

What happens if I miss the closing date?
No late applications will be accepted.

How do I find out how my application is going?
You will need to contact your preferreded HHS directly.

Can I defer my graduate year?
This can only be considered by the HHS. Graduates offered employment should be aware their request may not be approved.

What if my circumstances change and I cannot complete my graduate year?
You will need to negotiate any change in your personal circumstances with your employer.

Can I apply for more than one campaign?
Yes, as long as you meet the eligibility criteria. However, you can only apply once in each campaign. Duplicate applications will not be accepted.

How much experience is too much to be considered a graduate?
A graduate is defined as:
A person who has graduated from an undergraduate or graduate-entry (provided it is their first nursing or midwifery course leading to eligibility for registration) Degree or Masters in Nursing or Midwifery within the last 24 months, whether in Australia or internationally, and who has not worked as a registered nurse/midwife for more than six months full-time equivalent, including overseas.

The rationale for the stipulation of having not worked as a registered nurse or midwife for more than six months full-time equivalent is to ensure equity for all applicants within a campaign.
What if I receive more than one offer? | An applicant can receive one or more offers of employment; however the graduate will need to choose the best option of employment for them.

Am I able to accept an offer prior to my gaining nationally recognised registration as a registered nurse or midwife? | HHSs will need to allow some time for graduates to secure their nursing or midwife registration, but you do need to be upfront about when you expect to secure your registration. Commencement dates can be negotiated with the employing HHS. For further information relating to registration visit [www.ahpra.gov.au](http://www.ahpra.gov.au) or [www.nursingmidwiferyboard.gov.au](http://www.nursingmidwiferyboard.gov.au)

If I do not have evidence of my nursing or midwifery registration, can I still apply? | Yes. You can apply, provided your registration is approved prior to commencement of employment within a HHS.

If I do not receive an offer, what are my choices? | If you do not receive an offer, your application will be kept on the Queensland Government Graduate Portal until the next recruitment campaign commences. Graduates can contact additional HHSs for consideration of a late application. If accepted, the graduate can send an email to ChiefNurse-Office@health.qld.gov.au and ask for their preferences to be changed. However, confirmation from accepting HHS must be provided.

What if I decline an offer? | If you choose to decline an offer of employment, your application will remain in the pool of applications until the commencement of the next recruitment campaign which is scheduled for July - August 2020.

Am I allowed to work as a registered nurse or midwife after I accept an offer with a HHS? | Yes. Once you have received and accepted an offer with a HHS and your appointment is confirmed, you may work as a registered nurse or midwife until the commencement of your formal employment (provided you have obtained your registration). For example, you may be able to negotiate to work in a casual pool in the interim.

What if I am unable to provide my IELTS or OET results in time of applying online? | Proof of English proficiency is mandatory for registration with the Nursing and Midwifery Board of Australia and for employment with Queensland Health. If you are unable to sit an IELTS or OET exam, or do not meet the requirements, you will need to re-sit the exams and apply for the next campaign. For more information, visit: [www.ielts.org/default.aspx](http://www.ielts.org/default.aspx) [www.occupationalenglishtest.org](http://www.occupationalenglishtest.org) [www.nursingmidwiferyboard.gov.au/FAQ-and-Fact-Sheets.aspx](http://www.nursingmidwiferyboard.gov.au/FAQ-and-Fact-Sheets.aspx)

Is a Referee Report required? | Yes, if you are shortlisted for an interview by a HHS you will then be asked to supply a referee report at that stage.

Is there an email that I can contact for more information? | For more information and enquires prior to the portal closing email: ChiefNurse-Office@health.qld.gov.au
17. Enquiries

For all enquiries regarding your application after the portal has closed (23 August 2019) please contact the Hospital and Service that you have preferred in your application.

<table>
<thead>
<tr>
<th>Hospital and Health Service</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cairns and Hinterland Hospital and Health Service</td>
<td><a href="mailto:chhhsnursinggraduates@health.qld.gov.au">chhhsnursinggraduates@health.qld.gov.au</a></td>
</tr>
<tr>
<td>Central Qld Hospital and Health Service</td>
<td><a href="mailto:CQHHS_NMWWU@health.qld.gov.au">CQHHS_NMWWU@health.qld.gov.au</a></td>
</tr>
<tr>
<td>Central West Hospital and Health Service</td>
<td><a href="mailto:cw-training@health.qld.gov.au">cw-training@health.qld.gov.au</a></td>
</tr>
<tr>
<td>Children’s Health Qld Hospital and Health Service</td>
<td><a href="mailto:CHQ_Nursing_Graduates@health.qld.gov.au">CHQ_Nursing_Graduates@health.qld.gov.au</a></td>
</tr>
<tr>
<td>Darling Downs Hospital and Health Service</td>
<td><a href="mailto:DDHHS_Nurse_Clinical_Placement@health.qld.gov.au">DDHHS_Nurse_Clinical_Placement@health.qld.gov.au</a></td>
</tr>
<tr>
<td>Gold Coast Hospital and Health Service</td>
<td><a href="mailto:gchnursingjobs@health.qld.gov.au">gchnursingjobs@health.qld.gov.au</a></td>
</tr>
<tr>
<td>Mackay Hospital and Health Service</td>
<td><a href="mailto:MBH_Nursing_Services@health.qld.gov.au">MBH_Nursing_Services@health.qld.gov.au</a></td>
</tr>
<tr>
<td>Metro North Hospital and Health Service</td>
<td><a href="mailto:MNNandMRecruitment@health.qld.gov.au">MNNandMRecruitment@health.qld.gov.au</a></td>
</tr>
<tr>
<td>Metro South Hospital and Health Service</td>
<td>MS_N&amp;<a href="mailto:M_Graduate_Support@health.qld.gov.au">M_Graduate_Support@health.qld.gov.au</a></td>
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<td>North West Hospital and Health Service</td>
<td><a href="mailto:NWHHS_FYP_Support@health.qld.gov.au">NWHHS_FYP_Support@health.qld.gov.au</a></td>
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<td>South West Hospital and Health Service</td>
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<td>Sunshine Coast Hospital and Health Service</td>
<td><a href="mailto:scnurseeducatorgraduateprograms@health.qld.gov.au">scnurseeducatorgraduateprograms@health.qld.gov.au</a></td>
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<td>Torres and Cape Hospital and Health Service</td>
<td><a href="mailto:TCHHS-nurse-education@health.qld.gov.au">TCHHS-nurse-education@health.qld.gov.au</a></td>
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<tr>
<td>Townsville Hospital and Health Service</td>
<td><a href="mailto:THHS-GradNur-Mid-Program@health.qld.gov.au">THHS-GradNur-Mid-Program@health.qld.gov.au</a></td>
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<tr>
<td>West Moreton Hospital and Health Service</td>
<td><a href="mailto:WM-NandMgraduates@health.qld.gov.au">WM-NandMgraduates@health.qld.gov.au</a></td>
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<tr>
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<td><a href="mailto:WBHHS-GraduateProgram@health.qld.gov.au">WBHHS-GraduateProgram@health.qld.gov.au</a></td>
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