



**Alfred**Health

# Graduate Nurse Program

Information  
Handbook



# *About* **Alfred Health**

Alfred Health is one of Australia's leading healthcare services. We have a dual role: caring for more than 770,000 locals who live in Melbourne's inner-south; and providing health services for Victorians experiencing the most acute and complex conditions through 18 statewide services.

Our three hospital campuses – The Alfred, Caulfield Hospital and Sandringham Hospital – as well as numerous community-based clinics, provide lifesaving treatments, specialist and rehabilitation services through to accessible local healthcare. We care for a wide range of people, from all age groups.



# Our Purpose & Beliefs

## OUR PURPOSE

To improve the lives  
of our patients and their  
families, our community  
and humanity.

## OUR BELIEFS



*We Make a*  
**Difference.**

- Patients are the reason we are here
- We pursue the best experience and outcomes
- We keep each other safe



*We Work*  
**Together.**

- We are strongest when we work together
- We make decisions in partnerships with patients and the people around them
- We collaborate and partners across teams and beyond our walls



*We Work with*  
**Compassion.**

- We respect, appreciate and support each other
- We combine kindness with knowledge and skill
- We build trust, connection and belonging



*We Create*  
**the Future.**

- We push boundaries and rise to the challenge
- We set new standards through research, innovation, and care
- We educate and develop for today and tomorrow



# *Our* **Strategic Pillars**

## **Patients & Community.**



Compassionate,  
high-quality and  
inclusive care

## **World-leading Services.**



Global leader,  
delivering outstanding  
outcomes

## **Patients & Staff Development.**



Supportive and  
inclusive environment

## **Research & Innovation.**



Creating  
the future of  
healthcare

## **Sustainable Healthcare.**



Sustainable.  
renewable & resilient  
health service

# Alfred Health Graduate Program Streams

## Graduate Nurse Program (General Nursing)

The Graduate Nurse Program (GNP) at Alfred Health embodies our values in practice. Alfred Health is committed to providing support to new graduate nurses as they make the transition from undergraduate student to registered nurse.

### PROGRAM AIM

The Alfred Health Graduate Nurse Program provides diverse clinical opportunities for graduates caring for varied populations within Alfred Health whilst working within a supportive nursing team. The GNP aims to support the new graduate during the period of adjustment in which the graduate develops the situational skills, knowledge and values required to become an effective member of the healthcare team and nursing workforce.

**12 Month  
Program**



### KEY INFORMATION

- Duration
- Rotations
- Supports

GNP General Nursing	
Length of Rotations	2 x 6 month rotations
Intake Months	January, April & July (to be confirmed)

The program runs over 12 months, and all graduates complete two six month rotations. They are expected to work a rotating roster through all shifts based on local work environment shift patterns. The graduate year is offered on a part time basis, to give graduates work life balance, whilst continuing to support ongoing development needs. All graduates are employed in ongoing permanent nursing positions.



## *Alfred Health* **Graduate Nurse Program (General Nursing)**

### **MAJOR COMPONENTS:**

- 2 days GNP and organisational orientation
- Local ward orientation
- Mandatory training
- Preceptorship allocation
- Supernumery time (number to be confirmed)
- Dedicated GNP study days
- Graduate tutorials
- Clinical support
- Graduate development meetings and performance development discussions
- Clinical hurdles
- Online Learning Resources
- Graduate Nurse Program Guiding Principles



# Alfred Health

## Graduate Nurse Program

### CLINICAL ROTATIONS GENERAL

Alfred Health provides a comprehensive range of services across three sites – The Alfred, Caulfield Hospital and Sandringham Hospital, as well as community-based clinics.

Each site provides specific specialist services to meet the needs of patients.

Please see the areas where graduate nurses are allocated rotations within the hospital sites and community-based clinics.

Graduate nurses should be able to travel to each of the sites as they may receive rotation there.

General Nurse Program (General Nursing)			Mental Health
Acquired Brain Injury (Caulfield Only)	Emergency & Trauma Centre	Oncology & Haematology	Acute Adult Inpatient Units
Acute Surgery	Endocrinology	Operating Suite Services (Sandringham Only)	Acute Aged Inpatient Units (Greenhouse)
Acute / General Medicine	Gastroenterology	Plastics	Addiction Services
Admissions & Perioperative	Health of Older People	Rehabilitation	Community Care Unit (CCU)
Burns	Infectious Diseases	Renal	Eating Disorder Services
Cardiac / Cardiothoracic	Neurosurgery / Neuro Trauma	Respiratory	Adult Community Teams - Supernumerary
Elective Surgery	Neurology / Stroke	Trauma & Orthopaedics	Emergency Psychiatry - Supernumerary
			Infant, Child & Youth Service - Supernumerary
			Headspace Early Psychosis Service - Supernumerary

# *Alfred Health* **Graduate Nurse Program**

## **Clinical Support**

Alfred Health offers clinical and structured support to all nurses in their Graduate Nurse Program.

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### **PRECEPTOR**

Graduate nurses are allocated a preceptor, who they will work alongside during supernumerary time. The preceptor provides clinical support, feedback, and assists with setting learning objectives.

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### **CLINICAL SUPPORT NURSE**

Clinical Support Nurses support graduate nurses throughout the entire 12 month program. They help with the transition to registered nurse, and ensure the delivery of safe patient care.

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### **NURSE EDUCATORS**

Nurse Educators are responsible for the professional development of nursing staff at Alfred Health. They are involved in the facilitation of study days for the Graduate Nurse Program.

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### **CLINICAL SUPPORT & DEVELOPMENT NURSE**

Clinical Support & Development Nurses contribute to the development of graduate nurses by providing specialty education about the patient population in their clinical areas.





# Alfred Health Graduate Program Streams

## Mental & Addiction Health

Alfred Mental and Addiction Health offer a 12 month structured program for graduate nurses who are keen to specialise in contemporary mental health nursing practice.

Graduate nurses are based primarily in inpatient settings but can expect to work across a number of clinical settings including:

- Adult
- Aged
- Community residential (Community Care Unit)
- Residential eating disorders service

**12 Month  
Program**



### MAJOR COMPONENTS

- Comprehensive orientation, supernumerary shifts and preceptors
- Dedicated Graduate Support Educators
- Reflective practice, clinical supervision and debriefing
- Fully accredited study program with monthly study days
- Recognition of Prior Learning for Post Graduate Study provided by Deakin, Monash, La Trobe, RMIT and University of Melbourne
- Excellent career opportunities
- Brief supernumerary rotations to specialist clinical services including Emergency Psychiatry, Addictions, Headspace, Infant Child and Youth Service and Adult / Aged Community Mental Health Teams
- Enrolled Nurse Graduate program is also available

	Mental & Addiction Health	Mental Health Enrolled Nursing
Lenght of Rotations	1 x 6 month rotation or 2 x 6 months rotaions	1 x 12 month rotation
Intake Months	February & August	February & August

## *Alfred Health* **Beyond your Graduate Program**

Alfred Health is dedicated to supporting your professional development beyond your graduate year.

### **TRANSITION TO SPECIALTY PRACTICE (TSP) PROGRAM**

After completion of the 12 month Graduate Nurse Program, you may choose to apply for a position in a TSP program. These are a structured 12 month program for Registered Nurses to provide a career pathway relevant to clinical specialty nursing practice. This program aligns with Registered Nurse at Grade 2, Year 2-3 level and offers an opportunity to build and consolidate knowledge and skills in comprehensive patient assessment in a specialty area through the development of critical thinking and problem solving.

These are currently programs in:

- Intensive Care
- Emergency and Trauma
- Peri-operative Services
- Cardio-Respiratory
- Mental Health
- Burns and Plastics
- Neuroscience
- Haematology



### **POSTGRADUATE NURSING OPPORTUNITIES**

Alfred Health has partnerships with a number of leading universities in Australia. Our main partner universities with postgraduate programs include La Trobe, Deakin and Monash University.

Postgraduate study is encouraged as part of our commitment to facilitating professional development of nurses within Alfred Health. Staff are supported and mentored by local education teams, clinical support roles, specialty clinical staff and Nursing Education.

Specialty partner courses are:

- Emergency
- Intensive Care
- Perioperative and Intraoperative
- Cardiac
- Medical/Surgical Nursing
- Acute Care
- Trauma Nursing
- Cancer
- Neuroscience

# Alfred Health

## Graduate Nurse Program

### APPLICATION PROCESS

Our recruitment process matches the Graduate Nursing Midwifery Program (GNMP) Postgraduate Medical Council of Victoria (PMCV) Allocation and Placement Service timeline and eligibility criteria.

All general Graduates at Alfred Health are recruited through PMCV match system.



### REGISTER

Alfred Health participates in the GNMP Allocation and Placement Service (APS) match run by the PMCV.

- To apply for a position, you must participate in the APS match.
- For details on how to participate, contact [GNMP PMCV website](#).



### APPLY ONLINE AT ALFRED HEALTH

- Click on the “Apply for Graduate Nurse Program (General Nursing)” or Apply for the Graduate Nurse Program - Mental and Addiction Health Stream at the [Alfred Health website](#).
- You will be prompted to register with Live Hire and will be required to complete the online application process.



### RESUME / CURRICULUM VITAE

- Maximum of 3 pages and include referees
- Embed photo into your resume

#### For Graduate Nurse Program (General Nursing)

- A cover letter is not required

#### For Graduate Nurse Program (Mental and Addiction Health)

- A cover letter is required



### ACADEMIC TRANSCRIPT / RECORD

- Most recent academic transcript/record (does not need to be certified)



### CLINICAL APPRAISALS

#### For Graduate Nurse Program (General Nursing)

- A copy of two recent Acute Clinical Appraisals (does not need to be certified)  
Please provide clinical appraisals from Semester 2, 2024 and Semester 1, 2025

#### For Graduate Nurse Program (Mental and Addiction Health)

- The most recent Clinical Appraisal Summary and Health Clinical Appraisal Summary (does not need to be certified)



### INTERVIEWS

#### For Graduate Nurse Program (General Nursing)

- If your application is successful, you will participate on a face-to-face recruitment activity

#### For Graduate Nurse Program (Mental and Addiction Health)

- You will be invited to attend an individual interview in a relaxed and friendly atmosphere if your application meets our initial selection requirements. You will be notified if you are successful for an interview via email.



### OFFER

The results of the Allocation and Placement Match will be provided to hospitals and candidates by PMCV on Wednesday September 17, 2025, via [GNMP PMCV website](#).



## **CONTACT US**

For further information on our Graduate Nurse Program, contact:

### **General Nursing GNP Coordinator**

[gnpcoordinator@alfred.org.au](mailto:gnpcoordinator@alfred.org.au)

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### **Mental Health GNP Coordinator**

Stephen Marrum  
[gapsycheducation@alfred.org.au](mailto:gapsycheducation@alfred.org.au)

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