



Graduate Nurse Program

Information
Handbook

Bayside Health



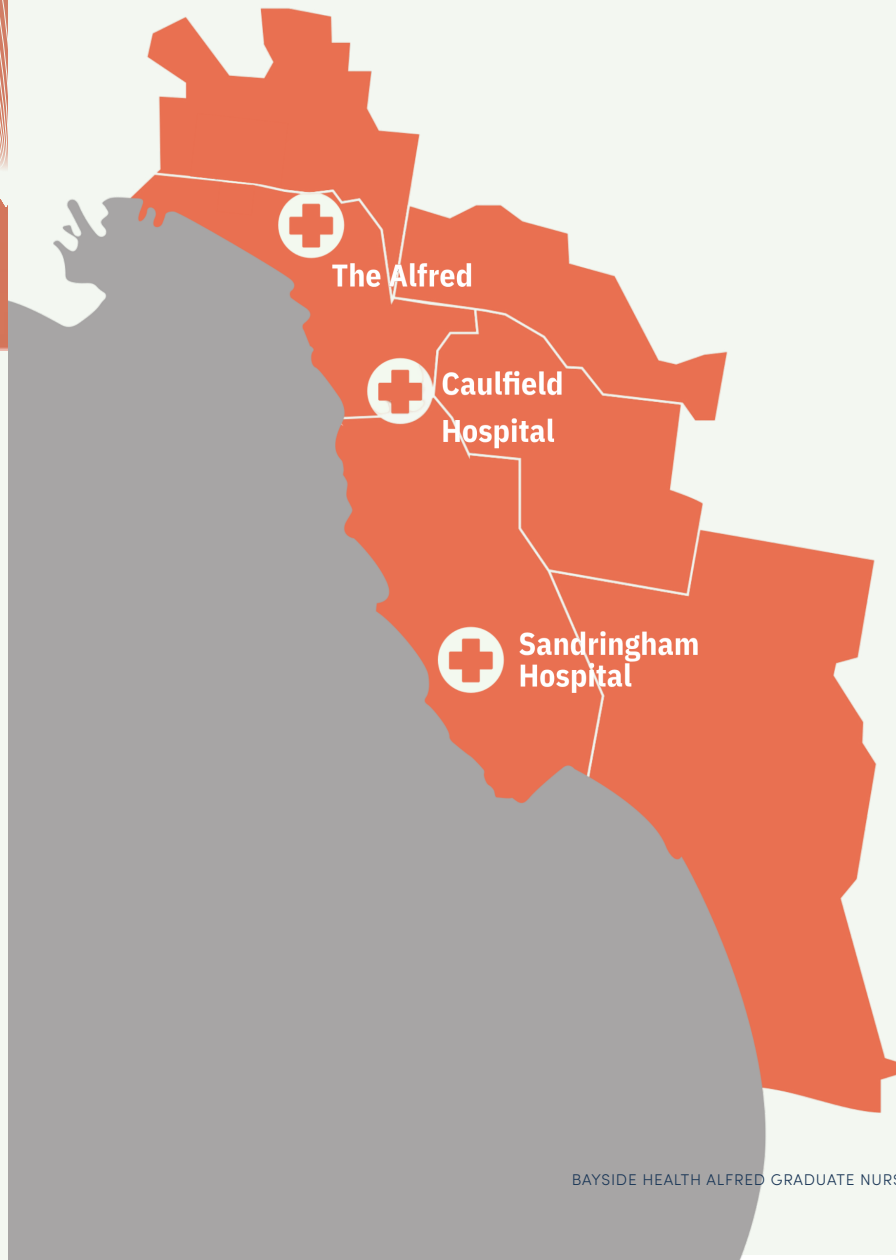
About Bayside Health Alfred

Bayside Health Alfred 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 20 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 Campuses



Our Purpose & Beliefs.

OUR PURPOSE

To improve the lives of our patients and their families, our communities 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 as a team
- We make decisions in partnership with patients and the people around them
- We collaborate and partner 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

Workplace & Staff Development.



Supportive and inclusive environment for our people

Research & Innovation.



Creating the future of healthcare

Sustainable Healthcare.



Sustainable, renewable & resilient health service

Graduate Nurse Program (General Nursing)

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

PROGRAM AIM

The Bayside Health Alfred Graduate Nurse Program provides diverse clinical opportunities for graduates caring for varied populations within Bayside Health Alfred 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.



KEY INFORMATION

- Duration
- Rotations
- Supports

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.

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

12 Month
Program



Bayside Health Alfred Graduate Nurse Program (General Nursing)

MAJOR COMPONENTS:

- 2 days GNP and organisational orientation
- Local ward orientation
- Mandatory training
- Preceptorship allocation
- Supernumerary 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

Bayside Health Alfred Graduate Nurse Program

CLINICAL ROTATIONS GENERAL

Bayside Health Alfred 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)	Endocrinology	Oncology & Haematology	Acute Adult Inpatient Units
Acute Surgery	Gastroenterology	Plastics	Acute Aged Inpatient Units (Greenhouse)
Acute / General Medicine	Health of Older People	Rehabilitation	Addiction Services
Admissions & Perioperative	Infectious Diseases	Renal	Community Care Unit (CCU)
Burns	Neurosurgery / Neuro Trauma	Respiratory	Eating Disorder Services
Cardiac / Cardiothoracic	Neurology / Stroke	Trauma & Orthopaedics	Adult Community Teams – Supernumerary
Elective Surgery			Emergency Psychiatry – Supernumerary
			Infant, Child & Youth Service – Supernumerary
			Headspace Early Psychosis Service – Supernumerary

Bayside Health Alfred Graduate Nurse Program

Clinical Support

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

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.

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.

NURSE EDUCATORS

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

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.



Bayside Health Alfred 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 seatings including:

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

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, Victoria University, Australian Catholic University 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

12 Month Program

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

Bayside Health Alfred Opportunities Beyond your Graduate Program

Bayside Health Alfred 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
- Heart & Lung
- Mental Health
- Burns and Plastics
- Alfred Brain
- Alfred Cancer: Haematology & Cellular Therapies



POSTGRADUATE NURSING OPPORTUNITIES

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

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

- Ageing & Complex Care
- Cancer Nursing
- Cardiac Nursing
- Emergency Nursing
- Intensive Care Nursing
- Medical & Surgical / Acute Care
- Neuroscience Nursing
- Palliative & End of Life Care
- Perioperative Nursing
- and a range of non-clinical postgraduate opportunities

Bayside Health Alfred 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 Bayside Health Alfred are recruited through PMCV match system.



REGISTER

Bayside Health Alfred 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 BAYSIDE HEALTH ALFRED

- Click on the “Apply for Graduate Nurse Program (General Nursing)” or Apply for the Graduate Nurse Program – Mental and Addiction Health Stream at the [Bayside Health Alfred 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
- A cover letter is required



ACADEMIC TRANSCRIPT / RECORD

- Most recent academic transcript/record



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, 2025 and Semester 1, 2026

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, 2026 via [GNMP PMCV website](#)

For details on how to participate, contact GNMP PMCV website or visit [gnmp.pmcv.com](#)

