



# Gosford Private New Graduate Program 2025

## Gosford Private Hospital New Graduate handbook

Welcome to the Health Care Central Coast New Graduate Program handbook, a guide to supporting application and entry into the popular program.

Open to graduates with a Diploma or Bachelor of Nursing in their final year of study, the twelve-month Gosford Private New Graduate Program provides access to the largest private perioperative environment on the Central Coast with opportunities to learn and work alongside skilled clinicians at Gosford Private Hospital.

Our program offers the ideal introduction and transition into the clinical workplace environment with the opportunity to learn and develop skills across multiple disciplines including surgical, medical/rehabilitation, orthopaedic and day surgery as well as all aspects of theatres and Intensive Care/Coronary Care units.

We look forward to receiving your application and the opportunity to support you on your clinical career on the Central Coast.

Natasha Mackey  
Director of Clinical Services, Gosford Private Hospital

## Contents

Welcome.....	1
Key Recruitment Dates.....	3
Eligibility.....	4
Introduction.....	5
About Health Care.....	5
Our People .....	6
Our Values.....	6
Preferred areas .....	7
Preparing your application .....	8
Selection Criteria.....	8
Recruitment checklist.....	9
Submitting your Application .....	9

## Key Recruitment dates

Dates	Information
23 August 2024	Applications open
20 September 2024	Applications close 4pm
30 September 2024	Interviews commence
11 October 2024	Offers to successful candidates
21 October 2024	Second round offers (if available)
10 February 2025	Start date
6 February 2026	Completion of New Graduate program

## Eligibility

Are you eligible to apply for graduate employment at Gosford Private Hospital in 2025? You must be able to answer “yes” to these questions:

1. Are you completing your nursing degree by the end of December 2024?  
Note: completion means final result received that lead to initial registration as a Registered Nurse (RN) or Enrolled Nurse (EN) AND
2. Will you meet all the requirements to be registered as a RN with the Nursing and Midwifery Board of Australia (NMBA) prior to the agreed date of your employment commencing? AND
3. Are you an Australian Citizen or hold a visa that allows ongoing full-time employment in Australia?

## Meeting English Language Requirements

- The English language skills registration standard (2019) applies to all nurses and midwives applying for initial registration.
- All applicants should check the level of evidence required to apply for initial registration as a nurse and/or midwife well in advance of applying to AHPRA.
- If you are required to undertake an English language test in order to gain registration, you are encouraged to investigate this as soon as possible.
- Immediately check that you meet English language requirements for registration with the NMBA by visiting <https://www.nursingmidwiferyboard.gov.au/Registration-Standards/English-language-skills.aspx>

## Introduction

This handbook is designed to assist with the information required for the application process for the 2025 New Graduate Nursing Program.

## About Health Care

Health Care is proud to be one of the leading private hospital operators in Australia. We employ over 4,600 people and operate a portfolio of 17 private healthcare facilities. Since our establishment in 2005, our business has grown through deliberate expansion of our existing facilities, and targeted acquisition of other healthcare services. We have around 1,200 beds and over 70 operating theatres.

The cornerstones of our success are the result of:

- Our commitment to best in class clinical and operational excellence
- Disciplined expansion and acquisition of healthcare facilities in communities with long term demand
- A patient-centred approach to the care we provide
- Strong relationships with our ever-increasing network of doctors and specialists, who are leaders in their respective fields
- Continued investment in technology, to be a market leader in regions in which we operate
- Innovation and development of highly complex specialties
- Our experienced and qualified management teams, with strong local knowledge and community relationships

Our integrated and connected group of multi-disciplinary private hospitals work together to deliver premium health services, of the highest standards of quality and safety, to our valued clients and patients. We are committed to being an employer of choice to our doctors, specialists and staff.

## About Gosford Private

Gosford Private Hospital is the largest private hospital on the central coast.

Gosford Private features:

- 12 modern operating theatres
- 148 patient beds
- 14 critical care beds
- 3 private birthing suites
- A dedicated Day Surgery Unit
- State-of-the-art Endoscopy Centre
- Gosford Heart Centre
- On-site rehabilitation

The hospital employs more than 600 staff and hosts more than 200 credentialed Doctors in a range of specialties, all committed to the delivery of exceptional patient experiences and care.

Some of Gosford Privates key services include leading orthopaedic surgeons including robotic hip and knee surgery, private maternity services, Di Vinci surgical system used by Urology, Colorectal, Gynaecology, the dedicated Gosford Heart Centre, the state-of-the-art Gosford Private Endoscopy Centre, and exclusive access to the only private neurosurgery procedures on the Central Coast.

With two co-located medical centres, a radiology practice and pathology laboratory, our complex offers a health precinct second to none.

## Our People

We are proud of our friendly, open, honest and supportive culture. Our vision, mission and values encourage employees to proactively participate in the running of our organisation and its ongoing success. Health Care promotes a culture of open and transparent communications where people are recognised as being the key to our success. We work hard to ensure that our people have the support and facilities to build successful practices and careers.

Individuals joining our team will appreciate:

- A comprehensive orientation to the Group and relevant site
- Flexible work hours to ensure a healthy work-life balance
- Career progression across sites
- Uniforms
- Ongoing training and development
- Open management style - access to key decision makers
- Fair and equal treatment of all employees
- Achievements recognised and rewarded

## Our Values

- Best Practice
- Best Experience
- Respect
- Positive Energy
- It's Personal



## Preferred areas of employment

The following rotations will be on offer for the 2025 program over 48 weeks. There will be one intake in February 2025. You will be required to take 1 week mandatory leave prior the commencement of your second rotation and 2 weeks mandatory leave over the Christmas period.

Please ensure that you include your preference for rotation in your application.

- 1. General Nursing Rotations** – A program ideally suited to those wishing to gain a grounding in Medical/Rehabilitation, Surgical, Orthopaedic or Intensive Care/Coronary Care nursing. This program is suitable for both the New Graduate Registered Nurse as well as the New Graduate Enrolled Nurse and will consist of two 24-week placements in the above areas.  
**Note:** Only registered nurses will have the option to be rotated into Intensive Care.
- 2. Perioperative Rotations** – If you have a desire to specialise in Perioperative nursing this is the program for you. Suitable for both New Graduate Registered Nurses and New Graduate Enrolled Nurses, this program will include rotations between Post-Acute Care Unit (PACU), Anaesthetics, Scrub Scout and Day Surgery.

## Preparing your application

When preparing your application there are several considerations. These include recruitment requirements, employment preferences and addressing the selection criteria.

## Selection Criteria

As part of your application you will be required to address each of the six (6) criteria (maximum 150 words per criterion), demonstrating your ability to meet each one.

During recruitment your responses will be reviewed as part of the selection process. It is important that you give each selection criteria thoughtful consideration.

Use the CAR approach:

- **Context** - Describe the situation.
- **Action** - Explain your actions. What were your actions? What did you do?
- **Results** - Detail the result of the actions which you took.

Please provide a clear example of your understanding of the below criteria within your employment letter (recommended to relate to your clinical practice).

1. Display high level interpersonal, verbal and written communication skills.
2. Demonstrate clinical knowledge and clinical problem-solving abilities.
3. Demonstrate your ability to work within a team.
4. Exhibit an understanding of the professional, ethical and legal requirements of the role.
5. Demonstrate your understanding of the role of the Registered or Enrolled Nurse in applying continuous improvement and quality and safety.
6. Demonstrate your understanding of what empathy means to you and how your practice will align with the 5 Values of our hospital.



## Recruitment Requirements

As part of the Gosford Private/Health Care recruitment process you are required to provide:

<b>Curriculum Vitae</b>	Outlining your educational qualifications and work experience.
<b>Cover letter addressing criteria</b>	Provide a document titled: <i>Summary Addressing Key Selection Criteria</i>
<b>Rotation preference</b>	Identify in order of preference (1-4)
<b>Identification</b>	Evidence of identification and permanent residency, such as Passport, Australian Birth Certificate, and Citizenship Certificate or Visa information.
<b>Working With Children Check</b>	NSW Working with Children Check (WWCC) clearance number for paid work by visiting <a href="https://www.kidsguardian.nsw.gov.au/">https://www.kidsguardian.nsw.gov.au/</a> You must bring a WWCC clearance number to interview for verification.
<b>Immunisation</b>	Evidence of current immunisations in line with Category A (high risk) role and COVID-19 vaccination.
<b>Referees: Identify two referees in your application:</b>	One referee must be a clinical referee. The second referee is to be either an employer (paid or unpaid work) or another clinical referee. The names and contact details of your two referees are to be entered with pre-employment check information prior to interview.

\*Please note failure to provide the following will result in an invalid application.

## Submitting Your Application

Please email your completed application and supporting documents within the application time to:

**Attention: Jade Stevens**

[jade.stevens@healthcare.com.au](mailto:jade.stevens@healthcare.com.au)