healthe.care
Central Coast

Brisbane Waters & Gosford Private Hospital New Graduate Program 2027

Brisbane Waters & Gosford Private Hospital New Graduate handbook

Welcome to the Healthe 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 Healthe Care Central Coast 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 Brisbane Waters and 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, mental health, oncology, 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.

Kylie Wallace
Director of Clinical Services
Brisbane Waters Private Hospital

Lauren Kearney
Director of Clinical Services
Gosford Private Hospital

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Key Recruitment dates

Dates	Information
13 July 2026	New Graduate Information Night 5:30pm
27 July 2026	Applications open 8am
21 August 2026	Applications close 4pm
7 September 2026	Interviews released
14 September 2026	Interviews commence
13 October 2026	Offers sent to successful candidates
20 October 2026	Successful candidates must respond to offer
21 October 2026	Second round offers released (if any available)
28 October 2026	Candidates must respond to offer (if any available)
9 February 2027	New Graduate Program commences
13 February 2028	Completion of New Graduate Program

Introduction

This handbook is designed to assist with the information required for the application process for the 2027 New Graduate Nursing Program.

About Healthe Care

Healthe 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 Brisbane Waters Private

Located in the heart of the Woy Woy peninsula on the NSW Central Coast, Brisbane Waters Private Hospital is proud to deliver world class health care to patients and their families.

Constructed in 1978, Brisbane Waters Private opened with 54 beds and two operating theatres. Today, the hospital boasts a well-appointed Theatre complex comprising of four theatres, a recovery area and discharge lounge offering an array of surgical services.

Opened in March 2018, the purpose-built 34 bed Rehabilitation and Research Clinic offers state of the art rehabilitation facilities and specialist treatment in the welcoming comforts usually only found in a major city health care facilities.

Our brand new, purpose built 64 bed Mental Health unit, The Central Coast Clinic, offers quality psychiatric services for inpatients and outpatient hospital-based programs.

Brisbane Waters Private boasts:

- 132 inpatient beds
- 4 modern operating theatres
- A dedicated Day Surgery Unit
- A state-of-the-art 34 bed Rehabilitation & Research Unit
- A dedicated 64 bed Mental Health Unit

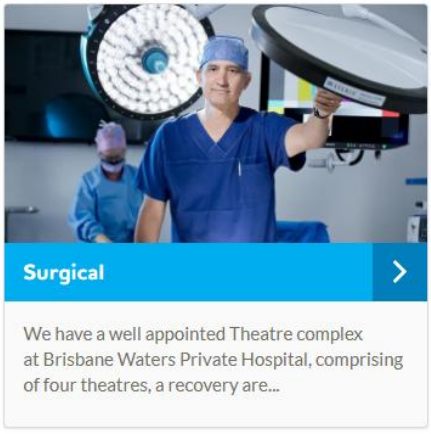
Co-located with a radiology practice and pathology laboratory, Brisbane Waters Private Hospital offers a health precinct second to none, delivering better health, right here on the Coast.

Mental Health

We offer comprehensive psychiatric mental health programs for young adults, adults and older persons....

Rehabilitation

Rehabilitation is all about recovery, independence and quality of life. We offer both inpatient and day patient rehabilitatio...



Surgical

We have a well appointed Theatre complex at Brisbane Waters Private Hospital, comprising of four theatres, a recovery are...

About Gosford Private

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

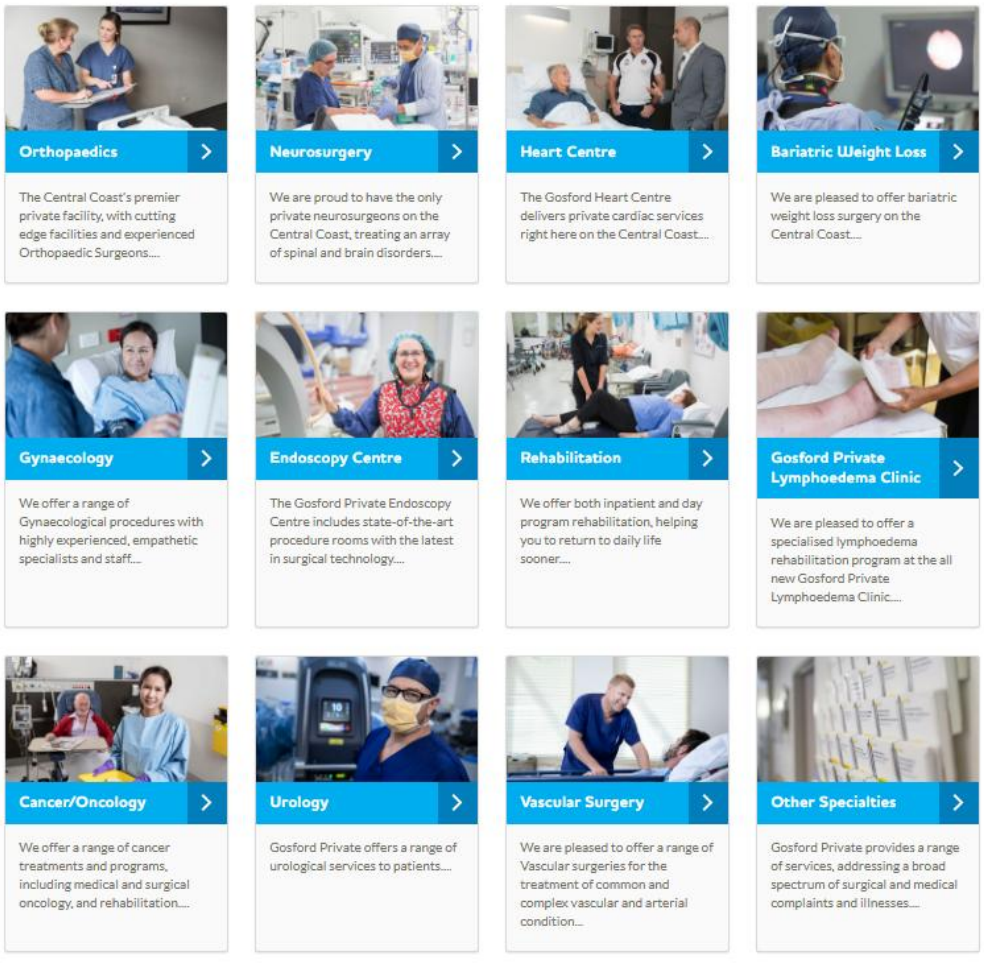
Gosford Private features:

- 12 modern operating theatres
- 148 patient beds
- 14 critical care beds
- 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, 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.

Healthe 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

Eligibility

Are you eligible to apply for graduate employment at Gosford Private Hospital in 2027? You must be able to answer "yes" to these questions:

1. Are you completing your nursing degree by the end of December 2026?
   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 or EN 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?
   Note: Healthe Care Central Coast will not be sponsoring applicants.

Meeting English Language Requirements

- The English language skills registration standard (2025) 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 as this may delay your registration and your start date.
- Immediately check that you meet English language requirements for registration with the NMBA by visiting: Australian Health Practitioner Regulation Agency - English language skills

Preferred areas of employment

The following rotations will be on offer for the 2027 program over 48 weeks. There will be one intake in February 2027. 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 location and rotation in your application.

1. **General Nursing Rotations – Brisbane Waters or Gosford Private**
   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: Intensive Care is a specialty area and only available at Gosford Private. This will only be a second rotation option and only registered nurses will have the option to be rotated into this area.

2. **Perioperative Rotations – Brisbane Waters or Gosford Private**
   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-Anaesthetic Care Unit (PACU), Anaesthetics, Scrub Scout and Day Surgery.

3. **Mental Health Rotation – Brisbane Waters Private Hospital**
   This graduate program is designed for applicants with a strong interest and passion for Mental Health Nursing. With two dedicated mental health wards specialising in Drug and Alcohol Additions and Mood Disorders, the program offers structured support and guidance throughout your first year of nursing. Open to both New Graduate Registered Nurses and New Graduate Enrolled Nurses, the program features two six-month clinical rotations, providing diverse and valuable experience across mental health settings.

Preparing your application:

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:

- **C**ontext - Describe the situation.
- **A**ction - Explain your actions. *What were your actions? What did you do?*
- **R**esults - 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).

What a strong response looks like: A strong response focuses on one clear clinical example, explains exactly what you did, and shows the outcome of your actions. The best examples are specific, relevant to the criterion, and reflective of what you learned or how you contributed to safe, patient-centred care.

Example of a CAR response:
Criterion: Describe a situation during your clinical placements where you effectively communicated with a patient, their family, or the healthcare team to achieve a positive outcome.
Context: During a medical placement, I cared for an older patient who was becoming increasingly anxious before a procedure and was reluctant to engage with staff.
Action: I introduced myself, spoke calmly, and used clear, simple language to explain what would happen next. I checked the patient's understanding, encouraged questions, and updated the supervising nurse about the patient's concerns so we could provide consistent reassurance. I also involved the family member present by acknowledging their concerns and confirming the plan of care with the team.
Result: The patient became more settled, agreed to proceed, and reported feeling more informed and supported. This experience showed me how effective communication can reduce anxiety, build trust, and contribute to a safer, more positive patient experience.

1. Demonstrate your understanding of what empathy means to you and how your practice will align with the 5 Values of our hospital.

2. Can you provide an example from your clinical placements where you applied evidence-based practice to assess, plan, implement and evaluate patient care?

3. Describe a situation during your clinical placements where you effectively communicated with a patient, their family, or the healthcare team to achieve a positive outcome.

4. Tell us about a time when you worked as part of a multidisciplinary team to manage a patients care. What was your role, and how did you contribute to the team's success?

5. Can you share an experience where you had to adapt quickly to a change in a patient's condition or a sudden shift in your work environment? How did you handle it?

6. What steps have you taken during your nursing education to ensure continuous learning and professional growth?

Recruitment Requirements

As part of the Healthe Care Central Coast recruitment process you are required to provide:

Curriculum Vitae	Outlining your educational qualifications and work experience.
Cover letter including addressing criteria	Your cover letter should be approximately 1–2 pages and clearly structured. Applicants may use headings for each selection criterion 1. A brief introduction 2. A clear response to all six selection criteria (using headings optional) 3. Your preferred location and rotation 4. A closing paragraph
Location/Rotation preference	Identify in order of preference: 1. Either Brisbane Waters, Gosford Private or no preference

	2. General (areas from most preferred to least preferred 1-4), Perioperative or Mental Health rotation
Identification	Evidence of identification and permanent residency, such as Passport, Australian Birth Certificate, and Citizenship Certificate or Visa information.
Working With Children Check	NSW Working with Children Check (WWCC) clearance number for **paid work** by visiting: General information | How to apply for a WWCC | Office of the Children's Guardian You must bring a WWCC clearance number to interview for verification.
Immunisation	Evidence of current immunisations in line with Category A (high risk) role and COVID-19 vaccination (highly recommended).
Referees: **Identify two referees in your application:**	1. Clinical referee: should ideally be a facilitator, NUM, or RN who has directly supervised your clinical practice 2. 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.

Common Mistakes

Common mistakes to avoid when submitting your application:

1. Addressing your cover letter and selection criteria answers to NSW Health
2. Submitting only selection criteria without a cover letter
3. Submitting a generic cover letter without addressing criteria
4. Not including preferences
5. Not using clinical examples
6. Not informing your referees you are listing them

Application Checklist

- ✓ Cover letter addressing all 6 criteria
- ✓ CV
- ✓ Preferences included
- ✓ Referees listed
- ✓ Supporting documents
- ✓ Visa status (if applicable)

Submitting Your Application

Submit your application via the link on the Gosford Private Hospital website.

Please check over your application to ensure you have all the above information prior to submitting your application.

Please note, failure to provide the required application documents will result in an invalid application and will not be considered for employment.

Late applications are generally not accepted. Should you have significant extenuating circumstances please contact Jade Stevens via the below information to discuss.

Jade Stevens
Learning and Development Coordinator
Gosford/Tuggerah Lakes Private Hospital
jade.stevens@healthecare.com.au