

Frequently Asked Questions

Aged Care Graduate Nurse Transition to Practice Program

Question	Answer
Eligibility What makes me eligible to join the program?	You must be less than 2 years post-graduation. Be registered or eligible to register with APHRA as a Registered Nurse, obtain a National Criminal History Check and be fully immunised.
I am a graduate enrolled nurse, can I apply?	Not at this stage, but ACSA is considering opening up the program to Enrolled Nurses in 2023
Is there a mid-year entry?	ACSA is working with partnering organisations to see if they can offer a mid-year intake. This would be advertised on our ACSA Workforce Hub if it came to fruition.
Application How do I apply?	The Workforce Hub opens on the 4 th of October and closes on the 1 st of November.
Can I nominate for multiple States and Territories?	Yes, you may elect to apply for one or all.
How do I improve my chances of being selected?	Ensure you answer all questions and “sell” your best-fit for the job qualities.
Do I have to write 200 words for each question?	No, but you will be obliged to remain within the 200-word count.
International applicants	Aged care organisations that are participating in the Graduate Program will have their own policies that cover workers with visas. Speak with them directly at interview.
Referees Who will be accepted as my referees?	One referee must be from a past clinical placement within your undergraduate program.
When should I contact my referees?	Before you submit your application, contact your potential referees to confirm they consent to be a referee for you.
Do I need to submit a referee report with my application?	No. You do not need to submit a referee report with your application. However, you will be required to nominate 3 Referees at time of application. Please ensure their contact details are correct.
Selection process When will interviews take place?	Your prospective Employer will contact you and invite you to interview at their discretion. Ensure your contact details are current and regularly check your email for notifications.

Employment offers	
Do I have to work full-time in a graduate position?	Employers will nominate the conditions of employment. Offers will most likely be contracted for 12 months in a part-time or full-time arrangement.
What if I am unsuccessful?	You are still eligible to seek employment as a Registered Nurse at any facility/organisation.
What if my circumstances change and I cannot complete my graduate year?	You will need to notify ACSA and your Employer regarding any change in your personal circumstances at the earliest convenience.
Can I request time off for an important occasion, such as my wedding?	Significant leave requests should be made at time of interview with your prospective employer.
What does my remuneration package look like?	Each employing organisation will discuss specifics with successful applicants, including, hourly rate, leave entitlements, rosters and number of supernumerary or training days. You will be able to ask questions regarding throughout the recruitment process.
Can I work elsewhere also if I am employed part-time?	You would need to discuss this with your employer to ensure they have no concerns.
Will I have to work shift work and week-ends?	In most cases yes but clarify with your potential employer.
The ACSA Program	
When will I know what days and times I will be required to attend professional development sessions?	Once recruited, ACSA will communicate with yourself and your employer about program specifics. Employers are asked to assist you in attending professional development sessions.
Is there a cost to me to join the program?	No, you will incur no costs.
Do I receive a qualification following successful completion of the program?	Participants will receive a certificate of completion and are encouraged to undertake further education.
What happens after the 12 months?	It is hoped that you can negotiate permanent work with your employer. If not, you may choose to work elsewhere, including other industries in the Aged Care Sector or acute.
How will I be supported in undertaking the program?	Your employer will provide you an experience mentor who will teach, support and guide you. ACSA will provide additional support via online discussions and Community of Practice forums
Australian Government Initiate Am I eligible for the government RN working in Aged Care payment?	https://www.health.gov.au/ministers/the-hon-greg-hunt-mp/media/payment-to-recognise-value-of-registered-nurses-in-aged-care