

Bayside Health

Regional Care Group

GRADUATE MIDWIFE NURSE PROGRAM

Bass Coast – Wonthaggi



PREPARED BY

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- *Please note that this information refers to Graduate Program based at Wonthaggi Hospital, San Remo Community Health Centres, and Phillip Island Community Hospital.*

About Bayside Health

Bayside Health was formed through the merger of Alfred Health, Bass Coast Health, Gippsland Southern Health Service, Kooweerup Regional Health Service, and Peninsula Health in January 2026

The boards of each health service held a shared vision to improve health outcomes for our communities, increase access to care, and create a more connected healthcare experience for everyone we serve. They choose independently to merge to make this a reality for people living in the State's south.

To ensure that local needs were met and voices heard, the new health service established three separate care groups:

- Alfred
- Peninsula
- Regional.

Together they work to provide the Bayside Health patient with seamless care, no matter where they are in our catchment.

Our Story

Bass Coast Health (BCH) is now part of the new Bayside Health - a public healthcare service covering over 1.2 million Victorians. Our Regional Care Group includes the former South Gippsland Health Service and Kooweerup Regional Health service.

We provide a range of acute, sub-acute, ancillary medical, aged and allied health services, largely from our three sites: Wonthaggi Hospital, San Remo, and Phillip Island Community Hospital.

We are fully accredited by the Australian Council on Health Care Standards (ACHS) (<https://www.achs.org.au>) and are equipped to offer a broad range of specialist medical, surgical and obstetric services including orthopaedics, ophthalmology, gynaecology, urology and rehabilitation.

We work in strong partnerships with consumers and encourage involvement of patients, residents, clients and families in all aspects of their own care as well as in the planning, delivery and evaluation of health services.

Graduate Midwife Program Overview

The Graduate Midwife Program at Bayside Health - Wonthaggi is well established and accepts a small number of Graduates. The smaller group size allows for a more direct, personal approach in helping you achieve your professional learning goals.

The aim of the Graduate Midwife Program at Bayside Health is to support midwifery graduates in the transition from Student Midwife to Graduate Midwife. The program aims to assist in consolidating and further develop knowledge, skills and competence in a supported environment. The program aims to assist Graduate Midwives to practice as safe, confident and accountable healthcare professionals.

Our supported and facilitated program will give you opportunities to work across all areas of maternity to develop and consolidate your skills, knowledge and practice.

What we offer:

- 0.8 EFT
 - Pay rate as per the *Nursing and Midwives Enterprise Agreement 2024 – 2028*
 - Dedicated Midwifery Coordinator
 - All areas of Maternity services
 - Acute Nursing rotation (if dual registered)
 - Comprehensive orientation program
 - 16 shifts of supernumerary time
 - Dedicated study days
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- Online learning
 - Structured reflective practice
 - Structured monthly education sessions
 - Free Parking
 - Salary Packaging

Professional Development Days

During the twelve-month Program there will be educational support days, which reinforce relevant clinical knowledge and skills for professional development. Allocated study dates will be advised at commencement of your program. The first 2 education days are mandatory Midwifery competencies completed within your supernumerary time.

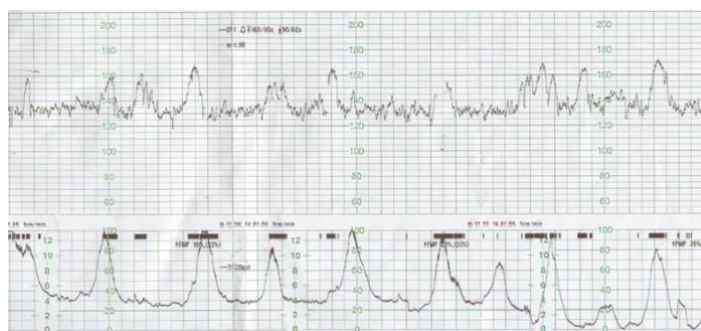
Mandatory Competency Day 1

Fetal Surveillance Education Program (FSEP)

This is run by external provider RANZCOG. It's a full day workshop and attendance may be at another health service.

By the end of the FSEP session, it is hoped that participants will:

- Appreciate the importance of fetal and utero-placental physiology in interpreting CTGs
- Have an improved understanding of the physiological genesis of the fetal heart rate and its patterns
- Have improved their ability to interpret the CTG trace (normal and abnormal), using a physiological approach
- Have improved their capacity to respond appropriately to potential fetal compromise
- Have improved their confidence in interpreting and managing antenatal and intrapartum CTGs
- Have improved their awareness of the resources available to assist in CTG interpretation and management.



Mandatory Competency Day 2

Multidisciplinary Maternity Emergency Training

This is a half day multidisciplinary team workshop. It will include building on clinical skills and promotion of critical thinking through education, simulation and debrief. This multidisciplinary workshop focuses on improved communication and teamwork in a simulated emergency environment.

Neonatal Resuscitation

This is also a half day workshop. This workshop includes a theoretical component and simulation based practical competency assessment based on Australian Resuscitation Council, ANZCOR Neonatal Guidelines.

Professional Development Day 1

Recognising & Responding to Clinical Deterioration

This will focus on developing confidence in your clinical skills including;

- Observations
 - Documentation
 - Communication (ISBAR and the MET response)
 - Assessing & Managing the Unconscious patient
 - Assessment & Management of Respiratory Failure (including COVID 19)
 - Appropriate use of O2 therapy, latest evidence and new O2 therapy devices
 - Vascular Assessment
 - BP disorders and HR changes
 - Sepsis – definition and pathophysiology of SIRS, Sepsis and Septic Shock
 - Sepsis – Assessment (including multi organ failure assessment)
 - Case Studies and Management
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Professional Development Day 2

Best Practice Presentation Workshop

This full-day workshop provides Graduates with the opportunity to develop and deliver a best practice presentation on a clinical topic of their choice.

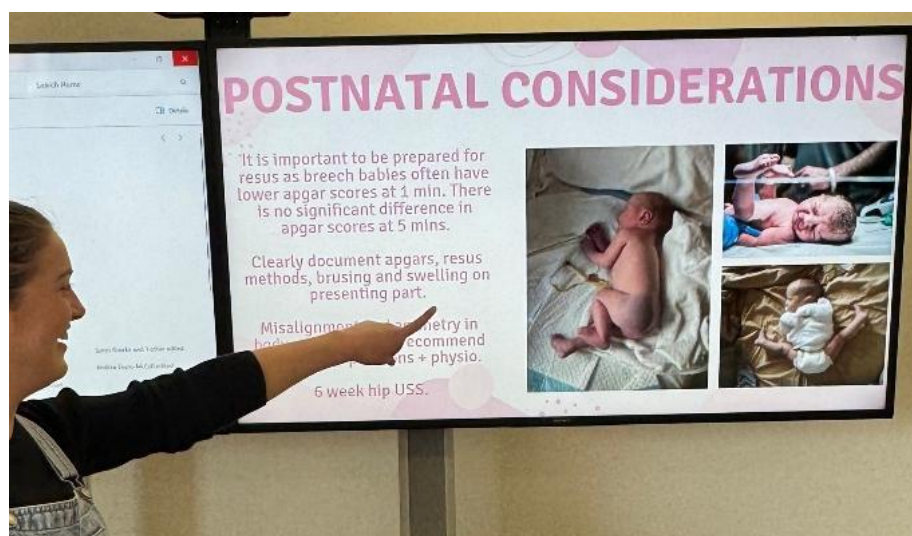
Participants are guided through the principles of evidence-based practice, including how to:

- Identify a relevant clinical question
- Source the most appropriate and up-to-date evidence
- Critically appraise the available evidence
- Evaluate and apply findings to inform practice decisions or improvements

Graduates draw on a range of knowledge sources, including:

- Clinical experience
- Undergraduate learning
- Current policies and procedures
- Contemporary literature
- Learning and Development team support
- Clinical Support Nurses (CSN)

Delivering care based on the best available evidence leads to improved patient outcomes. In addition, healthcare professionals who apply evidence-based practice report higher levels of professional confidence and job satisfaction.



Professional Development Day 3

Interprofessional Workshop

This full-day, multidisciplinary workshop brings together healthcare professionals from a range of disciplines to support collaborative learning and practice.

The workshop focuses on further developing clinical skills while strengthening critical thinking through interactive learning methods, including:

- Case studies
- Reflective practice
- Simulation-based scenarios

Participants are encouraged to work collaboratively, enhancing communication, teamwork, and decision-making skills to support high-quality, patient-centred care.

Professional Development Day 4

Maternal/Neonatal Skills day

This full day skill session is based on what skills the participants want to practice/enhance. All mannequins and equipment will be made available to use.

These may include, but not limited to:

- Vaginal examination
- Speculum examination
- Episiotomy
- ARM
- FSE
- Neonatal NGT insertion
- Neonatal taping for IVC, NGT, UVC & ETT



Clinical Support

Midwife Unit Manager (MUM)

One of the most important relationships that you will form throughout your transition year will be with your MUM. The role of the MUM will be to discuss the expectations of an RM on the ward and offer a formal orientation to your unit. The MUM will be involved in supporting you to meet the standard of professional practice expected of an RM.

They are responsible for rostering your shifts and therefore it is important to communicate with your MUM regarding your mandatory requirements to attend the facilitated learning sessions and supervision. MUMs have a wealth of knowledge, and should be your first point of call for any professional concerns.

The Midwifery Education Coordinator

The Midwifery Education Coordinator is dedicated to supporting you as you transition into the workforce. They provide guidance with clinical skills and competencies, monitor your progress, and offer opportunities for debriefing and reflection.

Midwifery Education Coordinator regularly visits the clinical area to ensure you feel supported and are readily available via phone, email or in person for additional assistance.

The role of your Clinical Support Midwife (CSM)

The CSM is responsible for providing clinical education, professional development, and accreditation of nursing staff at all levels. The CSM promotes a learning environment that is evidence based and supports a culture of learning that strives for the highest possible standard of patient care. The CSM will be able to assist you in specialised clinical skills and education. This role may also be provided by the Midwifery Education Coordinator

Clinical Rotations

Registered Midwife Graduate

The Maternity Unit incorporates all areas of Maternity services.

These include:

- Antenatal clinic (located in Wonthaggi and Cowes)
- Antenatal presentations and assessments
- Birth Suite
- Postnatal
- Domiciliary Service

Wonthaggi does not have a Special Care Nursery.

Double Degree Graduate - Registered Nurse & Registered Midwife

Double degree graduates will have the opportunity to consolidate both midwifery and nursing skills with 6 month rotations in both areas.

- Maternity (as above)
- Acute/Sub-acute ward



Completion of the Graduate Program

A certificate will be awarded when the following criteria have been met:

- Completion of the requirements of clinical practice (including annual leave). An independent level of performance is achieved against the NMBA Standards for Practice (RM) at final discussion
- Successful completion of Mandatory and Graduate Program clinical competencies, clinical hurdles, ANSAT's and theoretical components
- Attendance at professional development days
- Attendance at monthly education and debrief sessions.

Graduate Ceremony

A Graduation Ceremony is held at the conclusion of the Graduate Nurse Program, marking an important milestone in recognising both professional and personal development achieved throughout the year. This special event formally acknowledges each Graduate's accomplishments and provides an opportunity to celebrate alongside fellow Graduates, as well as friends and family.

Beyond the Graduate Year, Bayside Health – Bass Coast is proud to support the development of future nursing and midwifery leaders. With a strong "growing our own" approach, we are committed to nurturing and growing our own workforce. Our Graduates are highly regarded across the healthcare industry, with 90–97% choosing to continue their careers with Bayside Health – Bass Coast.

Following completion of the Graduate Nurse Program, Graduates are encouraged and supported to pursue employment opportunities that align with their individual career goals. Bayside Health – Bass Coast offers a range of programs designed to further enhance education and professional development, including:

P2P – Pathway to Practice

Supporting the advancement of clinical practice through both theoretical and hands-on learning across a range of highly specialised areas.

University-Affiliated Postgraduate Programs

Providing support for nurses undertaking postgraduate studies in various clinical fields, guided by experienced Clinical Educators and a multidisciplinary team.

Key Contacts



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Bayside Health

Regional Care Group

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Bayside Health is a new public health service focused on exceptional care and treatment for all life's ages and stages.

Our community includes people living across Victoria's south: from metro Melbourne through the Mornington Peninsula and down to Bass Coast.