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# MidStart Handbook 2025

Applying for a postgraduate midwifery student position in NSW Health.

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## Welcome

### A very warm welcome to the 2025 edition of the MidStart Handbook.

We continue to build and sustain a strong midwifery workforce in NSW and we are delighted that you are considering becoming a midwife with us.

Midwifery is a dynamic and rewarding career. Midwives practice within many models and settings to care for women and their families at a very significant time in their lives. We're committed to supporting you as you develop and refine your midwifery practice.

NSW Health's Nursing and Midwifery Office coordinates the annual statewide MidStart recruitment. This handbook and website will guide you to apply for a position within the MidStart program.

We offer our midwives meaningful, ongoing professional development to support a long and fulfilling career and a wide range of employment opportunities are available. With many locations on offer, including in rural and regional areas. We believe in the importance of supporting midwives through mentoring and as part of this commitment we will connect you with a mentor as you take this next step in your career transitioning to becoming a midwife.

I would like to take this opportunity to wish you well as you embark on this exciting next step in your career with NSW Health.



*Jacqui*

**Jacqui Cross**  
Chief Nursing and Midwifery Officer

# Contents

Welcome	2
Key dates in 2024	4
A Career in Midwifery	5
Preparing to apply for MidStart	6
Selection Criteria	7
Applying for a MidStart position	8
Interviews	8
Recruitment outcomes	8



## Key dates 2024

### April

- Look into training locations (hospitals) and participating universities.

### May

- Applications open 9am **Tuesday 21 May**

### June

- Applications close 11:59 pm **Monday 3 June**
- Applicants for interview notified on **Monday 17 June**
- Applicants to accept/decline invitation to interview by **Friday 21 June**

### July

- Interviews conducted between **1-12 July**

### August

- All candidates notified of recruitment outcome **Monday 19 August**
- Successful candidates sent conditional offer **Tuesday 20 August**
- Successful applicants accept or decline offers by **Friday 23 August**

### September

- Eligible Applicants' Bank opens to employers **Monday 2 September**
- Employment contracts sent to successful applicants by **Friday 27 September**



“By joining the midwifery profession, you are embarking on a career that is rewarding and fulfilling.

To me, being a midwife is a privilege, working in a women-centred philosophy that includes the whole family.”

Richard, Midwifery Educator

# A Career in Midwifery

## Choose NSW Health to start your midwifery career

MidStart is the start of a brilliant career in midwifery. You will have access to a comprehensive training model, that offers you support as you embark on your career in midwifery.

NSW Health is the largest health system in Australia and offers many training location, including rural and regional areas. There are generous scholarships to support your career development. You will be partnered with a mentor from our Mentoring in Midwifery program to support your professional growth.

NSW Health are committed to your long-term success, offering ongoing professional development opportunities even after you become a midwife. The new [Midwifery Pathways in Practice](#) portal helps you navigate these opportunities, to ensure a meaningful and prosperous career.

## Mentoring in Midwifery

We have developed an innovative mentoring program called Mentoring in Midwifery (MiM).

As a midwifery student working in NSW Health, you have the opportunity to have a mentor who has developed skills to support and develop your practice.

[Click here](#) to learn more about MiM.

## How to become a midwife

To become a midwife through the MidStart process, registered nurses enrol in a recognised postgraduate midwifery program at 1 of 7 partnering universities while being concurrently employed in a midwifery student position in a NSW public maternity service. A postgraduate midwifery program varies between 12 months and 2 years depending on the university you choose to attend.

The salary paid as a postgraduate midwifery student will reflect your years of service as a Registered Nurse in accordance with the NSW Public Health System Nurses' and Midwives' (State) Award 2023.



## Eligibility

To be eligible to apply for MidStart you must be:

1. An Australian citizen or Australian permanent resident (New Zealand citizens residing in Australia who hold a current Special Category Visa are considered to have permanent residency status).
2. A Registered Nurse (Division 1) with the Nursing and Midwifery Board of Australia NMBA at the time of application.

# Preparing Your Application

Click [here](#) to watch the video to help you with your MidStart application.

## Training and study locations

You can choose up to 6 preferred hospital sites in your application. It is important that you carefully consider the hospital/s where you wish to apply for a midwifery student position, as well as your preferred education provider.

Some Local Health Districts / hospitals may have partnerships with specific universities. This means that students studying at a particular university may only be able to undertake midwifery training at linked hospitals.

We recommend you discuss this with the MidStart co-ordinators of the LHD/hospital you would like to train with.

For more information about employment locations, click on this [link](#).



University	Post Graduate Midwifery Course	Program coordinator contact	Mid- year intake*
Australian Catholic University	Bachelor of Midwifery (graduate entry)	Shahla.Meedy@acu.edu.au	
Charles Darwin University **	Graduate Diploma of Midwifery	Rosemarie.Hogan@cdu.edu.au	✓
Charles Sturt University	Graduate Diploma of Midwifery	ask@csu.edu.au	✓
University of Newcastle	Master of Midwifery (graduate entry)	Liz.Newnham@newcastle.edu.au	
University of Notre Dame Australia	Graduate Diploma of Midwifery	Karen.Mclaughlin@nd.edu.au	✓
University of Technology Sydney	Graduate Diploma in Midwifery	Loretta.Musgrave@uts.edu.au	
Western Sydney University	Graduate Diploma in Midwifery	F.Asgharvahedi@westernsydney.edu.au	

\* All partnering universities commence study programs at the beginning of the academic year. Some universities also offer a mid-year intake.

\*\*Charles Darwin University is awaiting ANMAC approval to offer a post graduate midwifery program over 18 months. CDU anticipate that this program will commence in 2025.

## Selection Criteria

You need to **respond to each of the 6 selection criteria** demonstrating your ability to meet each one. Write 150 words or less for each of the selection criteria. Your responses are an important part of the selection process.

### The selection criteria are:

1. Demonstrated understanding of the role of the midwife within a primary healthcare framework.
2. Demonstrated understanding and commitment to the requirements of the midwifery tertiary and clinical program including Continuity of Care experiences.
3. Demonstrated high level interpersonal, verbal, and written communication skills that support effective collaboration across the interdisciplinary team.
4. Demonstrated clinical problem-solving abilities.
5. Demonstrated understanding of NSW Health CORE Values – Collaboration, Openness, Respect and Empowerment in providing quality care to women and their babies.
6. Demonstrated understanding of the role of the midwife in applying work health and safety, infection control and quality improvement principles.

### Important points

- You need to apply to the university of your choice and pay your own fees.
- Mid-year intakes are offered at some Local Health Districts/hospitals and select universities.

Click [here](#) for information about the MidStart coordinators and participating universities.



## Applying

### Applying Online

Applications for the NSW Health 2025 MidStart open 9am **Tuesday 21 May 2024** and close at 11:59 pm on **Monday 3 June 2024**.

Late applications are not accepted and generally there are no exceptions to this. Should you have significant extenuating circumstances please contact [MOH-Midwifery@health.nsw.gov.au](mailto:MOH-Midwifery@health.nsw.gov.au) to discuss.

You will be able to access the Career Portal directly from the Nursing and Midwifery Office [website](#) when applications open.

#### Key points to remember:

1. You can enter up to 6 hospitals in order of preference in your online application.
2. You can edit your online application after submission as many times as you like up until applications close.



## Interview and selection

If you are eligible, you will be invited for an interview via email on **Monday 17 June 2024**.

Applicants must accept or decline their interview appointment by **Friday 21 June 2024**.

Interviews will be held statewide between **Monday 1 July** and **Friday 12 July 2024**.

## Recruitment outcomes

You will be advised of your recruitment outcome by email on **Monday 19 August 2024**.

There are 3 outcomes:

1. You are successful and have been offered a position at a particular hospital.
2. You have been placed on the Eligible Applicants' Bank for allocation if positions become available.
3. You are not successful in this recruitment process. You are welcome to apply to future recruitment opportunities.

If you are successful, you will receive a second email **Tuesday 20 August 2024** from the recruitment system containing the web link for you to accept or decline the offer.

You must accept or decline the offer online by **Friday 23 August 2024**.

#### Remember:

You cannot commence employment as a postgraduate midwifery student if you are not enrolled in an approved university program. To enrol at university, you will be asked to provide a copy of your MidStart employment contract.

Employment contracts (letter of offer) will be forwarded to you via an online link by **27 September 2024**.

[Click this link](#) for more information about the Eligible Applicant's Bank.





“I love that no matter what birth, what experience, whatever’s happening, it’s always different every day.”

**Jenna,  
Clinical Midwifery Educator**

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SHPN (NAMO) 240229  
978-1-76023-821-6

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