



2025-2026 Candidate Handbook

**Graduate Nursing
and Midwifery
Program Match**



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Considering a graduate year?

Graduate nursing and midwifery programs provide a supportive environment for graduates during their first year of practice, as they work towards becoming confident and accountable nursing and midwifery professionals.

We encourage you to take advantage of your graduate year by exploring different settings to gain a better understanding of your long-term career goals.

As you approach graduation, it's time to start planning your next steps.

This GNMP Match process assists final-year students who will qualify this year with a bachelor or master's in nursing and/or midwifery; in securing 2026 graduate positions.

Before you start your application, make sure to thoroughly read this handbook and explore the GNMP Match website.

The GNMP Match is highly competitive, so paying close attention to detail is **essential**.

For the 2026 recruitment, all public health services and two private health services will be participating in the GNMP Match.

The PMCV GNMP Match team is dedicated to supporting candidates and health services throughout the entire process.

We wish you the best of luck on your journey!

Congratulations on reaching your final year of studies!

The **GNMP Match website** provides information on how to apply, a Health Service Directory, and a calendar which will display the Health Service's Information Sessions.

<https://gnmp.pmcv.com.au>

What is the GNMP Match?

The Graduate Nursing Midwifery Program (GNMP) Match facilitates graduating students to find a graduate position for 2026.

All public and two private health services undertake their graduate recruitment via this Match for 2026 positions.

The Postgraduate Medical Council of Victoria (PMCV) administers the GNMP Match on behalf of the Victorian Department of Health.

Who should apply

Candidates completing their training in 2025 and seeking positions with participating health services between **January 2026** and **September 2026**, must apply via this Match.

This PMCV Match is held once a year and aims to fill all **early and mid-year positions**.

How to Apply

Candidates are required to apply to **both PMCV and** directly to each health service/s they enter in their preference list.

1) APPLY TO PMCV

When the Match opens, candidates should create a PMCV account on the [GNMP Match website](#) and complete the online application components including a career intentions statement. For further detail, see the application or the GNMP website's FAQs. PMCV oversee the video interview, referee reports, candidate preferences and allocation algorithm.

AND

2) APPLY TO THE HEALTH SERVICES IN YOUR PREFERENCE LIST

You must apply via health service websites, their links are available on the GNMP Match [Health Service Directory](#). Candidates must submit a CV/resume, and any health service information specifically requested for assessment and ranking.

Cover letters are only needed if requested by the Health Service. Health Services will be responsible for assessing and ranking candidates within the APS.

Applications must be submitted to both PMCV and the Health Services in your preference list to be a valid application.

3) INTERVIEWS

At the scheduled times, candidates **must** undertake a Video Interview and may also need to participate in a Health Service Interview. See the [GNMP Match website](#) for more information.

Key Match Dates

The Key Dates with detailed activities, can be found on the [GNMP Match website](#).

Match stage	Key Dates
Match Opens	Monday 2 June 10am
Match Closes	Wednesday 2 July 5pm
Online Video Interviews	Monday 7 July, 10am – Thursday 10 July, 5pm
Referee Report Final	Sunday 13 July, 5pm
Health Service Assessment Period	Monday 14 July – Friday 5 September 5pm
Final day to reorder preferences/withdraw	Friday 5 September 5pm
Results published	Wednesday 17 September from 10am
Acceptance Period	Wednesday 17 September 10am – Friday 19 September 10am



Code of Conduct

All candidates will be asked to declare as part of their online application that they have read and understood the Code of Conduct that is available on the GNMP Match website.

Ensure you read this handbook, which should be read in conjunction with Code of Conduct to understand your responsibilities in the GNMP Match.

Failure to comply with the Code of Conduct may result in removal from the GNMP Match or your allocation being rescinded.

Click here to read the [Code of Conduct](#)

Health Service Directory

We encourage candidates to explore all available opportunities, including outside of cities, to enhance their chances of placement and to gain diverse experiences.

The GNMP Match [Health Service Directory](#) lists participating health services in the Match. It provides an initial summary of each program, and by clicking on 'More Details,' you can access further information.

Eligibility Criteria

It is important that you determine your eligibility for the Match before applying to PMCV.

Step 1: Candidates must answer "yes" to each of three questions to be eligible:

1. Will you complete all your training requirements between **1 January 2025 and 30 June 2026**?
2. Will you meet all the requirements to be registered as a RN and/or RM with the Nursing and Midwifery Board of Australia before stating your proposed employment?
3. Are you an Australian/NZ citizen OR a temporary resident who will hold a visa that grants the Right to Work in Australia?

Step 2: Check the criteria below. If any apply, the candidate is ineligible:

- Training and qualifications were not undertaken in Australia or New Zealand.
- Training was completed before 1 January 2025.
- Do not expect to hold a Visa with the Right to Work in Australia (a holiday visa is ineligible).
- Studying to be an EN or EEN.
- Enrolled in a Postgraduate Diploma in Midwifery – Employment model.
- Previously participated in an RN/RM graduate program*.

**If you have completed an RN graduate program and are now studying for a Bachelor or PG in Midwifery, you can apply for the match, but only select Midwifery positions in your preferences*

**2024 Candidates whose training completion was delayed to 2025, may apply.*

Ineligible Candidates

Ineligible candidates should not apply to the GNMP Match. Your application will not be approved by PMCV. Ineligible candidates may apply directly to Health Services with remaining vacancies **after** the GNMP Match processes are complete. Ineligible candidates may also consider non-graduate roles or apply to private health services.

Special consideration

There may be circumstances that exclude candidates from the eligibility criteria such as, parental leave. If you believe you qualify for Special Circumstances, contact the PMCV Workforce Unit on for approval via allocations@pmcv.com.au

Aboriginal & Torres Strait Islander Candidates

PMCV supports the Victorian Government's Aboriginal Workforce Strategy 2021–2026, aiming to improve recruitment outcomes for Aboriginal and Torres Strait Islander healthcare professionals. Aboriginal and Torres Strait Islander candidates can choose to identify within the GNMP Match, helping health services prioritise these candidates in their recruitment processes.

Non-Victorian residents

Candidates (other than those living in boarder communities) who are not currently living in Victoria, **must up upload a Statutory Declaration**. See the [FAQs](#) on the GNMP Match website for more information. Failure to do so will result in the application being made ineligible by PMCV.

Candidates with Visa Requirements

Victorian, interstate, or New Zealand-trained temporary residents and New Zealand permanent residents must have a visa that grants them the "Right to Work" in Australia.

Candidates with student visas that will expire, must indicate their intention to apply for another visa which grants the ongoing Right to Work in Australia.

Failure to provide valid supporting documentation to health services will result in the withdrawal of a matched allocation.

English Language Skills Requirement

Candidates must meet the English Language Skills (ELS) standard required for Nursing and Midwifery Board of Australia (NMBA) registration before starting their graduate year. Candidates will need to confirm their ELS's status during the Match Application Process.

- Confirm you meet the English language skills test on the NMBA website.
- PMCV recommend taking the necessary test as soon as possible to ensure there are no delays in achieving registration.
- **PMCV's application will only ask the candidate for their visa status. Candidates don't need to complete the assessment before the Match or upload evidence to PMCV, but candidates must provide evidence to the health service when requested.**



Explore a Rural or Regional Lifestyle

As mentioned, rural and regional health services offer a diversity of experiences and smaller teams, providing support and broader exposure to different fields of nursing.

While many candidates may not have experienced a rural lifestyle before, experience has shown candidates tend to adjust quickly and enjoy the freedom from traffic and beautiful surrounding scenery.

Do not preference health services where you are not prepared to work.

Ensure you consider your career aspirations, qualifications, travel time, the program details and requirements before deciding to put a program in your preference list.

Candidates already based outside the city, or if this lifestyle sounds appealing, we strongly recommend listing rural or regional preferences to increase their chances of a successful outcome, in a competitive environment.

PMCV encourage all candidates to take the time to look at the tourism videos linked within the GNMP Match Health Service Directory and attend information sessions or tours to learn more about the opportunities in rural and regional health services.

Preferences

Deciding where you want to work is one of the most important elements of the match process. Each health service may have several programs, so you need to consider not only the health services you wish to preference but also the specific program and commencement date.

Once you've decided where you'd like to work, candidates can preference these health services as part of their application.

Candidates are to input a **minimum of one and a maximum of four preferences in the GNMP Match**. If unmatched and you are participating in Round 2 you then have up to eight preferences.

PMCV strongly advises that you maximise your chances of receiving a match by putting in the maximum number of preferences allowed.

It is important that you only preference health services where you are prepared to work. If you decline your allocation, no further allocations will be made.

Ensure you only preference programs you are qualified for e.g. do not select a midwifery program if you are not qualified in midwifery.

Only apply to in your preferences, health services will not review applications from candidates not on their preference list.

You may change your preferences in your GNMP Match application any time up until the applications close date by logging back into the Application Portal.

Once the Match applications close, you cannot add new preferences. **You may re-order or delete existing preferences, but you cannot replace them.**

Referees

Securing two clinical referee reports is a **crucial** part of your application process. There is a set timeframe to have these submitted and health services rely on the information they provide.

Here are the key points to keep in mind:

1) Ask permission first!

Always ask your referees for permission before nominating them. This is not only courteous but ensures they are willing and available at the specified time to complete your reports.

2) What to ask your referee

The following information **must** be obtained directly from the referees. Inaccuracy when entering this information may lead to non-compliance by the referee.

- Title, First and last name
- Preferred email address
- Current job title
- Current health service of the referee

- **Apply early** to give your referees ample time to submit their reports.
- **Check** referee details with referee first. When entering details check for errors before submitting.
- **Follow up:** It is the **candidate's responsibility** to keep track if the report has been submitted and to follow up with the referee, if not.
- **Confidentiality:** All reference reports are submitted to PMCV in confidence and will not be accessible to candidates.

3) Who to ask

You need to provide via PMCV two clinical referees. ***If you are unsure if a particular referee or placement is suitable, please speak to your university, as PMCV cannot provide this advice.***

The referee must meet these criteria:

- Your referee must be a Registered Nurse (RN) or Registered Midwife (RM) with more than one year's experience.
- Worked closely with you in your capacity as a student nurse or midwife and can provide an informed opinion of your suitability for the role.
- Accepted roles for referees include:
 - Nurse/Midwife Unit Manager
 - Clinical Nurse/Midwife Consultants
 - Clinical Nurse/Midwife Educator
 - Clinical Facilitator
 - Clinical Support Nurse/Midwife
 - Clinical Preceptor (also known as a buddy or supervisor in some organisations)
- If you can't provide a second referee from a student placement, you can nominate:
 - Nurse/Midwife Unit Manager
 - Clinical Nurse/Midwife Educator
 - Clinical Supervisor from your time as a RUSON or RUSOM.

Some health services may request more than the two required referees as part of their own application. These referees' reports must be written by the referee and submitted directly to the health service.

A non-clinical referee cannot address the questions within the PMCV Clinical Referee Template, therefore non-clinical referees' names **must not** be entered into the PMCV candidate portal.

Video Interviews

Candidates applying to the GNMP Match must complete a short video recording where they respond to a set of questions displayed on the screen. This recorded video interview is an essential part of the selection process and will be assessed or utilised, alongside your direct application, CV/resume, and referee reports for shortlisting candidates or ranking candidates.

Failure to complete your Video Interview may impact your application progressing.

From the **16th of June**, the open-book questions will be available to view on the GNMP Match website in the Video Interview section.

Health Service Interviews

Not all health services hold additional interviews, but some do, particularly the larger metropolitan health services.

The assessment periods for both matches are available under the key dates on the GNMP Match website.

The GNMP Match Health Service Directory will contain this information on whether a health service will require an additional interview/s.

It will also state what format the interview will be in e.g. online, face-to-face or a panel/group interview.

If you haven't heard from a health service, it doesn't necessarily mean you are not being considered, they may use the Video Interview as their only assessment tool.

Withdrawing from the Match

It's important to remember that GNMP Match results are binding.

If you need to withdraw from the GNMP Match, make sure to do so by the specified date. You can find this date under "Key Dates."

If you are considering or have been offered a position by a private provider not participating in the Match, or an interstate offer, you **must** withdraw from the GNMP Match.

For all candidates remaining in the Match after the withdrawal date, their Match results are binding.

How candidates are allocated

A mathematical matching algorithm is used by PMCV to allocate candidates to available positions. **There are no priority groups, each candidate will be assessed equally by the criteria below.**

This algorithm uses four parameters to allocate a candidate to a position. The four parameters are:

- Candidate health service preferences.
- Health service's ranking order of candidate.
- Number of positions available.

Learn more about the algorithm on the [GNMP Match website](#).

Results

Candidates will be notified of their Match outcome by email and can also access it via their GNMP Match account **from** 10am on the specified date in the Key Dates document.

The outcomes will either be:

1) Allocated with the name of the health service candidates were allocated to.

2) Unsuccessful These candidates will be advised of the next steps by PMCV later that day.

Unmatched Candidates

After the Match, unmatched candidates will be automatically transferred into Round 2.

These transferred candidates must enter new preferences between Wednesday 24 September and Sunday 28 September to be able to be considered in Round 2. If new preferences are not entered; the candidate will be withdrawn from Round 2.

Candidates may also be required to upload their CV/Resume to PMCV. Instructions will be given at the time.

Details of this match will be provided to participating candidates. **Round 2 is not open to new candidates.**

If you wish to withdraw from Round 2 you must inform PMCV immediately.

After Round 2, there may still be unmatched candidates and vacant positions. **Health services with remaining vacancies may undertake direct recruitment in November and December.**

Matched Candidates

Successful candidates will receive one allocation only, this will be their highest possible outcome from all their preferences. No further allocations or offers will be forthcoming from other preferences.

Candidates who are allocated will not be eligible to apply for Round 2 or direct to health services for remaining vacancies or attempt to change positions. Match outcomes are binding.

Accepting your allocation

Candidates have 48 hours to accept their allocation. Failure to do so may result in the allocation being rescinded.

If you cannot accept due to reasons like delayed placement, failed subject, or parental leave, contact your allocated health service first. They may accommodate a later start date.

If unsure how to respond, speak directly to the health service for assistance as soon as possible.

Health services can rescind the allocation if no response is received in time.

You cannot apply to or accept another position with any participating health services. Health services will check the matched candidates list before communicating with any candidates.

It is not acceptable to decline due to a change of mind or dissatisfaction with the outcome. **Only preference where you are prepared to work.**

Change in circumstances

Candidates who experience a delay in training or cannot meet visa or English Language Skills requirements MUST notify the health services immediately.

Any changes to your response after the acceptance period closes, must be notified via the health service and emailed to PMCV at allocations@pmcv.com.au.

Extenuating circumstances

In extenuating circumstances, candidates can request a release from their allocated health service due to hardship (e.g., seriously ill family member, personal health issue requiring relocation).

Evidence must be provided. See GNMP website FAQs for further information.

APHRA registration

Before you commence employment as a registered nurse or midwife, you must be registered with the Nursing and Midwifery Board of Australia (NMBA). Registration is completed through the Australian Health Practitioner Regulation Agency (AHPRA).

You can start your application for registration 4-6 weeks before completing your studies by visiting AHPRA. It is important to commence this process as soon as you have completed your course requirements. NMBA must have received all your documentation for your registration to commence, and it can take 2-8 weeks to process.

Onboarding/ Contracts

Health services will undertake onboarding of their allocated candidates and organise employment contracts. Conditions regarding your employment should be discussed with the health service before they send out your contract.

Each health service determines their local FTE requirements. Graduate nurses and midwives can be employed at any FTE.

There may be barriers which may mean the job offer is withdrawn, such as failing to engage in the onboarding process, delays in achieving or supplying evidence of your APHRA registration or evidence of your English Language Skills, within the required timeframe specified by your employer.

You must advise your employer immediately if any delays are anticipated.

Best wishes for your graduate year!

Disclaimer

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It cannot be copied for financial purposes. Replication for differing functions to those intended above would need the agreement in writing from PMCV.

Further copies of this document can be downloaded from the GNMP website.

**For more information visit the
GNMP website**

gnmp.pmcv.com.au

or contact us at

allocations@pmcv.com.au