pmcv





2026-2027
Candidate Handbook

Graduate Nursing
and Midwifery
Program Match

Why complete a graduate year?

You are in your final year of study, an important milestone in your nursing or midwifery career.

Graduate programs like the Graduate Nursing and Midwifery Program (GNMP)provide structured support during your first year of practice as you transition from student to registered professional.

They give you the opportunity to:

- build confidence in clinical practice
- gain experience across different settings
- develop your professional skills
- explore your long-term career goals

The GNMP Match is the process used to allocate graduate positions across participating health services in Victoria. All Victorian public health services, along with some private services, recruit through the Match.

This guide explains how the Match works, who can apply, key dates, and what to expect throughout the application process.

Who should apply?

You should apply if you:

- are completing nursing and or midwifery training in 2026 or early 2027
- want a graduate position starting in 2027
- are seeking a role with participating health services, being all public facilities and two private facilities (St. Vincents Private & Holmesglen Private Hospital).

Before applying, please review the eligibility requirements to confirm you are eligible.

Key Dates

Activity	Date
Match Opens	Monday 1 June 10am
Match Closes	Wednesday 1 July 5pm
Online Video Interviews	Monday 6 July, 10am – Thursday 9 July, 5pm
Referee Report Final	Sunday 12 July, 5pm
Health Service Assessment Period	Monday 13 July – Friday 4 September 5pm
Final day to reorder preferences/withdraw	Friday 4 September 5pm
Results published	Wednesday 16 September from 10am
Acceptance Period	Wednesday 16 September 10am – Friday 18 September 10am

Eligibility Criteria

You must meet all of the following:

- complete your training between 1 January 2026 and 30 June 2027
- be eligible for registration as a Registered Nurse or Midwife
- have the right to work in Australia without requiring sponsorship
- have trained in Australia or New Zealand
- be applying for your first graduate program

If you have completed a nursing graduate program and are now studying midwifery, you may apply but must only preference midwifery positions.

You are not eligible if:

- you completed training before the 1st of January 2026
- you are an EN or EEN student
- you hold a holiday visa
- you trained outside Australia or New Zealand
- you have already completed a graduate program in the same discipline
- you are undertaking a Postgraduate Diploma of Midwifery (Employment Model)

Special Consideration

You may request consideration if you have:

- Been on Parental leave
- Have significant personal circumstances, supported by documentation/evidence for consideration and PMCV approval.

Contact: allocations@pmcv.com.au

Priority Groups

Graduate positions are allocated using two priority groups:

Priority Group	Eligibility criteria for 2026 Victorian GNMP Match
Group 1	• Victorian permanent residents currently living in Victoria and studying with an approved Victorian education provider • Australian First Nations candidates • Victorian permanent residents currently living in Victoria and studying online through an interstate university • Victorian permanent residents living interstate in an approved border community
Group 2	• All other eligible candidates

Visa Requirements

You must have the right to work in Australia.

If you are a temporary resident or New Zealand citizen, you must:

- hold a visa that allows you to work
- ensure your work rights continue after your student visa lapses

You must provide evidence to health services.

English Language Requirements

The English Language Skills (ELS) Registration Standard outlines how nursing and midwifery applicants can demonstrate their English proficiency. If required, you must meet the ELS requirements set by the Nursing and Midwifery Board of Australia before commencing your role.

During the Match Application Process, candidates will only be required to confirm their ELS status. Check the requirements early and complete any required testing as soon as possible to avoid delays.

For more information, please refer to the **GNMP FAQs** on the website or the Nursing & Midwifery Board of Australia. Contact the NMBA should you have any questions.

How to Apply

Only candidates who complete applications to both PMCV via the GNMP website & the Health Services in your preference list will be considered in the GNMP Match.

PMCV collects your preferences and referees, whilst health services assess and rank candidates. PMCV then uses this information to run the Match and allocate positions.

Application Steps

1. **Create Your PMCV Account**
    a. Go to the GNMP website https://gnmp.pmcv.com.au
    b. Register via the GNMP website as a candidate
2. **Submit your PMCV application**
    a. Complete all application steps except the video interview
3. **Apply to Health Services in your preference list**
    a. You must also apply directly to every health service in your preference list
    b. You may be asked to submit all required documents such as: CV, clinical feedback and any additional documents requested by the service including a cover letter, only if requested.
4. **Confirm Referee Reports are completed before the due date**
    a. Ensure you referees complete their reports before the deadline
5. **Interviews**
    a. Complete the PMCV video interview and any health service interviews

Code of Conduct

This handbook should be read in conjunction with Code of Conduct to understand your responsibilities in the GNMP Match.

Before applying, you must read the GNMP Code of Conduct and you will be asked to confirm you understand your responsibilities. Failure to comply may result in removal from the Match or losing your allocation.

Referees

You must provide two clinical referees by adding their name and contact details to the APS when the Match is open.

Your referees must:

- be a Registered Nurse or Midwife with at least one year of experience
- have worked closely with you in a clinical setting

If you can't provide a referee from a second placement, you can nominate a clinical supervisor from your time as a RUSON or RUSOM.

Refer to the GNMP website FAQs for a list of suitable referees, which may include a Clinical Preceptor/buddy. Non-clinical referees must not be nominated.

All reference reports are submitted to PMCV in confidence and will be available to candidates.

Always:

- ask permission before nominating
- check details carefully with referee and when entering them in the APS
- request preferred email address, current job title and current health service of referee
- apply early to give your referees ample time to submit their reports.
- **it is the candidate's responsibility to follow up before the deadline**

Some health services may request additional referees, which are to be submitted directly to the health services, not via PMCV.

Changing referees

- Candidate can change all their referee details themselves.
- The referee will be advised by email that they have been removed.
- Should a candidate remove referee who has already completed the report the report will also be removed and cannot be retrieved.
- For more details see the APS User Guide and the FAQS on the website have more information.

Final date for submission of reports by referees is 11:59pm **Friday 12 July**, no extensions will be available.

Interviews

Video interviews

All candidates must complete a video interview. This is used alongside your application, CV and referee reports to assess and rank candidates.

There will be a mix of open and closed book questions. The open book questions will be visible on the GNMP website two weeks before the interview period is open. See the GNMP website for more information.

Health service interviews

Most but not all health services conduct interviews. Check the Health Service Directory for details.

Choosing your Preferences

Health Service Directory

The Health Service Directory provides information on each participating health service, including an overview of their programs, interview process, tourism information. Review all options carefully before selecting your preferences.

Specialty programs

If you're interested in a nursing specialty such as Critical Care or Peri-operative nursing, you should apply through the **Nursing Program**. You'll have the opportunity to include your specialty preferences in your PMCV application; however, allocation to specialty roles is managed by the health services, not PMCV.

Health services will advertise roles across the following streams:

- Nursing
- Aged Care
- Mental Health
- Paediatrics
- Midwifery
- Nursing/Midwifery
- Postgraduate Midwifery

Intake (commencement) Date

You can also nominate your **preferred intake date** in your PMCV application. As with role allocation, starting dates are determined by the health services.

Only nominate dates that allow sufficient time to receive your registration.

Preferences

You can select between one (1) and six (6) preferences.

To improve your chances:

- use the maximum number of preferences
- consider a range of programs and locations

You can reorder or remove preferences until the 4th of September 2026. **You cannot add new preferences after applications close on the 1st of July**

Important:

- **Only preference roles you are willing to accept**
- If you decline an offer, you will not be eligible for further allocation.

Considering Rural and Regional Programs

Rural and regional programs offer:

- broad clinical experience
- strong support and team environments
- opportunities to work across different settings

Before preferencing these roles:

- research the location and health service
- consider lifestyle and relocation
- speak directly with health services where possible

What Happens Next?

Withdrawing from the Match

If you no longer wish to participate, you must withdraw by the deadline of **Friday the 4th of September at 5pm.**

You must withdraw if you:

- accept a position outside the Match
- accept a position interstate

How are Candidates Allocated?

PMCV uses a matching algorithm to allocate positions based on:

- your priority group
- your preferences
- health service rankings
- the number of available positions

Priority Group 1 candidates are allocated before Priority Group 2. The system works through your preferences to provide the best available outcome.

Results

You will receive your Match outcome by email and through your GNMP account.

Outcomes are:

- Allocated – you have been matched to a health service
- Unallocated – you have not been matched and will receive further information

Receiving an Offer

If you are allocated:

You will receive one allocation, and no further offers will be made. This will be your highest available preference.

You cannot:

- apply to another participating health service
- accept another position within the Match
- change your allocation

Accepting your Allocation

You have 48 hours to accept your offer.

Failure to respond within this timeframe **will result in your allocation being withdrawn.**

If you are unable to accept due to exceptional circumstances, contact your allocated health service immediately.

Please note declining an offer due to a change of mind or dissatisfaction with the outcome is not acceptable.

If you are Unallocated

If you are not allocated, further information will be provided on next steps.

Health services may undertake direct recruitment for remaining vacancies after the Match is complete.

Matched Candidates

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.

Change in Circumstances

If your circumstances change, you must notify your allocated health service immediately.

This includes delays in completing your training, visa or work rights issues and/or English language requirements.

Any changes after accepting your offer must also be communicated to PMCV via allocations@pmcv.com.au

Extenuating Circumstances

In exceptional situations, you may request to be released from your allocated position due to serious hardship. Requests must be supported by evidence.

This may include:

- significant personal health issues
- serious illness of a family member

AHPRA Registration

You must be registered before starting employment.

Apply four (4) to six (6) weeks before completing your studies, as processing may take two (2) to eight (8) weeks.

Onboarding & Contracts

Your health service will manage onboarding and contracts and guide you through their process.

Your offer may be withdrawn if you:

- do not complete the health services onboarding process
- do not provide required documentation
- do not meet the registration or language skills requirements

You must notify your health service immediately if you anticipate any delays.

PMCV wish you all the best with your application and your career in nursing or midwifery.

If you have any questions about the GNMP Match, please head to gnmp.pmcv.com.au or email us via allocations@pmcv.com.au.

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