

MidStart Handbook 2026

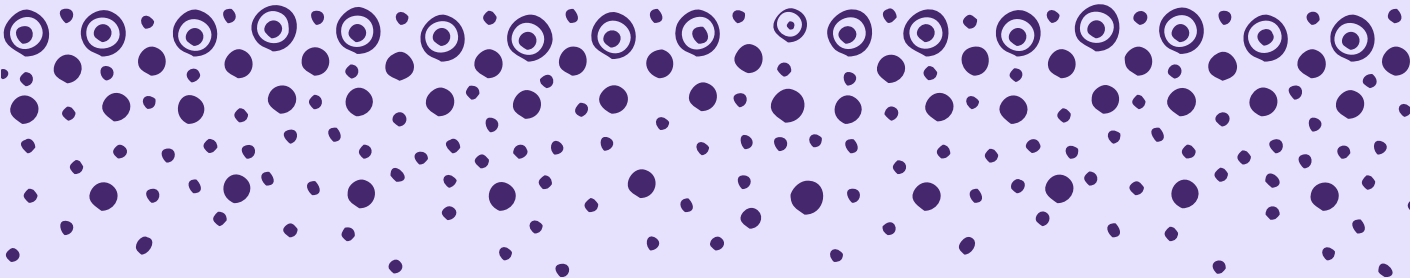
Applying for a postgraduate midwifery student position in NSW Health.



Join the team enriching health
in millions of ways every day

NSW Health Nursing and Midwifery Office acknowledges the Traditional Custodians of the many Countries throughout NSW and their connection to land, sea and community. We pay our respects to Elders past, present and future.

The Nursing and Midwifery Office acknowledges the significant impact of culturally safe services and the vital role the MidStart Program has in strengthening the Aboriginal health workforce, aiming to create sustainable change for Aboriginal communities.



Welcome

A very warm welcome to the 2026 edition of the MidStart Handbook.

We continue to build and sustain a strong midwifery workforce in NSW. We are delighted that you are considering a career as a midwife in our innovative health system.

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 Cross - PSM

Chief Nursing and Midwifery Officer





Contents

Key dates in 2025	5
A career in midwifery	6
Preparing to apply for MidStart	7
Selection criteria	8
Applying for a MidStart position	9
Interviews	9
Recruitment outcomes	9

Key dates in 2025

April

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

May

- Applications open on **9 am Tuesday 20 May**.

June

- Applications close on **11:59 pm Monday 2 June**
- Applicants for interview notified on **Monday 16 June**
- Applicants to accept or decline invitation to interview by **Friday 20 June**.

July

- Interview conducted between **Monday 30 June** and **Friday 11 July**.

August

- All candidates notified of recruitment outcome on **Monday 18 August**
- Successful candidates sent conditional offer on **Tuesday 19 August**
- Successful applicants accept or decline offers by **Monday 25 August**.

September

- Eligible Applicants' Bank opens to employers on **Monday 1 September**
- Employment contracts sent to successful applicants by **Friday 26 September**.

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.

You'll find purpose and passion in our world class health system. NSW Health, the largest health system in Australia offers many training locations, 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 (MiM) program to support your professional growth.

NSW Health is 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.

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 one of 7 partnering universities while being concurrently employed in a midwifery student position in a NSW public maternity service. A postgraduate midwifery course varies between 12 months and 2 years duration depending on the university you chose 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 hospitals where you wish to apply for a midwifery student position, as well as your preferred education provider.

Some local health districts and 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 coordinators of the local health district or hospital you would like to train with.

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



University	Postgraduate Midwifery Course	Program coordinator contact	Mid- year intake*
Australian Catholic University	Bachelor of Midwifery (graduate entry)	lois.mckellar@acu.edu.au	
Charles Darwin University	Graduate Diploma of Midwifery	alison.jarvis@cdu.edu.au	✓
Charles Sturt University	Graduate Diploma of Midwifery	alicarey@csu.edu.au	✓
University of Newcastle	Master of Midwifery (graduate entry)	nicole.hainsworth@newcastle.edu.au	
University of Notre Dame Australia	Graduate Diploma of Midwifery	kirstie.balding@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.

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 hospitals and select universities.

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



Applying

Applying online

Applications for the NSW Health 2026 MidStart open **9 am Tuesday 20 May 2025** and close at **11:59 pm on Monday 2 June 2025**.

Late applications are not accepted and generally there are no exceptions to this. Should you have extenuating circumstances please contact 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 hospital locations 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, on **Monday 16 June 2025** you will be sent an email inviting you to an interview.

Applicants must accept or decline their interview appointment by **Friday 20 June 2025**.

Interviews will be held statewide between **Monday 30 June and Friday 11 July 2025**.

Recruitment outcomes

You will be advised of your recruitment outcome by email on **Monday 18 August 2025**.

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 on **Tuesday 19 August 2025** 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 **Monday 25 August 2025**.

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 **Friday 26 September 2025**.

[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

NSW Ministry of Health

1 Reserve Road
ST LEONARDS NSW 2060
Tel. (02) 9391 9000
Fax. (02) 9391 9101
TTY. (02) 9391 9900
www.health.nsw.gov.au

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Further copies of this document can be downloaded from the NSW Health website www.health.nsw.gov.au/MidStart

April 2025