



Midwifery roles at Women and Newborn Health Service FAQ

Recruitment and eligibility

Are you currently recruiting internationally qualified midwives?

Yes. We welcome all midwives who have had a minimum of three years' experience in midwifery to apply via our [online recruitment pool](#).

What qualifications are required for overseas-trained midwives to work at the hospital?

- [AHPRA](#) registration
- [ANMAC](#) assessment
- Qualification as a registered midwife – have your graduating certificate ready

Do applicants need Australian midwifery registration before applying?

We recommend that you have your registration completed via [AHPRA](#), or at the very least, it is in progress, and you are awaiting an outcome prior to applying to an advert.

Is experience in a specific maternity setting preferred?

No. We are seeking midwives experienced in all areas of midwifery. However, we do recommend recency of practice in Labour and Birth Suite as this is a primary area of work within the service.

Are graduate or newly qualified international midwives considered?

While we are primarily seeking experienced midwives, you are welcome to apply to any position advertised here at Women and Newborn Health Service (WNHS). We recognise that prior learning and opportunity exists for professional development and we pride ourselves on developing our workforce.

Registration and visa support

Does the hospital provide guidance with registration through Nursing and Midwifery Board of Australia?

This information is available at [Australian Health Practitioner Regulation Agency - Home](#).

Are visa sponsorship opportunities available for international applicants?

Yes. WNHS is currently undertaking visa nominations. Please contact us directly if you wish to seek a visa nomination.

Which visa types are commonly supported for overseas midwives?

Dependent on what you are seeking, WNHS offer midwives nomination for three visas:

- Skills in Demand Visa – Subclass 482
- Employer Nomination Scheme Visa – Subclass 186 Direct Entry Scheme
- Working Holiday Visa's - 417.

Does the hospital assist with relocation or immigration processes?

Applicants can visit Easi-Visa for assistance with visa requirements. WNHS nominates Easi-Visa as their migration agent to assist in your visa application. WNHS does not currently offer relocation services.

Is there support for obtaining permanent residency pathways?

Yes. The Subclass 186 visa is a permanent residence visa.

Employment conditions

What is the typical salary range for midwives at the hospital?

Please see the [Enterprise Business Agreement](#) on page 27, under the *On and from 12 October 2026* column.



Are penalty rates and overtime available?

Shift work allowances are part of the EBA. An afternoon shift during the week will attract a 15% penalty. Night shift on a weekday attracts a 35% penalty rate. Saturday shifts are paid a loading on the ordinary rate of pay of 50% actual hours worked. Sunday shifts are paid a loading on the ordinary rate of pay of 75% actual hours worked.

What shift patterns do midwives usually work?

Midwives generally work shift work and shifts are rostered across 7 days/week 24 hours of the day. Shifts are generally:

AM 0700 – 1530

PM 1300 – 2130

ND 2100 – 0730

We also have shifts which commence at 0800 – 1630 for areas such as clinics and Visiting Midwifery Service as well as opportunity to work 12-hour shifts including 0700 – 1930 and 1930 – 0730.

Are full-time, part-time or casual contracts available?

Yes. We are currently advertising for those seeking part-time or full-time permanent or fixed term contracts. Casual contracts are available, however are limited to total number and hours available.

How much annual leave and sick leave is provided?

For shift workers, 4 weeks of annual leave is accrued on a pro-rata basis.

Each employee accrues 10 days of paid personal leave. On day of initial appointment, the employee is granted 8.5 days of personal leave. On the completion of 6 months continuous service, the employee is accredited an additional 6.5 days. On the completion of 12 months a further 15 days are accrued. On the completion of each further 12 months, the employee is granted an additional 15 days.

Additional leave:

Time off in Lieu of Public Holidays (TOIL) is also accrued equating to an additional 10 days of leave.

For those working above 40 hours per fortnight, or 0.5FTE, you can choose to accrue days off (ADO). An example of this: if you work Full Time = 80 hours per fortnight, you are paid 76 hours and accrue 4 hours per fortnight = 1 day per month. This is an additional 12 days per year.



Relocation and accommodation

Does the hospital offer temporary accommodation for relocating staff?

WNHS does not currently offer accommodation, however WNHS is located close to the railway line and public transport. WNHS is also located in the vibrant suburb of Subiaco.

Can you recommend suburbs in Perth that are convenient for hospital staff?

WNHS is located in the heart of Subiaco, a prominent social suburb with a buzzing café, restaurant and bar strip along with boutique stores and bakeries. Surrounding suburbs also include Claremont, Nedlands, Floreat, Perth City and Wembley which boast beautiful beaches, quaint cafés and buzzing social scene.

Is public transport easily accessible to the hospital?

Yes. WNHS is located alongside a railway with lots of opportunity for public transport via train and bus.

Are relocation allowances available?

WNHS is not currently providing relocating costs as part of the visa nomination scheme.

Workplace training

What orientation programs are available for internationally recruited staff?

All new staff coming to work with us here at WNHS are offered robust supernumerary time to become aware of the local site, services, policies and expectations within the clinical areas. Time is allocated to attend hospital induction and orientation with our Department of Nursing and Midwifery Education and Research (DNAMER) as well as supernumerary support in your allocated clinical area. This often undertaken with our Staff Development team and local peer support mentors.

Is there ongoing professional development or postgraduate training support?

Professional development leave is an entitlement of the Enterprise Business Agreement with the Australian Nursing Federation. All full-time employees are provided 2 days of non-cumulative professional development leave. Part-time employees are entitled to professional development leave at a pro-rata basis.



What maternity models of care are used at the hospital?

Opportunity for continuity of care models is highly sought after and WNHS is proud to offer the largest range of continuity of care in WA. These models range from Community Midwifery Programs, Midwifery Group Practice including Family Birth Centre & Aboriginal specific care to MAPS (Midwifery antenatal and postnatal service). Other services within WNHS includes services such as Diabetes, Maternal Fetal Medicine, Adolescent, Pregnancy Choices, Women and Newborn Drug and Alcohol Service and Perinatal Loss Services. Many of these services form part of our hospital maternity service with multi-disciplinary input from a variety of healthcare professionals.

Are there opportunities to rotate through different maternity areas?

Yes. Here at WNHS we host a program called Registered Midwife Rotation (RMR) program. Those contracted to RMR rotate throughout the hospital approximately every 3 months. Rotations include Maternity wards, Labour and Birth Suite/Maternal Fetal Assessment Unit, Outpatient Clinics, Visiting Midwifery Services and some speciality services.

Lifestyle and family

What is it like living in Perth for overseas healthcare workers?

Perth is a safe, family-friendly city. Perth boasts great weather, beautiful beaches, a buzzing social atmosphere with cafes, bars and boutique stores. We have a strong sense of community and safety and world class schooling and healthcare systems.

Are there schools and childcare facilities near the hospital?

Yes. There are many childcare centres throughout Perth and around WNHS with local schools within walking distance to the hospital.

Can family members be included on sponsored visas?

WNHS are currently only nominating the applicant on the visa, however the applicant can choose to add their family members to their visa. We recommend you speak with your migration agent for further information.

Is there support for partners seeking employment in Perth?

Here in Perth, there are many trades and professions which may be seeking new recruits. We recommend opportunities for dependents and partners to be discussed with your migration agent.



What support networks exist for internationally recruited staff?

WNHS has a strong culture of diversity, unity and support for all staff working within the service. We look forward to welcoming and supporting you in your transition to life in Perth. We pride ourselves on hosting social gatherings to strengthen engagement, support one another and build on our positive culture.

Application process

How long does the recruitment process usually take?

The recruitment process can take up to 12 weeks from the initial application to onboarding and commencement of first shift. **To note:** If visa nomination is requested, this can add 4 weeks to 5 months, depending on the visa requested.

Are interviews conducted online for overseas applicants?

Yes. We usually complete interviews via TEAMS for any international applicants.

What documents are required during the application process?

For most recruitment processes, we require the following items:

- Resume
- Cover letter
- Statement addressing the selection criteria

Note: For those seeking visa nomination. ANMAC assessment and AHPRA registration should also be submitted.

How soon after accepting an offer would relocation be expected?

This is dependent on the visa nomination and application process. WNHS will work with you to ensure the commencement date works for you and your family.

Who can applicants contact for international recruitment enquiries?

Enquiries can be sent to WNHS.Recruitment@health.wa.gov.au

