



NURSING AND MIDWIFERY

TRANSITION TO PROFESSIONAL PRACTICE PROGRAM

2026 APPLICANT HANDBOOK



Government
of South Australia

SA Health



SA Health’s Transition to Professional Practice Program (TPPP) offers early career nurses and midwives a structured and supported pathway to become confident in their clinical skills and knowledge, reflective in their practice, and committed to career long development.

This highly competitive program offers diverse employment opportunities across both metropolitan and regional hospitals and health services leading to a rewarding and sustainable career in the South Australian public health system.

This handbook outlines the application process. To learn more, visit www.sahealth.sa.gov.au/TPPP.

I wish you well during this exciting time and look forward to supporting you on the journey that awaits you as a nurse or midwife.

Adj Assoc Professor Jennifer Hurley
Chief Nurse and Midwifery Officer
SA Health

Key dates

June

Monday 2 June 2025	Applications open
Friday 20 June 2025	Applications close

August

Mid August 2025	Midwife – first round provisional offers
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September

Early September 2025	Nurse – first round provisional offers
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For FAQs and additional information, visit the [TPPP Frequently Asked Questions \(FAQ\) page](#).

Helpful hint: Please seek all information directly from SA Health. If you have questions about the TPPP recruitment and application process, please email healthjobs@sa.gov.au and we will respond to your queries as soon as possible.



Eligibility criteria

TPPP Streams

Registered Nurses (RN) must complete:

- > studies between January 2025 and February 2026, leading to registration as an RN with the Nursing and Midwifery Board of Australia.
- > no more than 456 hours (3 months full time equivalent (FTE)) of paid RN experience within Australia/New Zealand*

Midwives must complete:

- > studies between January 2025 and February 2026, leading to registration as a midwife with the Nursing and Midwifery Board of Australia.
- > no more than 912 hours (6 months FTE) of paid experience as a midwife within Australia/New Zealand*

Nursing Specialist TPPP Streams

Aged and Community Care TPPP must complete:

(through regional Local Health Networks only)

- > nursing studies between December 2023 and February 2026, leading to registration as an RN with the Nursing and Midwifery Board of South Australia.
- > no more than 456 hours (3 months FTE) of paid RN experience within Australia/New Zealand*

Mental Health Nursing TPPP must complete:

- > studies between January 2025 and February 2026, leading to registration as a RN with the Nursing and Midwifery Board of South Australia.
- > no more than 456 hours (3 months FTE) of paid RN experience within Australia/New Zealand*

Research TPPP must complete:

- > nursing/midwifery studies between January 2025 and February 2026, leading to registration as a RN with the Nursing and Midwifery Board of South Australia.
- > no more than 456 hours (6 months FTE) of paid experience as a RN, or 912 (6 months FTE) of paid experience as a midwife in any setting within Australia/New Zealand*
- > a minimum GPA of 5.0.

** Hours of paid experience completed outside of Australia/New Zealand are not counted if the applicant is required to retrain in Australia to obtain Ahpra registration.*

Other eligibility requirements for all applicants:

- > You must have completed no more than 3 months of a graduate program (or equivalent) in any setting or country.
- > If applicable you must provide evidence of English Language Skills Requirement, as outlined in the **Registration Standard**.
- > You are an eligible graduate at the time of offer, or if you sat a supplementary exam, you will have gained registration a minimum of 2 weeks prior to your employment commencement date.



Applications

There are 3 stages to the application process.

1. Online application,
2. Referee checks, and
3. Online interview.

If you do not complete all 3 stages within the application process your application will be deemed ineligible and will not proceed.

Late applications will not be accepted.

Stage 1: Online application

Please use the checklist below to prepare for your online application.

Visit the [SA Health TPPP website](#) to submit your application.

Online application - required documents (uploaded as: DOC, DOCX, or PDF)

Curriculum Vitae (CV), stating your:

- ☐ student placement history
- ☐ Grade Point Average
- ☐ other relevant qualifications
- ☐ previous related work history (Assistant in Nursing (AIN)/Carer)
- ☐ any outstanding placements yet to be completed.

Additional information that could be provided may include;

- ☐ confirmation of your preferred full time equivalent (FTE)
- ☐ preferred distance to travel to work (*eg no more than X*).

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- ☐ If you hold a temporary working visa or are required to provide evidence of English language skills, you must disclose this information and provide a copy of your supporting documentation, in your application.
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If you have worked as a registered nurse or midwife in any health setting in Australia or New Zealand, provide a Statement of service letter as proof of employment. The Statement of service must contain:

- ☐ letterhead of the employing organisation
 - ☐ your full name
 - ☐ classification and position title
 - ☐ commencement date
 - ☐ completion date (if applicable, e.g. if you had commenced in a graduate nurse/midwife program)
 - ☐ number of hours worked as a registered nurse or midwife
 - ☐ date and signature of a person of authority with their name and title.
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Academic transcript (official or unofficial), including:

- ☐ university name and a logo/watermark
 - ☐ your details
 - ☐ academic results (subjects and grades)
 - ☐ your most recent nursing/midwifery GPA, and
 - ☐ if you have completed your studies, you must upload a copy of your official academic transcript that states your final GPA.
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Stage 2: Referee checks

Once you have submitted an online application form, you will receive an email notification from VidCruiter inviting you to nominate 2 referees (please allow for at least 2 business days after submitting your application form for receipt of the email).

- > **Registered nurses** – 1 referee must be clinical but it is recommended that 2 clinical referees are provided.
- > **Midwives** – must submit 2 clinical referees, 1 must be from your most recent clinical placement(s).

The definitions of a clinical and non-clinical referee can be found in our [FAQ page](#).

Stage 3: Online interview

The final stage of the application process is the completion of your online pre-recorded video interview. You will:

- > receive a link to the video interview platform via email, which will contain instructions, including an opportunity to test your equipment and respond to mock questions prior to commencing your interview, and
- > have the full duration of the application period (to 20 June 2025) to complete and submit your online interview.

Helpful hint: We strongly encourage you to complete the mock interview on the device / equipment that you will complete your online interview.

The online interview will comprise of 3 introductory questions. These questions will not be visible to assessors or be scored. A further 6 questions will be presented for your response and will be scored by the assessors. Each question has a set allocated time for preparation, response, and number of attempts.

The themes for the 6 scored questions are:

- > Communication skills,
- > Teamwork,
- > Clinical competence (nursing/midwifery),
- > Organisational, priority setting and adaptability,
- > Consolidation of theory to practice and critical thinking, and
- > Commitment to person-centred care.

Helpful hint: The use of wireless earphones/headphones are not permitted when recording the video interview as these devices have previously caused audio issues when recording responses.

Note: The platform used to collect the online interview features AI detection technology.

SA Health may require you to attend a live 'meet and greet' session with the hiring LHN to determine site suitability and alignment with your preferred TPPP stream. If this is required you will be provided with sufficient notice to prepare for the meeting.

Pre-employment requirements

If you are successful in receiving a provisional offer, you must meet all pre-employment requirements which will be advised to you by your employing LHN at least two weeks prior to proposed commencement date.

More information about the requirements of working with SA Health can be found [here](#), but may include:

- > A valid Department of Human Services (DHS) [Working with Children Check \(WWCC\)](#).
- > A valid Nationally Coordinated Criminal History Check (NCCHC). A NCCHC obtained for other roles such as enrolled nurse, volunteer work, student, clinical placement or work experience cannot be accepted.
- > Immunisation history screening documentation.

Receiving your contract of employment

Confirmation of your employment will be sent to you by the LHN that made the provisional offer.

Employment contracts are generally issued no later than four weeks prior to your commencement date. If there is a delay, please contact the TPPP Coordinator of the employing LHN.

Recruitment outcomes

Applications will be assessed and scored in accordance with criteria in the [Registered Nurse RN1 Role Description](#) and [Midwife RM1 Role Description](#), through a merit-based selection process.

The first round of provisional offers is anticipated to be issued by the LHNs in August 2025 for Midwifery applicants and September 2025 for Registered Nursing applicants. Each offer will be matched in accordance with the applicant's preferences submitted at the time of application.

Applicants will be advised of one of the following application outcomes:

Suitable	Suitable applicant's will receive a 'Provisional Offer' subject to meeting all the employing LHN's pre-employment requirements.
Suitable but no position available	Eligible applicant's who do not receive a 'Provisional Offer' due to vacancy allocations being exhausted, are placed in a pool, and will be contacted should a suitable TPPP vacancy arise in the future. These applicants remain in the pool unless they withdraw their application.
Ineligible	Ineligible applicants are those that do not meet the eligibility criteria for the TPPP recruitment.

Thank you for your interest in SA Health and we wish you all the best in your TPPP application.

www.sahealth.sa.gov.au/TPPP



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