



Swan Hill
District Health
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Aboriginal Cadetship Program- Nursing, Midwifery and Allied Health 8 weeks - Full Time

Swan Hill District Health are seeking expressions of interest for the commencement of an Aboriginal Cadetship Program. The Cadetship Program provides Aboriginal nursing, midwifery and allied health undergraduate students and enrolled nursing students with an opportunity to take up a cadetship that enables them to participate in paid work experience within a Victorian public health service, including the development of work readiness skills and professional contacts.

This is a valued way for Aboriginal students to gain exposure to a health service as an employee and to build their confidence and knowledge. The Cadetship program offers additional support to Aboriginal students undertaking their final years of undergraduate study and contributes to a culturally safe and respectful work environment

Key Selection Criteria:

- Currently enrolled in a diploma of nursing, bachelor's degree in nursing and/or midwifery, or a bachelor's degree or masters/doctorate graduate entry degree in an allied health discipline and have progressed beyond first year.
- Have maintained a pass grade in all subjects
- Are living in Victoria or a cross border community.
- Current National Police Check & Working with Children's Check
- Complete COVID Vaccinations & 2023 Flu Vaccination, Serology evidence of immunisation status

For more information contact Jayne Stead, Education Manager, P: 50339310 E: jstead@shdh.org.au

Expressions of interest applications together with your resume can be forwarded to People & Culture, E: employment@shdh.org.au

Closing Date: 28th July 2023

Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability

Aboriginal Cadetship Program - Nursing, Midwifery and Allied Health

Guidelines and Application Form 2023-2024

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Summary

What is it?	The Cadetship Program provides Aboriginal nursing, midwifery, and allied health undergraduate students and enrolled nursing students with an opportunity to take up a cadetship that enables them to participate in paid work experience within a Victorian public health service, including the development of work readiness skills and professional contacts.
Key Characteristics	The cadetship must include delivery of supportive structures within the organisation and a minimum of eight weeks equivalent full-time paid work placement component. This is 40 shifts for nursing/midwifery and/or the FTE equivalence to 8 weeks for allied health.
Important Dates	Funding applications open – Monday 3 July 2023 Funding applications close – Friday 11 August 2023

Introduction

A strengthened Aboriginal health workforce contributes to culturally safe care, improved utilisation of health services, and improved outcomes for Aboriginal people.

The Department of Health (the department) is committed to developing the Aboriginal health workforce, including the Aboriginal nursing, midwifery, and allied health workforces.

The Aboriginal Health and Wellbeing Partnership Agreement and Action Plan (and its predecessors, *Korin Korin Balit Djak and Koolon Balit*), have informed the development of a suite of complementary programs including the:

- Aboriginal Cadetship Program - Nursing, Midwifery and Allied Health (the Cadetship Program)
- Aboriginal Postgraduate Nursing and Midwifery Scholarships Program (the Scholarship Program).

The Cadetship Program provides Aboriginal nursing, midwifery, and allied health undergraduate students and enrolled nursing students with an opportunity to take up a cadetship that enables them to participate in paid work experience within a Victorian public health service, including the development of work readiness skills and professional contacts.

Cadetships are a valued way for Aboriginal students to gain exposure to a health service as an employee and to build their confidence and knowledge. The Cadetship Program offers additional support to Aboriginal students undertaking their final years of undergraduate study and contributes to a culturally safe and respectful working environment.

Purpose

The program objectives include:

- increasing the number of Aboriginal nursing, midwifery and allied health students undertaking a cadetship
- enabling Aboriginal nursing, midwifery, and allied health students to experience employment in a Victorian public health service and develop professional and cultural networks
- encouraging the successful transition of Aboriginal cadets into a graduate transition to practice program at either the employing health service or another health service
- providing a culturally safe workplace for Aboriginal students
- increasing the number of Aboriginal nursing, midwifery and allied health students who successfully complete their studies and enter the nursing, midwifery, and allied health workforces, and
- supporting best practice client care.

The department is offering funding to Victorian public health services, via the *Expression of Interest* process, for up to 20:

- Aboriginal nursing and midwifery cadets, and/or
- Aboriginal allied health cadets.

Funding of \$15,000 per Aboriginal cadet will be provided to health services to support Aboriginal nursing, midwifery and allied health cadets employed in the program. The cadetship must include delivery of supportive structures within the organisation and a minimum of eight weeks equivalent full-time paid work placement component. This is 40 shifts for nursing/midwifery and/or the FTE equivalence to 8 weeks for allied health.

Funding

The funding should contribute to program establishment costs, provision of additional support structures (such as clinical supervision, mentoring and culturally appropriate support), recruitment and evaluation. The contribution towards workplace salary should not exceed \$10,000 and should be based on the relevant industrial instrument.

Health services will be responsible for the local design and delivery of the program, including governance, management of funding, human resources processes and role descriptions.

Health services are expected to ensure consistency of role and experience for all participating cadets across all participating health services.

Health services should consider the ongoing sustainability of the program, beyond the 2023-24 funding period, as part of their annual workforce planning activities.

It is encouraged that engagement of the cadet will continue at health services beyond the duration of the funded program, as part of an expanded and improved Aboriginal workforce.

The program constitutes a special measure under section 12 of the Equal Opportunity Act 2010¹.

Applications must include evidence that a cadet has been identified to participate in the cadetship program.

Key Dates

Action	Indicative Date
Funding applications open	Monday 3 July 2023
Funding applications close	Friday 11 August 2023
Health services anticipated to be notified of application outcome	Friday 8 September 2023
Funding distributed to health services	October 2023

Scope

In Scope

The Aboriginal Cadetship Program is aimed at Aboriginal nursing, midwifery and allied health students in their final year/s of undergraduate (bachelor's degree) study or final year of enrolled nursing study.

Out of Scope

The Aboriginal cadetship program does not support students in their first year of undergraduate or enrolled nursing study.

Non-Aboriginal nursing, midwifery and allied health students are not eligible to participate in the Aboriginal Cadetship Program.

¹ To qualify as a special measure under the *Equal Opportunity Act 2010*, an action or program needs to be done in good faith for the remedial purpose of promoting or realising substantive equality.

Eligibility Criteria

The grant is to assist eligible Victorian public health services to provide a cadetship program for Aboriginal students who:

- are enrolled in a diploma of nursing, bachelor's degree in nursing and/or midwifery, or a bachelor's degree or masters/doctorate graduate-entry degree in an allied health discipline and have progressed beyond first year.
- have maintained a pass grade in all subjects, and
- are living in Victoria or a cross-border community

Participating health services must be public hospitals identified in Schedules 1, 2, 3, 4 and 5 of the Health Services Act 1988.

Selection will be based on clearly demonstrated organisational readiness including cultural safety measures, robust governance, coordination, and supervision structures, clearly described scope of practice and agreement to employ cadets in 2021.

In the event where applications exceed available cadetship positions, priority should be given to bachelor's degree students, and Victorian residents.

Aboriginal Community Controlled Health Organisations (ACCHO)

Health services are also required to demonstrate relationship and collaboration with their local Aboriginal Community Controlled Health Organisations (ACCHO).

ACCHOs operate in the metropolitan, regional, rural, and remote areas of all States and Territories in Australia. ACCHOs are controlled by, and accountable to, Aboriginal people in those areas in which they operate. ACCHOs aim to deliver holistic, comprehensive, and culturally appropriate health care to the community that controls it.

Roles and responsibilities

Health services will be responsible for delivering their planned cadetship programs as per their application form. This includes the design, implementation and evaluation of the Aboriginal cadetship program. Health services will enable students to participate in paid work experience within a Victorian public health service and will enable the development of work readiness skills and professional contacts. Paid work experience refers to 40 shifts for nursing/midwifery and/or the FTE equivalence to 8 weeks for allied health.

Participating health services will be asked to participate in quarterly meetings (online) of the Aboriginal Graduate and Cadetship Network. The Network consists of approximately 20 health services, currently chaired by Eastern Health. The Network is a forum for information sharing and advice, encouraging links across programs and ensures that participating health services can deliver culturally appropriate support and mentoring for Aboriginal cadets and graduates.

How to Apply

Victorian public health services are invited to submit the attached funding application form outlining their expected activity commitment for 2023-24.

Completed funding application forms must be submitted via email to nmw@health.vic.gov.au by Friday 11 August 2023.

Late or unsigned applications may not be accepted.

Assessment of Applications

Applications will be assessed by a departmental selection panel and will include a transparent and rigorous process based on applicant's responses to key selection criteria as specified in the attached guidelines.

Funding Conditions

Funds will be disbursed to the health service through the usual departmental budget payment system, in line with existing finance arrangements.

It is preferred that a minimum of two cadets will be funded per participating health service to enable peer support and engagement.

By accepting funds under the program, a recipient health service agrees to:

- commence the program in 2023-24
- provide data including process, participation, and outcomes, about the health service's cadetship program, including from Aboriginal cadets where appropriate consent has been sought and permissions given
- provide financial acquittal and any other necessary departmental reporting for the program as required
- notify and discuss with the department any issues that may impact the establishment, implementation, or evaluation of the program, including any changes to the number and names of any cadetship program participants, and
- maintain their own financial and program records, and ensure the department has two organisational contacts to maintain corporate knowledge of the program.

Further Information

Please direct any enquires to: nmw@health.vic.gov.au

Aboriginal Programs EOI Coordinator
Policy Team 1 (Nursing, Midwifery and Paramedicine Workforce)
Department of Health
Email: nmw@health.vic.gov.au

Application Form

Health service name	
Key contact name	
Position/Title	
Email	
Telephone	

Please provide a brief response to the below key selection criteria – please note the template can be expanded.

<p>Describe organisational readiness to engage cadets in the Aboriginal Cadetship Program (Nursing, Midwifery and/or Allied Health)</p> <p>Please include a description of links with ACCHOs and other participating Victorian public health services</p>	
<p>Describe the proposed placement setting(s)</p> <p>Please include a description of how support for the cadets and clinical team is to be planned and demonstrated, including the proposed/existing workplace coordination and supervision structures, governance, and communication</p>	

<p>Describe the intended scope of practice for cadets and how the organisation will ensure a culturally safe and respectful working environment for Aboriginal cadets</p>	
<p>Agree to employ the cadets as proposed in the Guidelines</p>	

Please provide information about cadets who have been identified and/or confirmed to participate in the program²

Name	Confirmed (Yes/No)	Workforce (Nursing and Midwifery or Allied Health)	Course	Year of study

² It is preferred that a minimum of two cadets have been identified and/or confirmed to participate in the program to enable peer support and engagement.

Declaration by Chief Executive Officer / Director

In submitting this application, the signatory confirms they have read the Guidelines and declares that the information contained in the application, including all attachments, is to the best of their knowledge, true, accurate and complete in all material particulars.

Name & Title

Signature

(An authorised electronic signature is acceptable)

If you are unable to insert an authorised electronic CEO signature, emailing a scanned copy is acceptable, providing that it is of reasonable quality.

Preferred email

(Please print)

Date