

# Aboriginal Cadetship Program (Nursing, Midwifery and Allied Health) 2017-18

## Expression of interest guidelines

### Purpose

In 2017-18, the Victorian Department of Health and Human Services (the department) is again funding the Aboriginal Cadetship Program (Nursing, Midwifery and Allied Health), via an Expression of Interest.

### Overview

A strengthened Aboriginal health and human services workforce contributes to culturally safe care, improved utilisation of health and human services, and improved outcomes for Aboriginal people. Aboriginal nurses, midwives and allied health practitioners thus have a significant role to play in positively influencing the health of Aboriginal clients.

The Victorian Government is committed to developing the Aboriginal health and human services workforce, including the Aboriginal nursing, midwifery and allied health workforces. Key government Aboriginal health, wellbeing and safety plans - *Korin-Korin Balit-Djak* and its predecessor, *Koolin Balit* - have informed the development of a suite of complementary programs. This support includes the Aboriginal Cadetship Program (Nursing, Midwifery and Allied Health), the Aboriginal Enrolled Nurse Cadetship Pilot Program, the Aboriginal Graduate Program (Nursing, Midwifery and Allied Health) and the Aboriginal Postgraduate Nursing and Midwifery Scholarships Program.

Since 2013, the Victorian Government has dedicated funding to the Aboriginal Cadetship Program (Nursing, Midwifery and Allied Health) [the program]. This important program provides Aboriginal nursing, midwifery and allied health students with a positive experience of undertaking paid work within a health service and the development of work readiness skills and professional contacts. Between 2013-14 and 2016-17, 85 Aboriginal nursing, midwifery and allied health cadet positions have been funded. The program has been implemented at both regional and metropolitan health services including, Barwon Health, Bendigo Health, Eastern Health, Latrobe Regional Hospital, Monash Health, the Royal Women's Hospital, St Vincent's Hospital Melbourne and Western Health. Further support for the program has included the publication of a cadetship implementation guide and establishment of a network for program coordinators.

Cadetships are an opportunity for Aboriginal students to gain valuable exposure to a health service as an employee and build their confidence and knowledge. The Aboriginal Cadetship Program (Nursing, Midwifery and Allied Health) offers additional support to Aboriginal students and contributes to a culturally safe and respectful working environment.

# Aboriginal Cadetship Program (Nursing, Midwifery and Allied Health) Objectives

The program objectives include:

- increasing the number of Aboriginal nursing, midwifery and allied health students undertaking a cadetship program
- enabling Aboriginal nursing, midwifery and allied health students to experience employment in a health service and develop professional and cultural networks
- encouraging the successful transition of Aboriginal cadets into employment 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
- supporting best practice client care.

## General information

The department is offering funding to Victorian public health services, via an Expression of Interest process, for:

- up to 10 Aboriginal nursing and midwifery cadets
- up to four Aboriginal allied health cadets

More positions may be provided in consultation with approved providers.

Funding of \$14, 933 per Aboriginal cadet may 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 (40 shifts) equivalent full time paid work placement component. If engaging allied health cadets, health services may title this role as Allied Health Assistant.

The funding should assist with program establishment costs, the provision of additional support structures such as clinical supervision, mentoring and culturally appropriate support, recruitment and evaluation. The work placement component of the budget has been estimated to be no greater than \$9,300 and is based on the industrial award IH6 Nursing Attendant, Victorian public health sector (health and allied services, managers and administrative officers) enterprise agreement 2016-2020.

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

Participating 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.

The program constitutes a special measure under section 12 of the *Equal Opportunity Act 2010*.

## Eligibility criteria

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

- undertaking a Bachelor degree in nursing and/or midwifery or an allied health entry to practice postgraduate and who are articulating from an undergraduate qualification, in 2017-18
- living in Victoria and maintaining a pass grade in all subjects.

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

Postgraduate midwifery students and Diploma of Nursing students are NOT eligible for this program.

Health services must apply using the accompanying application form, ensuring all sections are completed and the form is signed.

Selection will be based on clearly demonstrated organisational readiness including cultural safety measures, robust governance, coordination and supervision structures, clearly articulated cadet scope of practice and agreement to employ cadets in 2017-18.

Late submissions will not be accepted under any circumstances.

## How to apply

Expressions of Interest are now invited using the accompanying application form and should be submitted by a nominated Director of Nursing and Midwifery no later than **3.00 pm, Friday 17 November, 2017**.

Please submit applications via email to [nmw@dhhs.vic.gov.au](mailto:nmw@dhhs.vic.gov.au).

Health services will be notified of the outcome of their application by email, no later than **1 December, 2017**.

**Late submissions will not be accepted under any circumstances.**

## Disbursement and conditions

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

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

- provide the program for 2017 or 2018, depending upon when the cadets will be recruited. Thus the funding provided to a successful health service may also need to be used in the 2018-19 financial year.
- provide data 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 within any specified timeframes
- notify and discuss with the department any issues that may impact the establishment, implementation or evaluation of the program, including of any changes to the number and names of any cadetship program participants
- maintain their own financial and program records and ensure the department has two organisational contacts, to maintain corporate knowledge of the program.

## Contact

Please direct any enquiries to:

- Rebecca Radford, Policy Advisor, Nursing and Midwifery Workforce, Victorian Department of Health and Human Services
- Email: [nmw@dhhs.vic.gov.au](mailto:nmw@dhhs.vic.gov.au)
- Telephone: (03) 9096 0131.

We look forward to receiving your applications.

*Please note: Where the term 'Aboriginal' is used it refers to both Aboriginal and Torres Strait Islander people. Indigenous is retained when it is part of the title of a report, program or quotation.*