

Aboriginal Cadetship Program (Nursing, Midwifery and Allied Health) 2018-19

Expression of interest guidelines

Purpose

In 2018-19, the Victorian Department of Health and Human Services (the department) is funding the Aboriginal Cadetship Program (Nursing², Midwifery and Allied Health), via an *Expression of Interest* process.

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 department 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 plan, *Korin-Korin Balit-Djak* and its predecessor, *Koolin Balit* have previously informed the development of a suite of complementary programs including the:

- Aboriginal Cadetship Program (Nursing, Midwifery and Allied Health)
- Aboriginal Graduate Program (Nursing, Midwifery and Allied Health)
- Aboriginal Enrolled Nurse Cadetship Pilot Program
- Aboriginal Postgraduate Nursing and Midwifery Scholarships Program.

Since 2013, the department 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 this includes the development of work readiness skills and professional contacts. Between 2013-14 and 2017-18, 105 Aboriginal nursing (Enrolled and Registered), midwifery and allied health cadet positions have been funded.

The Cadetship program has been implemented at regional and metropolitan health services including Alfred Health, Austin Health, Bairnsdale Regional Health Service, Barwon Health, Bendigo Health, Eastern Health, Latrobe Regional Hospital, Mercy Health, Monash Health, Royal Women's Hospital, St Vincent's Hospital and Western Health.

Further funding and support for the program has included the:

- Publication of a cadetship implementation guide, available at www2.health.vic.gov.au/health-workforce/nursing-and-midwifery and www2.health.vic.gov.au/health-workforce/allied-health-workforce. The cadetship implementation guide will be updated in 2018-19.
- Establishment of a Victorian network for program coordinators, currently led by St Vincent's Hospital Melbourne, that enables stronger links and greater coordination across programs at participating health services, enhanced peer support opportunities, and better collaboration regarding functions such as role statements, recruitment, induction and training days.

¹ 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.

² Reference to nursing includes registered nurses and enrolled nurses.

Cadetships are a valued opportunity for Aboriginal students to gain 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 undertaking their final years of undergraduate study, 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 a transition to practice (graduate) 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
- supporting best practice client care.

General information

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

- Aboriginal nursing and midwifery cadets, and
- Aboriginal allied health cadets

Funding of \$14,933 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 (40 shifts) equivalent full time paid work placement component.

The funding should contribute to program establishment costs, the provision of additional support structures such as clinical supervision, mentoring and culturally appropriate support, recruitment and evaluation. The contribution towards work place 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 participate as a member of the Aboriginal Graduate and Cadetship Network.

Health services are asked to consider ongoing sustainability of the program beyond the 2018-19 funding period.

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 2010*³.

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

³ 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

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

- Enrolled in a Bachelor degree in nursing and/or midwifery or an allied health entry to practice postgraduate course and have progressed beyond first year, and
- living in Victoria and maintaining a pass grade in all subjects.

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 2019.

How to apply

Expressions of Interest are now invited using the accompanying application form and should be signed and submitted by a nominated Director of Nursing and Midwifery and/or Allied Health by no later than **16 November 2018**.

Please submit applications via email to nmw@dhhs.vic.gov.au.

Health services will be notified of the outcome of their application by email, no later than **14 December 2018**.

Late submissions will not be accepted.

Disbursement and conditions

Funds will be disbursed to the health service through the usual 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 2019
- 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:

- Kathy Phythian, Senior Policy Advisor, Nursing, Midwifery and Paramedicine Workforce, Victorian Department of Health and Human Services
- Email: nmw@dhhs.vic.gov.au
- Telephone: (03) 9096 9067.

We look forward to receiving your applications.

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