

## Position Description

Position Title	Aboriginal Nursing/Midwifery Cadetship Program 2026
Position Number	30010996
Division	Clinical Operations
Department	Nursing and/or Midwifery
Enterprise Agreement	Health And Allied Services, Managers and Administrative Workers (Victorian Pub Sector)(Single Interest)EnterpriseAgreement 2021-2025
Classification Description	Health Care Worker Grade 1, RUSOM/RUSON Year 1
Classification Code	IN37, YP15 or YP12
Reports to	Dependent on position
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>National Police Record Check</li> <li>Immunisation Requirements</li> </ul>

## Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

## Our Vision

Excellent Care. Every Person. Every Time.

## Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

## The Position

The Aboriginal Cadetship Program provides First Nations health students the opportunity to engage in supported, practical and paid employment within the health workforce. Students will gain hands-on experience to develop their professional and interpersonal skills, with a focus on individual students' specific

disciplines. Students will also have access to mentoring and networking opportunities within the wider organisation to provide support throughout the program and into the future.

This program aims to support students throughout their studies and into employment post-graduation.

## Responsibilities and Accountabilities

- Cadets must maintain their academic obligations and remain as an active student throughout the duration of their employment.
- Cadets are expected to uphold a strong level of professional conduct and continually adhere to organisational safety standards.

## Key Responsibilities

- Duties may include (but are not limited to): accompanying patients, assisting with patient movement and activities of daily living, assisting with uncomplicated feeds, restocking and ordering supplies, filing and clerical duties, transport of supplies, equipment and cleaning of equipment.
- Perform duties as directed by the Registered and Enrolled Nurses on the clinical unit and seek direction if required.
- Maintain safe working practices and a safe working environment.
- Perform the duties of the position efficiently and to the standards of the department.
- Employees are required to carry out lawful directions outlines above or delegated to them.

## Key Selection Criteria

### Essential

1. Identify as Australian Aboriginal and/or Torres Strait Islander
2. Will be commencing second/third/fourth year of a Nursing and/or Midwifery Bachelor's Degree or Diploma in 2026

### Desirable

3. Demonstrated ability to communicate effectively with patients, visitors and staff at all levels within the organisation.
4. Demonstrated ability to contribute and practice as part of a multidisciplinary team.
5. Ability to work as part of a team as well as independently.
6. Ability to operate in an environment of change.
7. Reliable in relation to attendance and completion of assigned tasks.
8. Well-developed written, verbal and electronic communication and interpersonal skills.

## Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**

- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*