

Position Description

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

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

- Carry out therapy programs, as delegated by the treating Allied Health Professional (AHP) under the direct supervision of an AHP, to promote each person's inclusion and participation in the communities they choose.
- Assist in group programs under the direct supervision of and AHP as delegated by the treating AHP.
- Support the use, maintenance and provision of appropriate aids, equipment and assistive technology under the direct supervision of an AHP as delegated by the treating AHP.
- Complete tasks, including administrative tasks, as delegated by AHP or relevant to clinical role.
- Contribute to compliance with relevant quality and safety standards as required and observe safe working practices and as far as able, protect own and others health and safety.

Key Selection Criteria

Essential

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

Desirable

3. Demonstrated knowledge of the Allied Health Assistant/therapy assistant role, scope of practice and supervision and delegation requirements.
4. Demonstrated capability to work effectively with an Allied Health Professional and multidisciplinary team to deliver safe client-focused care.
5. Demonstrated flexibility and willingness to shift focus when priorities or circumstances change and adapt to new / different ways of doing things.
6. Demonstrated high level of self-confidence and an ability to successfully interact and communicate with a diverse range of people at all levels.
7. Demonstrated ability to foster a culture of openness, respect, accountability and professionalism in the workplace.
8. Demonstrated motivation to strive for excellence.

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.