

## Victorian Allied Health Leave Reliever Pool Pilot

### Frequently Asked Questions (FAQ) 2026/2027

This guide has been developed to help prospective applicants understand the Victorian Allied Health Leave Reliever Pool Pilot. Information is accurate at the time of publication and may change based on Department of Health guidance and organisational policy.

#### 1. About the project

##### What is the Allied Health Leave Reliever Pool Pilot?

Funded by the Victorian Department of Health, the Allied Health Leave Reliever Pool Pilot is a 12-month initiative designed to strengthen the allied health workforce by providing short-term coverage for planned and unplanned leave across participating health services. Leave Relievers rotate across sites in response to service need, broadening their experience while supporting continuity of care for communities.

##### What are the expected outcomes of the program?

By providing high-quality leave cover, this project aims to support clinician wellbeing and workforce sustainability, while ensuring communities continue to access the care they need, when they need it.

For team members, this is more than a reliever role. It's an opportunity to work across diverse health services, broadening your clinical experience and make a meaningful impact in rural and regional communities where access to allied health services is vital.

##### What are Local Health Service Networks (LHSNs)?

Local Health Service Networks (LHSN) are groups of health services within a geographical region formed to support collaborative care for their community.

Details of the health services within the three funded networks, as well as the nominated Lead Agency are detailed in the following table.

Loddon Mallee Local Health Service Network (LMLHSN)	Bendigo Health, Boort District Health, Cohuna District Hospital, Dhelkaya Health, Echuca Regional Health, Heathcote Health, Inglewood and Districts Health Service, Kerang District Health, Mallee Track Health and Community Service, Mildura Base Public Hospital, Robinvale District Health Services, Rochester & Elmore District Health Service, Swan Hill District Health.	Bendigo Health
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## 2. Is This Role Right for Me?

### What professions are being recruited?

The pilot sites are recruiting the following Allied Health Professions.

Loddon Mallee Local Health Service Network (LMLHSN)	Exercise Physiologists, Occupational Therapists, Physiotherapists, Podiatrists, Radiographers, Social Workers and Speech Pathologists.
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If your profession is not listed, unfortunately we can't recruit you in to the Allied Health Leave Reliever Pool Pilot.

### What level of skills and experience are required?

The pilot is primarily recruiting Grade 2 Allied Health Professionals, with some opportunities for Grade 3 practitioners. Grade 2 roles generally require demonstrated professional capability equivalent to approximately four years of experience or assessed competence by the employing service.

### Are these roles suitable for Grade 1 practitioners?

Yes. We particularly welcome applications from experienced Grade 1 clinicians seeking to transition into Grade 2 roles and broaden their experience across settings.

### Can I work part time or full time?

Yes. Opportunities may be offered on a full-time or part-time basis depending on service requirements and available positions.

### Will I have one employer or multiple employers?

While you will work across a network of health services, you will be employed by the Lead Agency in your LHSN.

### Are these roles suitable for Working Holiday Maker (WHM) Visa holders?

Yes. WHM holders generally can only work for one employer for 6 months, but this does not apply to these roles as:

- The health industry is exempt to condition 8547, and
- You will work for the same employer but in different locations.

Applicants who need a WHV visa are responsible for independently applying for this prior to us making an offer.

For more information go to [Working Holiday Maker Program](#)

### **Do you offer skilled migration sponsorships?**

Unfortunately, we cannot sponsor overseas applicants due to the length of time it takes to apply for skilled migration sponsorship, and the short-term funding of this project.

## **3. What Will the Role Look Like?**

### **Where would I work?**

Leave Relievers will work across participating health services within their network. Placements are based on operational need, scope of practice, workforce priorities and travel capacity.

### **Will I work across different clinical settings?**

Yes. Placements may include inpatient acute and subacute care, outpatient services, community services, NDIS and aged care programs where these are delivered by participating health services.

### **How are placements arranged?**

Most placements are arranged well in advance. Health services submit a leave relief request, and the Lead Agency coordinates the allocation and confirms the details with both the service and the Leave Reliever.

To support stability and high-quality care, placements are generally:

- A minimum of two weeks, and
- Up to one month in most cases.

This structure ensures that:

- Health services can plan confidently around when and how their request will be covered, and
- Leave Relievers have enough time to orientate, understand local processes, build rapport with the team, and make a meaningful contribution.

While occasional short-notice placements may occur (for example, unexpected leave), the majority are planned, predictable, and long enough for clinicians to feel settled and effective.

### **What travel is involved?**

To travel to regional and rural sites, due to limited public transport options, Leave Relievers will need to drive.

Due to limited pool cars, Leave Relievers will be asked to drive their own cars to placement sites. Leave Relievers will be reimbursed for this expenditure.

If you do not have access to a reliable car, you will need to talk to the relevant Lead Agency about your options.

Travel requirements vary dependent on placements. Placement planning considers operational need, scope of practice, travel capacity and personal circumstances where possible.

Travel associated with placements occurs within paid work time, team members are not expected to travel in their own personal time.

### **Can I express preferences about placements?**

Yes. While placements are determined based on service need and scope of practice, Lead Agencies will consider travel capacity, availability and personal circumstances where operationally possible.

### **Is accommodation provided?**

Yes, although there are variances between LHSNs depending on the local health service.

Due to the size of Loddon Mallee, if overnight accommodation is required to undertake a placement, it will be arranged at no cost to the employee.

### **What orientation, support and professional development is offered?**

Lead Agencies are responsible for ensuring all team members receive:

- Mandatory training,
- Orientation,
- Professional clinical supervision, and
- Professional development opportunities.

Participating health services are responsible for providing site orientation.

### **What does success in this role look like?**

Successful Leave Relievers are adaptable, collaborative and curious. They enjoy variety, are interested in understanding how services work and building relationships across teams, and are comfortable stepping into different environments while maintaining high-quality care.



#### 4. Employment Conditions and Benefits

##### What salary and conditions apply?

Leave Relievers are employed under the [Allied Health Professionals \(Victorian Public Sector\) \(Single Interest Employers\) Enterprise Agreement 2021-2026](#)

##### What incentives and benefits are offered?

Benefits include:

- Travelling Allowance,
- Working Away from Home Allowance,
- [Salary packaging](#) ,
- [Fitness Passport](#) ,
- Communities of Practice,
- Professional development bonus, and
- The ability to fast track your career by broadening your scope of practice across diverse settings and services.

#### 5. What Happens After the Pilot?

The program is currently funded for 12 months and will be formally evaluated. Subject to outcomes and future funding, further opportunities may become available. Regardless of future funding, participants will gain broad experience, expand their scope of practice and build valuable professional networks across their region. This is an opportunity to ‘try before you buy’.

#### 6. Recruitment and Applications

##### How long are you recruiting for?

Recruitment will continue until the 31/7/26 and may close early if positions are filled.

##### How do I apply?

Applications are completed through the relevant Lead Agency recruitment process, as detailed below.

Loddon Mallee Local Health Service Network (LMLHSN)	Generic <a href="https://careers.lmhn.org.au/job/Loddon-Mallee-Allied-Health-Reliever-Pool-Bend/1358248666/">https://careers.lmhn.org.au/job/Loddon-Mallee-Allied-Health-Reliever-Pool-Bend/1358248666/</a>  Radiography <a href="https://careers.lmhn.org.au/job/Radiographer-Loddon-Mallee-Reliever-Pool-Bend/1362400466/">https://careers.lmhn.org.au/job/Radiographer-Loddon-Mallee-Reliever-Pool-Bend/1362400466/</a>
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Prior to completing the on-line form, please have ready your current Curriculum Vitae and a cover letter indicating how you meet the selection criteria.

**Who do I contact for more information?**

Please contact the nominated contact person for your LHSN, as detailed below.

Loddon Mallee Local Health Service Network (LMLHSN)	Beverley Scott (she/her) Loddon Mallee Allied Health Workforce Lead (Allied Health Leave Reliever Pool Coordinator) Phone: 0460 300 558 Email: <a href="mailto:BRScott@bendigohealth.com.au">BRScott@bendigohealth.com.au</a>
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