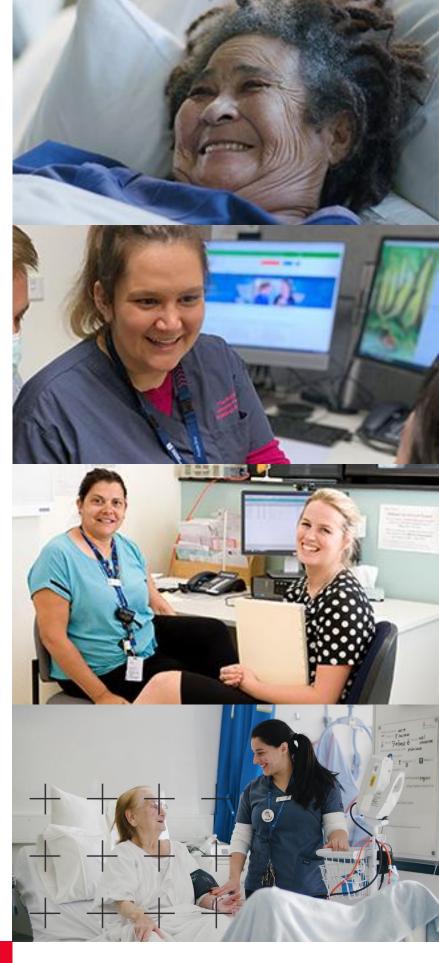
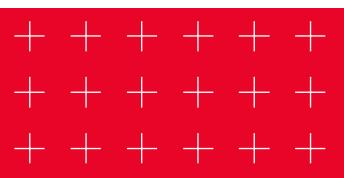


# Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team





Position Description

First Nations Cadet, Allied Health





### THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

### **OUR VISION**

# Advancing health for everyone, every day.

### THE MELBOURNE WAY

People are at the heart of everything

understand how we can make the

most positive difference for them.

we do. We take the time to

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

## **People First**



Lead with Kindness

unique.



Together Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit —



True excellence is only possible when we work as one Royal Melbourne Hospital community. embracing the things that make us all Through collaboration, we set the highest of standards and achieve our goals.

**Excellence** 

### **OUR PRIORITIES**

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

- 1. Be a great place to work and a great place to receive care
- 2. Grow our Home First approach
- 3. Realise the potential of the Melbourne Biomedical Precinct
- 4. Become a digital health service
- 5. Strive for sustainability





# **Position Description**

**Position Title:** First Nations Cadet, Allied Health

Service: Allied Health

**Location:** The Royal Melbourne Hospital – multiple sites

**Reports To:** Relevant Professional Manager

Enterprise Agreement: Victorian Public Health Sector (Health and Allied

Services, Managers and Administrative Workers) Single

Interest Enterprise Agreement 2021-2025

Classification: IN28-IN29

**Employment Status:** Fixed Term

Immunisation Risk Category: Category A

**Date of Review:** September 2025

### **BACKGROUND**

The First Nations cadet is an individual who identifies as a First Nations (Aboriginal and/or Torres Strait Islander) person, who is enrolled in a course of study (Bachelor-degree or Masters level entry degree) that will lead to a certified allied health discipline. For this role, allied health includes Social Work, Physiotherapy, Occupational Therapy, Speech Pathology, Dietetics, Podiatry, Psychology, Audiology, Music Therapy, or Pastoral Care. The cadet is required to have progressed beyond the first year of their studies and be maintaining a pass grade in all subjects.

The First Nations cadetship program seeks to increase employment opportunities for First Nations people as undergraduate students. The RMH endeavours to develop a diverse cultural workforce, become more culturally responsive and improve the status of First Nations health by providing stronger links to community.

### **POSITION SUMMARY**

The purpose of this position is to provide the cadet with pre-graduation professional experience whilst undertaking tertiary allied health studies. The position works under the direction of a registered Allied Health Professional (AHP) or other departmental manager and supports the team in providing patient care. The cadetship program and departmental rotations will be matched to the needs of individual cadets. The cadet will provide basic direct care activities and assist the AHP in accordance with the plan of care and under the supervision of an AHP or relevant departmental head.

The cadet position is a collaborative relationship between candidates studying for and in their second or third year of the Bachelor and/or Masters degree in an allied health discipline, and relevant services at RMH who provide placements for cadets as part of the Victorian Aboriginal Allied Health Cadetship Pilot.





In the initial phases the cadet will be rostered only Monday–Friday shifts. Other hours of work including weekend shifts may be required after the initial phases and will be negotiated on an individual basis with each cadet.

The cadet is directly supported by the First Nations Health Unit and the Elder in Residence.





### **KEY ACCOUNTABILITIES**

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- · Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other Participate in community activities at the request learning activities.
- Seek feedback on your work including participation in
  Understand the organisation's key role in annual performance discussion.
- · Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are
  Provide culturally specific support to RMH patients developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Ensure appropriate information and data management
- Help collect accurate healthcare information and maintain accurate healthcare documentation as required.
- · Communicate effectively with patients, their families and other healthcare team members.
- Provide supportive care as directed by the allied health professional.
- Re-stock or collect equipment or supplies as directed by the allied health professional.

- Assist the allied health professional with discharge planning.
- Undertake any duties within the scope of practice of the cadet under the direction and supervision of an allied health professional.
- Contribute to departmental operational plans and accreditation outcomes.
- Demonstrate excellent customer services.
- of, or as directed by, the allied health professional.
- educating health professionals and promotes a friendly, respectful and supportive environment for student/trainees of all disciplines
- who identify as First Nations people.
- Support First Nations cultural respect in the organisation by acknowledging and promoting NAIDOC week and other significant Indigenous events and occasions.
- Support the health services' approach to cultural safety and cultural awareness training.
- · Actively engage in professional development and model a commitment to lifelong learning.
- Contribution to the RMH Cultural Safety and Reconciliation Action Plans as required.
- Practice and promote the RMH Values.

### **KEY RELATIONSHIPS**

### Internal

- First Nations Health Unit
- First Nations Governance Committee
- Allied health, nursing and medical workforces
- Cultural Diversity Coordinator
- Diversity and Inclusion Advisor

### External

- University Partners
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Victorian Aboriginal Health Service (VAHS)
- Wurundjeri Woi Wurrung Cultural Heritage **Aboriginal Corporation**





### **KEY SELECTION CRITERIA**

### Formal Qualifications

 Currently studying undergraduate (Bachelor or Masters-entry) degree which will result in an allied health discipline qualification. Successful completion of first year of studies.

### Essential:

- Commitment to live the Melbourne Way putting people first, leading with kindness and achieving excellence together.
- A person who is of Aboriginal and/or Torres Strait Islander descent and accepted by the Victorian First Nations Community
- Strong personal commitment to diversity and inclusion, with a focus on Reconciliation and selfdetermination for First Nations peoples
- Knowledge of principles and practices supporting First Nations person-centred care and participation in health
- Demonstrated knowledge of, and commitment to the provision of First Nations health services in a mainstream health, primary care or welfare sectors.
- · Well-developed interpersonal, oral and written communication skills
- Ability to support initiatives that could improve the cultural sensitivity and accessibility of services throughout Melbourne Health for First Nations patients and their families
- Computer skills and experience in Microsoft applications
- Demonstrated problem solving and organisational skills

### Desirable:

Understanding of the operations of a major teaching hospital or similar health care setting

### AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

### **ACCEPTANCE**





accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.					
Employee Signatur	e				
Employee Name (p	lease print)				
1	1				
Date					

This document features artwork from Walk Together – Dixon Patten, Gunnai and Yorta Yorta, Bayila Creative