

# Frequently asked questions

## What is a First Nations Cadetship?

### Can I do a cadetship if I don't identify as Aboriginal and or Torres Strait Islander origin?

If a student does not identify as Aboriginal and or Torres Strait Islander, they will not be eligible for this program. The First Nations Cadetship program is for students who are of Aboriginal and or Torres Strait Islander origin.

### Do I need to be studying full time?

Yes, as per Queensland Health's Indigenous Cadetship Support Policy it is a requirement that cadets are enrolled in full time tertiary studies.

### Why should I do a cadetship with Queensland Health?

The Cadetship Program is an immersive experience in the area you're studying to further develop your professional skills and support you to achieve your professional qualification.

### How will I be culturally supporting in the cadetship program?

The Cadetship program work with the cadet and hosting site to ensure a culturally safe environment for cadets by providing one-on-one cultural mentoring, cultural awareness training to line managers and a state-wide peer networking group that meets monthly. The Cadetship Program has an allocated Cultural Capability Officer who the cadet can access at any point of their cadetship.

### What does a cadets employment contact look like?

Cadets are employed as a temporary part time employees, receiving a 12-month contract to complete 60 days of paid work placement within Queensland Health.

### What local support does a cadet receive?

1. A cadet will have an operational line manager who is responsible for all human resourcing and ensuring the cadet attends their shifts and is getting the most out of this experience.
2. A supervisor/clinical supervisor who is responsible for the cadet to be working safely within their scope and developing their skills on-the-floor.
3. Work unit – the cadet will create a professional network with the staff they are working with as well as other staff within that hospital location.
4. The program encourages and promotes all cadets to be engaged with the Aboriginal and Torres Strait Islander Workforce at the hosting hospital site.



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## **Do I have to study on campus full time or is online accepted?**

Students who study either online, on campus, or both are eligible for the First Nations Cadetship program.

## **What are some reasons that my start date could be delayed?**

Each Hospital and Health Service have different onboarding requirements, and some take longer than others to process all the commencement mandatory paperwork. A common delay is applicants not completing the Vaccine Preventable Disease (VPD) paperwork correctly by not attaching up to date serology from their General Practitioner (GP). Please ensure if you apply you complete ALL paperwork correctly to ensure there are no delays in processes your paperwork.

## **When would I be starting my Cadetship hours?**

Cadets should have completed their orientation and first few shifts by 31 January 2025. Each Hospital site will have their own orientation programs specific to the site, discipline, and area you will be working in, your Line Manager will enrol you into the required orientation activities.

## **Is there an age limit to do a cadetship?**

No, there is no age limit to apply and participate in the First Nations Cadetship program.

## **Do university placement hours count towards cadetship hours?**

As per Queensland Health's Indigenous Cadetship Support Policy and University mandatory requirements, Cadetship hours cannot be counted towards university placement hours as the cadetship hours are paid-work placement.

## **Can cadets drive QLD Health fleet cars?**

Yes, Cadets are Queensland Health employees, therefore have the same duties as any other employee.

## **Can cadets work on weekends?**

No, cadets can only work standard business hours, Monday- Friday. The cadetship team cannot cover penalty rates as per the policy Queensland Health's Indigenous Cadetship Support Policy.

## **How do cadet workdays get determined?**

Cadets rostered shifts are a mutual agreement between the line manager and cadet. Cadet's will work with their line manager to create a schedule around their university classes and placement commitments. Line managers need to ensure there is always suitable supervision on the shift a cadet wants to work.

## **What happens if I do not successfully pass all university subjects while doing a cadetship?**

If you do not pass all university subjects, this will result in being withdrawn from the Cadetship Program.

## What stream is the cadet employed under?

- Corporate services cadets are employed as AO2, you can access further wage information via the link - [Admin-stream\\_HHS\\_wage-rates.pdf](#) (health.qld.gov.au)
- Allied health Cadets are employed as either HP1, you can access further wage information via the link- [Health-Pract\\_wage-rates.pdf](#)
- Nursing and Midwifery cadets are employed as either a NG1 AIN (if they have sterilisation certificate, they can be a grade 2), NG2 USIM/ USIN or NG3 Enrolled nurse. If they're 50 % completed their degree (3 years total) so 1 and a half year complete- they can go from AIN to UNSIM/N due to scope being wider. You can access further wage information via the link - [Wage rates - Nursing Stream | Queensland Health](#)

## How do cadets keep track of their hours worked?

Cadets keep track of actual hours worked via keeping timesheets locally with their line manager. It is the responsibility of the cadet to stay on track with their hours. Line managers and the Cadetship Program team will monitor that the cadet is on track with their hours throughout the 12-month period.

## What happens when I go to university placement?

You will continue to receive the AFL Sports Ready study allowance to support you financially through your placement period.

## How will I get paid?

Queensland Health and AFL Sports Ready pay fortnightly on alternate weeks. This means you will receive an income payment each week. Example, week 1 – Payment from AFL Sports Ready, week 2 – Queensland Health wage. Both the wage and allowance are paid as equal fortnightly payments into your nominated bank account.

## When will I receive my first Queensland Health wage payment?

All new staff to QLD Health do not receive their first pay until 4 weeks after their initial start date.

## Can a student only do a cadetship once or are they able to do it each year they're studying at university?

A First Nations Cadetship can typically be completed for the whole duration of the university degree. This is the same for the AFL Sports Ready Study Allowance. This means that a cadet can start their first cadetship in year one of university, then roll over into a second year (if all requirements are met), until they graduate their undergraduate degree.