

# Workforce Attraction Incentive Scheme

## Guideline

### 1. Purpose

To address the workforce challenges to attract a health workforce, particularly in rural and remote Queensland, the workforce attraction incentive scheme (incentive scheme) has been introduced, effective from 1 November 2023

There are two incentive scheme programs on offer:

- 1.1. Incentive Scheme 1 - Interstate or international transfer payment for relocation and work in Queensland (Qld) within a location as identified in the Modified Monash Model (MMM) as MMM1 to MMM3.
- 1.2. Incentive Scheme 2 - intrastate (from Qld within MMM1 to MMM3), interstate or international transfer payment for relocation and work in Qld within a location as identified as MMM4 to MMM7.

The purpose of this guideline is to clarify the details of the incentive scheme.

### 2. Scope

#### **2.1. Incentive scheme 1 – Interstate or international transfer payment for relocation and work in Queensland (Qld) within a location as identified in the Modified Monash Model (MMM) as MMM1 to MMM3.**

Eligible health workers must move to a Queensland location MMM 1 to 3 from interstate or international jurisdictions and takes up permanent or temporary fixed term equal to or greater than 12 months (this includes international visa appointments (requiring sponsorship)) employment in a HHS or Queensland Health will receive:

- a \$10,000 payment (less tax) upon commencement; and
- a further \$10,000 (less tax) following the completion of 12 months satisfactory performance and continuous service.

An eligible GP VMO who commences employment with a HHS or Queensland Health in a location within MMM1 to MMM3 and who upon commencement is also engaged in the provision of private rural generalist/general practice work in the community for the balance of 1.0FTE, will receive the full commencement payment of \$10,000 and further payment of \$10,000 following the completion of 12 months satisfactory performance and continuous service. Payment of the full amount is subject to the provision of evidence acceptable to the delegate. For example, a statutory declaration, a letter from the medical practice entity confirming the rural practitioner's engagement and hours, other suitable evidence.

Other eligible VMOs and SMOs, working in a Qld MMM1 to MMM3 location, will receive a pro-rated payment in line with their full time equivalent.

**IMPORTANT NOTES in relation to Incentive scheme 1 – Interstate or international transfer to Queensland (MMM 1 to 3)**

**Scheme 1 Eligibility**

- *New employee, interstate, or international transfer*
- *All eligible roles under in section 4. (Key Definitions)*
- *Visiting Medical Officers (VMO).*
- *Fixed Term employees relocating, requiring Visa sponsorship equal to, or greater than 12 months, to the date of the life of the scheme or eligibility amount, whichever comes first.*
- *For part-time employment, a pro-rata amount will be paid based on the part-time hours of work (percentage) except GPs.*

**Scheme 1 Clause**

- *Eligible health workers may only make one application for the scheme*
- *Where an eligible health worker does not reach 12 months of continuous service by 30 December 2026, they will not be entitled to the 12 months continuous service payment.*

**This incentive scheme does not apply to:**

- *Intrastate transfers*
- *Temporary fixed-term appointments less than 12 months*
- *Casuals*
- *Contractors*
- *Agency Staff*
- *Students*
- *Non-clinical workforce*
- *Other contingent workforce who are not Queensland Health permanent appointments*

**2.2. Incentive scheme 2 -Intrastate (from MMM1 to MMM3), interstate or international transfer payment to relocate and work in Qld within a location identified as MMM4 to MMM7.**

Incentive Scheme 2 is available to an eligible health worker who:

- is an existing HHS or Queensland Health employee working in Qld (MMM1to MMM3);
- or
- is a new HHS or Queensland Health employee from intrastate, interstate, or international jurisdictions (this includes international visa appointments (requiring sponsorship) equal to or greater than 12 months);
- and
- relocates to Qld (MMM4 to MMM7);
- and
- takes up permanent or temporary fixed-term employment (equal to or greater than 12 months) in a HHS or Queensland Health location in Qld (MMM4 to MMM7).

They will receive:

- \$30,000 (less tax) upon commencement;
- a further \$20,000 (less tax) following the completion of 12 months satisfactory performance and continuous service within Queensland Health, outside of Southeast Queensland;
- a further \$20,000 (less tax) following the completion of 24 months satisfactory performance and continuous service within Queensland Health, outside of Southeast Queensland.

An eligible GP VMO who commences employment with a HHS or Queensland Health in a location within MMM4 to MMM7 and who upon commencement is also engaged in the provision of private rural generalist/general practice work in the community for the balance of 1.0FTE, will receive the full commencement payment of \$30,000, a further payment of \$20,000 following the completion of 12 months satisfactory performance and continuous service and a further payment of \$20,000 following the completion of 24 months satisfactory performance and continuous service. Payment of the full amount is subject to the provision of evidence acceptable to the delegate. For example,

a statutory declaration, a letter from the medical practice entity confirming the rural practitioner's engagement and hours, other suitable evidence.

Other eligible VMOs and SMOs, working in a Qld MMM4 to MMM7 location, will receive a pro-rated payment in line with their full time equivalent.

***IMPORTANT NOTES in relation to Incentive scheme 2 – Interstate or international transfer to Southeast Queensland payment***

**Scheme 2 Eligibility**

- *Eligible health workers are defined in section 4. (Key Definitions)*
- *New employee, interstate, international transfer or from QLD Location MMM 1 to 3*
- *Existing, qualified Queensland Health staff across all eligible roles taking up a role outside of Qld Location MMM 1 to 3.*
- *Inclusion of new Junior Doctors (PGY2), includes the nationally recognised RMO year. Which may fall short of 12 months of service.*
- *Inclusion of new VMOs. Duration equal to or greater than 12 months, including (outside MMM 1 to 3 Qld Locations) renewals, to the date of the life of the scheme or eligibility amount, whichever comes first.*
- *GP VMO may receive the full incentive regardless of their FTE with QH.*
- *Inclusion of temporary roles to accommodate relocating international talent, requiring Visa sponsorship for a duration equal to or greater than 12 months, to the date of the life of the scheme or eligibility amount, whichever comes first.*
- *For part-time employment, a pro-rata amount will be paid based on the part-time hours of work (percentage) except GPs.*

**Scheme 2 Clause**

- *Eligible health workers may only make one application following 12 months of continuous service.*
- *Where an eligible health worker does not reach 12 months of continuous service by 30 December 2026, they will not be entitled to the 12 months continuous service payment.*
- *Where an eligible health worker does not reach 24 months of continuous service by 30 December 2026, they will not be entitled to the 24 months continuous service payment.*

**This incentive scheme does not apply to:**

- *Casuals*
- *Contractors*
- *Agency staff*
- *Visiting Medical Officer independent contractor*
- *Students*
- *Non-clinical workforce*
- *Eligible health workers who wish to transfer between locations within QLD Locations MMM 4 to 7 will not be eligible for this incentive.*

### 3. Application of the incentive scheme

The incentive scheme is in addition to Queensland Health's industrial instruments which provide a range of employment conditions already operating as incentives for health workers.

Decision to approve role's eligibility and payment must be made in accordance with Health Employment Directive 06/23.

### **3.1 Incentive scheme 1 - Interstate or international transfer payment for relocation and work in Queensland (Qld) within a location as identified in the Modified Monash Model (MMM) as MMM1 to MMM3.**

- 3.1.1 Eligible health workers for this incentive scheme will be identified through the recruitment and selection process, managed by the employing area.
- 3.1.2 Full-time eligible health worker will receive a payment of \$10,000, less tax and following commencement. For part-time eligible health workers, a pro-rata amount will be paid based on the part-time hours of work (percentage).
- 3.1.3 Full-time eligible health worker will receive a payment of \$10,000 less tax, following the completion of 12 months satisfactory performance and continuous service. For part-time eligible health workers, a pro-rata amount will be paid based on the part-time hours of work (percentage).
- 3.1.4 Payments are made via Queensland Health's payroll system on the first available pay period following commencement and following the completion of 12 months satisfactory performance and continuous service.

### **3.2 Incentive scheme 2 – Intrastate (from MM1 to MM3), interstate or international transfer payment to relocate and work in Qld within a location identified as MM 4 to MM7.**

- 3.2.1 Eligible health workers for the incentive scheme will be identified through the recruitment and selection process, managed by the employing area.
- 3.2.2 Upon commencement in a location identified MMM4-7, full-time eligible health workers will receive a payment of \$30,000, less tax. For part-time eligible health workers, a pro-rata amount will be paid based on the part-time hours of work (percentage).
- 3.2.3 Full-time eligible health workers will receive a payment of \$20,000, less tax, following the completion of 12 months satisfactory performance and continuous service in a location identified MMM4-7. For part-time eligible health workers, a pro-rata amount will be paid based on the part-time hours of work (percentage).
- 3.2.4 Full-time eligible health workers will receive a payment of \$20,000, less tax, following the completion of 24 months satisfactory performance and continuous service in a location identified MMM4-7. For part-time eligible health workers, a pro-rata amount will be paid based on the part-time hours of work (percentage).
- 3.2.5 Payments are made via Queensland Health's payroll system on the first available pay period and following the completion of 12 months satisfactory performance and continuous service in a location identified as outside of South East Queensland.

### **3.3 General payment information**

- 3.3.1 The incentive scheme payments are to be paid to individual employees via payroll and are subject to Pay-As-You-Go (PAYG) withholding to meet end of year tax liabilities.
- 3.3.2 The incentive scheme payment will be treated as Ordinary Time Earnings for Commonwealth superannuation guarantee but does not form part of superannuable salary for State superannuation purposes.
- 3.3.3 The incentive scheme payment is not all purpose and is not to be included for the calculation of overtime, penalties and leave loading.

## **4. Definitions**

### **Continuous service**

For the purposes of the Incentive Scheme programs, continuous service means a period of unbroken engagement, including periods of authorised leave or absence, noting:

- any unpaid leave in excess of six weeks is not recognised as service for the purposes of the payment and the eligible health worker must serve the additional period at the end of the 12 months before they may be eligible for the 12 months continuous service payment for either Incentive Scheme 1.

- any unpaid leave in excess of six weeks is not recognised as service for the purposes of the payment and the eligible health worker must serve the additional period at the end of the 24 months before they may be eligible for the 12 months and 24 month continuous service payment for Incentive Scheme 2.
- when an eligible health worker is seconded to another position which is not eligible for the Incentive Scheme, the time prior to the secondment is to be recognised as service for the Incentive Scheme payment on return to the substantive position.
- when an eligible health worker is seconded out of a Queensland location MMM 1 to 3, the time prior to the secondment is to be recognised as service for the Incentive Scheme payment on return to the substantive position.
- when an eligible health worker resigns or permanently transfers to a non-eligible position, they are not to retain any recognition of service for the purpose of the Incentive Scheme payment.
- Any period of service that is broken, other than for the reasons stated above, is not recognised as service for the provision of the Incentive Scheme payment.

### Eligible health worker - Incentive Scheme 1

A health worker who relocates to Queensland location MMM 1 to 3, from interstate or international jurisdictions and who takes up permanent or temporary (greater to or equal to 12 months) employment in a clinical role across Queensland Health in the following categories:

<p><b>Eligible health worker</b></p>	<p>A health worker who takes up employment, subject to the conditions of Incentive Scheme 1 or Incentive Scheme 2, in a clinical role in a HHS or Queensland Health in the following categories:</p> <ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander Health Practitioners, Health Workers, Mental Health Workers, and Liaison Officers</li> <li>• Anaesthetic Technicians</li> <li>• Art Therapists</li> <li>• Audiologists</li> <li>• Biomedical Engineers, including Clinical Engineers</li> <li>• Biomedical Technicians</li> <li>• Breast Imaging Radiographers</li> <li>• Cardiac Perfusionists</li> <li>• Chemists and/or Radio-Chemists</li> <li>• Clinical Measurement Scientists and Technicians</li> <li>• Clinical Physiologists, including Cardiac Sleep and Respiratory scientists and neurophysiologists</li> <li>• Dietitians/Nutritionists</li> <li>• Environmental Health Officers</li> <li>• Epidemiologists</li> <li>• Exercise Physiologists</li> <li>• Forensic Scientists and Technicians</li> <li>• Genetic Counsellors</li> <li>• Health Promotion Officers</li> <li>• Leisure Therapists</li> <li>• Mammographers</li> <li>• Medical Entomologists</li> <li>• Medical Illustrators</li> <li>• Medical Laboratory Scientists and Technicians</li> <li>• Music Therapists</li> <li>• Neurophysiologists</li> <li>• Nuclear Medicine Technologists</li> <li>• Nutritionists</li> <li>• Occupational Therapists</li> <li>• Optometrists and Orthoptists</li> </ul>
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	<ul style="list-style-type: none"> <li>• Orthotists, Prosthetists and Technicians</li> <li>• Patient Safety Officers</li> <li>• Physicists including Radiation Oncology Medical Physicists, Nuclear, Medical Physicists, Radiology Medical Physicists, and Health Physicists</li> <li>• Radiation Therapists</li> <li>• Perfusionists</li> <li>• Pharmacists and Technicians</li> <li>• Physiotherapists</li> <li>• Podiatrists</li> <li>• Public Health Officers</li> <li>• Psychologists including Clinical and Neuropsychologists</li> <li>• Radiographers/Medical Imaging Technologists</li> <li>• Rehabilitation Engineers and Technicians</li> <li>• Researchers, Clinical Trial Coordinators and Data Collection Officers</li> <li>• Scientists – Environmental Health</li> <li>• Social Work Associates</li> <li>• Social Workers</li> <li>• Sonographers, including General Sonographer, Cardiac Sonographer, Vascular Sonographer, Breast Sonographer and Obstetric (Fetomaternal) Sonographer</li> <li>• Speech Pathologists</li> <li>• Welfare Officers</li> <li>• Oral Health Therapists</li> <li>• Dental Prosthetists</li> <li>• Dental Therapists</li> <li>• Dental Technicians</li> <li>• Dentists</li> <li>• Senior Medical Officers</li> <li>• Visiting Medical Officers – General Practitioners (GPs)</li> <li>• Visiting Medical Officers – other than GPs (Incentive Scheme 2 only)</li> <li>• Resident Medical Officers – excluding Interns (Incentive Scheme 2 only)</li> <li>• Principal House Officer (PHO)</li> <li>• Midwives</li> <li>• Registered Nurses</li> <li>• Nurse Practitioners</li> <li>• Enrolled Nurses.</li> </ul>
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**Eligible health worker - Incentive Scheme 2**

A health worker who relocates to outside of Intrastate (from MMM1 to MMM3), interstate or international transfer payment to relocate and work in Qld within a location identified as MMM 4 to MMM7 who takes up permanent employment or temporary (greater to or equal to 12 months) in a clinical role across Queensland Health in the following above categories for Scheme 1.

**Hospital and Health Services (HHS)**

A statutory body established under the *Hospital and Health Boards Act 2011* responsible for the provision of public sector health services for a geographical area, which includes one or more health facilities.

**Qld Locations Defined under the Monash Model**

The Modified Monash Model (MMM) is an Australian Government metric to define whether a location is a city, is rural, remote, or very remote. The model measures remoteness and population size on a scale of Modified Monash (MMM) category.

[https://www.health.gov.au/sites/default/files/documents/2019/12/modified-monash-model-mmm-suburb-and-locality-classification-home-care-subsidy-modified-monash-model-suburb-and-locality-classification-home-care-subsidy\\_0.pdf](https://www.health.gov.au/sites/default/files/documents/2019/12/modified-monash-model-mmm-suburb-and-locality-classification-home-care-subsidy-modified-monash-model-suburb-and-locality-classification-home-care-subsidy_0.pdf)

**Queensland Health (the department)**

Queensland Health includes:

- Office of the Director-General
  - Office of the Chief Health Officer
  - Office of the Chief First Nations Health Officer
  - Office of the Chief Operating Officer
  - Clinical Excellence Queensland
  - Clinical Planning and Service Strategy Division
  - Corporate Services Division
  - eHealth Queensland
  - Health Capital Division
  - Healthcare Purchasing and System Performance Division
  - Queensland Public Health and Scientific Services
  - Strategy, Policy, and Reform Division
- any successor agency of those listed above however so named.