

Health Employment Directive No. 02/23

Effective Date:
1 July 2023

Supersedes:
n/a

Workforce Attraction Incentive Scheme

1. Compliance

Compliance with this health employment directive (HED) is mandatory.

2. Purpose

The purpose of this HED is to outline the arrangements for the Workforce Attraction Incentive Scheme (Incentive Scheme) for eligible health workers.

3. Legislative Provision

Section 51A of the *Hospital and Health Boards Act 2011* (the Act).

4. Application

This HED applies to eligible health workers (as defined) engaged under the Act in hospital and health services (HHSs) and Queensland Health (the department).

5. Related documents

- *Hospital and Health Boards Act 2011*
- *Workforce Attraction Incentive Scheme Guideline*
- *Workforce Attraction Incentive Scheme Process Guide*
- Workforce Attraction Incentive Scheme form

6. Incentive Scheme Programs

The Incentive Scheme commences 1 July 2023 and ends 30 June 2025.

Where an eligible health worker does not reach 12 months continuous service by 30 June 2025, they will not be entitled to the 12 months continuous service payment as prescribed in 6.1.2 and 6.2.2. For example, a health worker would need to be employed by 1 July 2024 and undertake 12 months of continuous service by 30 June 2025 to qualify for the final payment/s under the Incentive Scheme.

An eligible health worker may only make one application following commencement and 12 months continuous service.

The Incentive Scheme programs provide payments for eligible health workers who are appointed in a permanent full-time or part-time capacity only.



There are two incentive scheme programs on offer:

- Incentive Scheme 1 - Interstate or international transfer payment
- Incentive Scheme 2 - Medical practitioner rural and remote transfer payment.

Eligible health workers for each Incentive Scheme program are defined in Section 8 – Definitions.

A medical practitioner may qualify for both Incentive Scheme 1 and Incentive Scheme 2.

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

Eligible health workers for the Incentive Scheme programs will be identified through the recruitment and selection process, managed by the employing area.

Payments under the Incentive Scheme program are paid to individual employees via payroll and are subject to Pay-As-You-Go (PAYG) withholding to meet end of year tax liabilities.

Incentive Scheme payments will be treated as Ordinary Time Earnings for the Commonwealth superannuation guarantee but do not form part of superannuable salary for State superannuation purposes.

Incentive scheme payments are not all purpose and are not to be included for the calculation of overtime, penalties and leave loading.

6.1 Incentive Scheme 1 - Interstate or international transfer payment

Incentive Scheme 1 is available to an eligible health worker who relocates to Queensland from an interstate or international jurisdiction to take up permanent employment in a clinical role in a HHS or Queensland Health in the categories identified in section 8 – Definitions.

The Incentive Scheme 1 does not apply to:

- Intrastate transfers
- Temporary fixed-term appointments
- Casuals
- Contractors
- Agency staff
- Visiting Medical Officer independent contractors
- Students
- Non-clinical workforce
- Other contingent workforce who are not Queensland Health permanent appointments.

6.1.1 Commencement payment

Full-time eligible health workers will receive a payment of \$10,000, following commencement.

Part-time eligible health workers will receive a pro-rata amount, based on the part-time contracted hours of work, (percentage) following commencement.

An eligible part-time medical practitioner who commences permanent employment of at least 0.5 full-time equivalent (FTE) 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. 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 generalist/general practitioner's engagement and hours, other suitable evidence.

Part-time medical practitioners also refer to sections 6.2.1 and 6.2.2 below.

Payments are made via Queensland Health's payroll system on the first available pay period following commencement.

6.1.2 12 months continuous service payment

Full-time eligible health workers will receive a payment of \$10,000, following the completion of 12 months continuous service.

Part-time eligible health workers will receive a pro-rata amount, based on the part-time contracted hours of work (percentage) following the completion of 12 months continuous service.

An eligible part-time medical practitioner employed at least 0.5FTE and who is engaged in private rural generalist/general practice for the balance of 1.0FTE, will receive the full payment upon the completion of 12 months continuous service in both their employment and the private work. 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 generalist/general practitioner's continuous engagement and hours, other suitable evidence.

Part-time medical practitioners also refer to sections 6.2.1 and 6.2.2 below.

Where an eligible health worker does not reach 12 months continuous service by 30 June 2025, they will not be entitled to the 12 months continuous service payment.

Payments are made via Queensland Health's payroll system on the first available pay period following completion of 12 months continuous service.

6.2 Incentive Scheme 2 – Medical practitioner rural and remote transfer payment

Incentive Scheme 2 is available to a medical practitioner from intrastate, interstate or international jurisdictions who relocates and is permanently appointed as a senior medical officer and commences in a HHS or Queensland Health location identified in the Modified Monash Model (MMM) as MM4 to MM7.

Where a medical practitioner holds aggregate or concurrent positions, only service in the relevant MM4 to MM7 location is eligible.

Incentive Scheme 2 **does not** apply to:

- Existing employee medical practitioners currently working in Queensland locations in Modified Monash Model MM4 to MM7
- Temporary fixed-term appointments
- Casuals
- Contractors
- Locums
- Students
- Visiting Medical Officer independent contractors
- Other contingent workforce who are not HHS or Queensland Health permanent appointments.

6.2.1 Commencement payment

Full-time eligible medical practitioners will receive a payment of \$25,000, three months following commencement in a location identified as MM4 to MM7.

Part-time eligible medical practitioners will receive a pro-rata amount, based on the part-time contracted hours of work, three months following commencement in a location identified as MM4 to MM7.

An eligible part-time medical practitioner who commences permanent employment of at least 0.5 full-time equivalent (FTE) in a location identified as MM4 to MM7, will receive the full commencement payment of \$25,000 three months following commencement when the medical practitioner is also engaged at that time in private rural generalist/general practice in the MM4 to MM7 location for the balance of 1.0FTE. 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 generalist/general practitioner's engagement and hours, other suitable evidence.

Payments are made via Queensland Health's payroll system on the first available pay period following three months post commencement in a location identified as MM4 to MM7.

6.2.2 12 months continuous service payment

Full-time eligible medical practitioners will receive a payment of \$25,000, following the completion of 12 months continuous service in a location identified as MM4 to MM7.

Part-time eligible medical practitioners will receive a pro-rata amount, based on the part-time contracted hours of work, following the completion of 12 months continuous service in a location identified as MM4 to MM7.

An eligible part-time medical practitioner employed for at least 0.5 full-time equivalent (FTE) in a location identified as MM4 to MM7 and who is engaged in private rural generalist/general practice in the MM4 to MM7 location for the balance of 1.0FTE, will receive the full 12 months continuous service payment of \$25,000, following the completion of 12 months continuous service in both their employment and the private work. 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 generalist/general practitioner's continuous engagement and hours, other suitable evidence.

An eligible medical practitioner may only make one application following 12 months continuous service.

Where an eligible health worker does not reach 12 months continuous service by 30 June 2025, they will not be entitled to the 12 months continuous service payment.

Payments are made via Queensland Health's payroll system on the first available pay period following the completion of 12 months continuous service in a location identified as MM4 to MM7.

7. Consistency

All HHSs and the department must establish local processes to manage:

- the delegated authority to administer the Incentive Scheme payments to eligible health workers in accordance with the Workforce Attraction Incentive Scheme Process Guide
- monitoring and reporting on payments made to eligible health workers under each scheme in accordance with the Workforce Attraction Incentive Scheme Process Guide.

8. Definitions

Continuous service	<p>For the purposes of the Incentive Scheme programs, continuous service means a period of unbroken engagement, including periods of authorised leave or absence, noting:</p> <ul style="list-style-type: none"> • 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 or 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 medical practitioner is seconded out of a MM4 to MM7 location, 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. <p>A secondment to an ineligible position for more than 12 months or a secondment out of a MM4 to MM7 location for more than 12 months, will deem the employee ineligible for further payment/s.</p> <p>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.</p>
Eligible health worker – Incentive Scheme 1	<p>A health worker who relocates to Queensland from interstate or international jurisdictions and who takes up permanent employment in a clinical role across Queensland Health in the following categories:</p> <ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander Health Practitioners, Health Workers, Mental Health Workers and Liaison Officers • Allied health <ul style="list-style-type: none"> – Anaesthetic Technicians – Art Therapists – Audiologists – Biomedical Engineers, including Clinical Engineers – Biomedical Technicians – Breast Imaging Radiographers – Cardiac Perfusionists – Chemists and/or Radio-Chemists – Clinical Measurement Scientists and Technicians

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| | <ul style="list-style-type: none"> – Clinical Physiologists, including Cardiac Sleep and Respiratory scientists and neurophysiologists – Dietitians/Nutritionists – Environmental Health Officers – Epidemiologists – Exercise Physiologists – Forensic Scientists and Technicians – Genetic Counsellors – Health Promotion Officers – Leisure Therapists – Mammographers – Medical Entomologists – Medical Illustrators – Medical Laboratory Scientists and Technicians – Music Therapists – Neurophysiologists – Nuclear Medicine Technologists – Nutritionists – Occupational Therapists – Optometrists and Orthoptists – Orthotists, Prosthetists and Technicians – Patient Safety Officers – Physicists including Radiation Oncology Medical Physicists, Nuclear Medical Physicists, Radiology Medical Physicists, and Health Physicists – Radiation Therapists – Perfusionists – Pharmacists and Technicians – Physiotherapists – Podiatrists – Public Health Officers – Psychologists including Clinical and Neuropsychologists – Radiographers/Medical Imaging Technologists – Rehabilitation Engineers and Technicians – Researchers, Clinical Trial Coordinators and Data Collection Officers – Scientists – Environmental Health – Social Work Associates – Social Workers – Sonographers, including General Sonographer, Cardiac Sonographer, Vascular Sonographer, Breast Sonographer and Obstetric (Fetomaternal) Sonographer – Speech Pathologists – Welfare Officers • Oral Health <ul style="list-style-type: none"> – Oral Health Therapists – Dental Prosthetists – Dental Therapists – Dental Technicians – Dentists • Senior Medical Officers • Registered Midwives • Registered Nurses |
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	<ul style="list-style-type: none"> • Nurse Practitioners • Enrolled Nurses.
Eligible medical practitioner – Incentive Scheme 2	A permanently appointed Senior Medical Officer from intrastate, interstate or international jurisdictions who commences in a location identified in the Modified Monash Model (MMM) as MM4 to MM7.
Hospital and health service (HHS)	A statutory body established under the <i>Hospital and Health Boards Act 2011</i> responsible for the provision of public sector health services for a geographical area, which includes one or more health facilities.
Modified Monash Model	<p>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 (MM) category.</p> <p>For the purpose of the medical practitioner rural and remote transfer payment, the applicable MM categories are MM4 and above.</p>
Queensland Health (the department)	<p>Queensland Health includes:</p> <ul style="list-style-type: none"> • 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 • Queensland Ambulance Service • Strategy, Policy and Reform Division <p>any successor agency of those listed above however so named.</p>

9. History

HED No. 02/23 July 2023	Issued under section 51A of the <i>Hospital and Health Boards Act 2011</i> as a condition of employment for health service employees.
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10. Approval and implementation

Directive custodian

Chief Human Resources Officer

Approval by Chief Executive

Signed

Dr David Rosengren
A/Director-General

Approval date:

21 July 2023