

# Health Employment Directive No. 06/23

Effective Date:  
30 November 2023

Supersedes:  
02/23

Effective until  
31 January 2025

## 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*
- *Health Employment Directive 02/23 – Workforce Attraction Incentive Scheme*
- *Workforce Attraction Incentive Scheme Guideline*
- *Workforce Attraction Incentive Scheme Process Guide*
- Workforce Attraction Incentive Scheme form

### 6. Incentive Scheme programs

There are two Incentive Scheme programs on offer:

- 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 MM1 to MM3.
- Incentive Scheme 2 – intrastate (from Qld within MM1 to MM3), interstate or international transfer payment for relocation and work in Qld within a location as identified as MM4 to MM7.

The Incentive Scheme commences 1 November 2023 and ends 31 December 2026.

The Incentive Scheme applies to eligible employees who commence on or after 1 November 2023.



Eligible health workers who commenced prior to 1 November 2023 under *HED 02/23 – Workforce Attraction Incentive Scheme* or an approved administrative arrangement (the **former schemes**), and who have received or have an entitlement to a commencement payment under the former schemes, are to refer to Section 8 - Transitional arrangements.

An eligible health worker may only make one application for Incentive Scheme 1 or 2, not both.

The Incentive Scheme provides payments for eligible health workers who are appointed in a permanent (full-time or part-time) or temporary fixed-term (equal to or greater than 12 months, full-time or part-time) capacity. This includes international visa appointments (requiring sponsorship) equal to or greater than 12 months.

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.

Health workers eligible for the Incentive Scheme programs will be determined through the recruitment and selection process, managed by the employing area and subject to eligibility requirements.

Payments under the Incentive Scheme are paid to individual health workers via payroll and are subject to Pay-As-You-Go (PAYG) withholding to meet taxation obligations.

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 to relocate and work in Qld, within a location identified as MM1 to MM3**

Incentive Scheme 1 is available to a new eligible health worker who:

- relocates from an interstate or international jurisdiction to Qld within a location identified as MM1 to MM3 (excluding MM4 to MM7); 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 location in Qld, excluding MM4 to MM7.

Eligible health workers and Qld locations are identified in Section 9 – Definitions.

Incentive Scheme 1 does not apply to:

- existing employees
- previous employees who have ceased employment with a HHS or Queensland Health in the past 12 calendar months
- previous employees who have received any incentive scheme payments under this HED or HED 02/23 or approved administrative arrangement
- temporary fixed-term appointments less than 12 months duration (other than junior doctors who have a contract for just less than 12 months, that is one week less)
- visiting medical officer (VMO) employees other than VMO general practitioners (GPs)
- intrastate transfers
- casuals
- resident medical officers (RMOs)
- locums

- contractors
- agency staff
- VMO independent contractors
- students
- non-clinical workforce
- other contingent workforce who are not HHS or Queensland Health permanent appointments.

### 6.1.1 Commencement payment

Full time eligible health workers will receive a payment of \$10,000 following relocation and commencement in a location in Qld (MM1 to MM3), subject to the provision of evidence of relocation acceptable to the delegate.

Part-time eligible health workers will receive a pro-rata amount, based on the part-time contracted hours of work (percentage) following commencement, subject to the provision of evidence of relocation acceptable to the delegate.

An eligible GP VMO who commences employment with a HHS or Queensland Health in a location within MM1 to MM3 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 practitioner's engagement and hours, other suitable evidence.

Other eligible VMOs and SMOs, working in a Qld MM1 to MM3 location, will receive a pro-rated payment in line with their full time equivalent.

Payments are made via Queensland Health's payroll system on the first available pay period following commencement, pending submission of documentation approved by the delegate.

### 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 and maintained satisfactory performance.

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 and maintained satisfactory performance.

An eligible GP VMO who:

- completes 12 months service and satisfactory performance in a Qld MM1 to MM3 location; and
- 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 12-month continuous service 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 practitioner's engagement and hours, other suitable evidence.

Other eligible VMOs and SMOs, working in a Qld MM1 to MM3 location, will receive a pro-rated payment in line with their full time equivalent.

Payments are made via Queensland Health's payroll system on the first available pay period following completion of 12 months continuous service, pending submission of documentation approved by the delegate.

Where an eligible health worker does not reach 12 months continuous service by 31 December 2026, they will not be entitled to the 12 months continuous service payment. For example, a health worker would need to be employed and commence by 31 December 2025 and undertake 12 months of continuous service by 31 December 2026 to qualify for the 12 months continuous service payment under Incentive Scheme 1.

## **6.2 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**

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

- is an existing HHS or Queensland Health employee working in Qld (MM1 to MM3); 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 (MM4 to MM7); 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 (MM4 to MM7).

Eligible health workers and Qld locations are identified in Section 9 – Definitions.

Incentive Scheme 2 does not apply to:

- existing employees working in Qld (MM4 to MM7)
- previous employees who have ceased employment with a HHS or Queensland Health in the past 12 calendar months
- employees who have received any previous incentive scheme payments under this HED or HED 02/23 or approved administrative arrangement
- temporary fixed-term appointments less than 12 months (other than junior doctors who have a contract for just less than 12 months, that is one week less)
- casuals
- contractors
- agency staff
- RMO Interns
- 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 health workers will receive a payment of \$30,000 following commencement in a Qld MM4 to MM7 location.

Part-time eligible health workers will receive a pro-rata amount, based on the part-time contracted hours of work (percentage) following commencement in Qld MM4 to MM7 location.

An eligible GP VMO who commences employment with Queensland Health in a location within MM4 to MM7 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. 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 VMOs and SMOs who commence employment in a Qld MM4 to MM7 location, will receive a pro-rated payment in line with their full time equivalent.

Payments are made via Queensland Health's payroll system on the first available pay period following commencement in a location within MM4 to MM7 subject to the provision of evidence acceptable to the delegate.

### **6.2.2 12 months continuous service payment**

Full-time eligible health workers will receive a payment of \$20,000, following the completion of 12 months continuous service and satisfactory performance in a location within Qld MM4 to MM7.

Part-time eligible healthcare workers will receive a pro-rata amount, based on the part-time contracted hours of work following the completion of 12 months continuous service and satisfactory performance in a location within Qld MM4 to MM7.

An eligible GP VMO who:

- completes 12 months service and satisfactory performance in a Qld MM4 to MM7 location; and
- 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 12-month continuous service payment of \$20,000. 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 practitioner's engagement and hours, other suitable evidence.

Other VMOs and SMOs, working in a Qld MM4 to MM7 location, will receive a pro-rated payment in line with their full time equivalent.

Eligible health workers may only make one application following 12 months continuous service.

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 Qld MM4 to MM7 location, pending submission of documentation approved by the delegate.

Where an eligible health worker does not reach 12 months continuous service by 31 December 2026, they will not be entitled to the 12 months continuous service payment. For example, a health worker would need to be employed and commence by 31 December 2025 and undertake 12 months of continuous service by 31 December 2026 to qualify for the 12 months continuous service payment under Incentive Scheme 2.

### **6.2.3 24 months continuous service payment**

Full-time eligible health workers will receive a payment of \$20,000, following the completion of 24 months continuous service and satisfactory performance in a location within Qld MM4 to MM7.

Part-time eligible healthcare workers will receive a pro-rata amount, based on the part-time contracted hours of work (percentage), following the completion of 24 months continuous service and satisfactory performance in a Qld MM4 to MM7 location, pending submission of documentation approved by the delegate.

An eligible GP VMO who:

- completes 24 months service in a Qld MM4 to MM7 location, and
- 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 24 months continuous service payment of \$20,000. 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 continuous engagement and hours, other suitable evidence.

Other VMOs or SMOs working in a MM4 to MM7 location will receive a pro-rated payment in line with their full time equivalent.

Payments are made via Queensland Health's payroll system on the first available pay period following the completion of 24 months continuous service in a Qld MM4 to MM7 location, pending submission of documentation approved by the delegate.

Where an eligible health worker does not reach 24 months continuous service by 31 December 2026, they will not be entitled to the 24 months continuous service payment. For example, a health worker would need to be employed and commence by 31 December 2024 and undertake 24 months of continuous service by 31 December 2026 to qualify for the 24 months continuous service payment under Incentive Scheme 2.

## 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. Transitional arrangements

Employees who:

- commenced prior to 1 November 2023 under Incentive Scheme 1\* of *HED 02/23 – Workforce Attraction Incentive Scheme* or under the commencement payment provisions of an approved administrative arrangement (the former schemes); and
- have received or are to receive an entitlement to a commencement payment under the former schemes

will transition on 1 November 2023 and be subject to the provisions of:

- Incentive Scheme 1 (if relocated to and working in an MM1 to MM3 location) of this HED for the 12-month continuous service payment only; or
- Incentive Scheme 2 (if relocated to and working in an MM4 to MM7 location) of this HED for the 12- and 24-month continuous service payments only.

These employees continue to be eligible for the commencement payment under the former schemes: there is no entitlement for these employees to an additional commencement payment under this HED.

Employees who:

- commenced prior to 1 November 2023 under Incentive Scheme 2\* of *HED 02/23 – Workforce Attraction Incentive Scheme* or under the commencement payment provisions of an approved administrative arrangement (the former schemes); and
- have received or are to receive an entitlement to a commencement payment under the former schemes

will have the option to:

- remain subject to the provisions of the former schemes; or
- transition to and be subject to the provisions of Incentive Scheme 2 under this HED and may be eligible for the 24-month continuous service payment as provided under section 6.2.3.

These employees will only be eligible for one commencement payment (under either the former schemes or this HED) and one 12-month continuous service payment (under either the former schemes or this HED).

\* Employees who commenced prior to 1 November 2023 under the former schemes will be contacted to discuss their transition or otherwise to this HED. This includes employees who commenced under both Incentive Scheme 1 and Incentive Scheme 2 of HED 02/23.

## 9. Definitions

<b>Continuous service</b>	<p>For the purposes of this HED, continuous service means a period of unbroken engagement, including periods of authorised leave of absence, noting:</p> <ul style="list-style-type: none"> <li>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, or at the end of 24 months before they may be eligible for the 24 months continuous service payment for Incentive Scheme 2</li> <li>when an eligible health worker is seconded to another position which is not eligible for Incentive Scheme 1 or 2, the time <b>prior to</b> the secondment is to be recognised as service for Incentive Scheme payments on return to the substantive position</li> <li>when an eligible healthcare worker under Incentive Scheme 1 is seconded to another position which is eligible for Incentive Scheme 2 the time <b>prior to and during</b> the secondment is to be recognised as service for the Incentive Scheme 1 payment on return to the substantive position</li> <li>when an eligible healthcare worker under Incentive Scheme 2 is seconded to another position which is eligible for Incentive Scheme 1 the time <b>prior to</b> secondment is to be recognised as service for the Incentive Scheme 2 payments on return to the substantive position</li> <li>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 payments.</li> </ul> <p>A secondment to an ineligible position for more than 12 months, or a secondment outside of a SEQ location for more than 12 months, will deem the employee ineligible for further payments.</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>
<b>Eligible health worker</b>	<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>Health Practitioners             <ul style="list-style-type: none"> <li>Anaesthetic Technicians</li> </ul> </li> </ul>

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|  | <ul style="list-style-type: none"> <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> <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> </ul> |
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	<ul style="list-style-type: none"> <li>• Oral Health <ul style="list-style-type: none"> <li>• Oral Health Therapists</li> <li>• Dental Prosthetists</li> <li>• Dental Therapists</li> <li>• Dental Technicians</li> <li>• Dentists</li> </ul> </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>
<b>Former schemes</b>	Means <i>Health employment directive 02/23 – Workforce Attraction Incentive Scheme</i> or an approved administrative arrangement
<b>Hospital and health service (HHS)</b>	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.
<b>Modified Monash Model</b>	<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><a href="https://www.health.gov.au/sites/default/files/documents/2019/12/modified-monash-model-mmm-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_0.pdf</a></p>
<b>Queensland Health (the department)</b>	<p>Queensland Health includes:</p> <ul style="list-style-type: none"> <li>• Office of the Director-General</li> <li>• Office of the Chief Health Officer</li> <li>• Office of the Chief First Nations Health Officer</li> <li>• Office of the Chief Operating Officer</li> <li>• Clinical Excellence Queensland</li> <li>• Clinical Planning and Service Strategy Division</li> <li>• Corporate Services Division</li> <li>• eHealth Queensland</li> <li>• Health Capital Division</li> <li>• Healthcare Purchasing and System Performance Division</li> <li>• Queensland Public Health and Scientific Services</li> <li>• Strategy, Policy and Reform Division</li> </ul> <p>any successor agency of those listed above however so named.</p>
<b>Satisfactory Performance</b>	Employee to maintain their credentials as at the time of appointment and have no substantiated disciplinary matters for the period claiming the incentive. Each instance to be assessed on a case-by-case basis with discretion of the delegate.
<b>Visiting Medical Officer</b>	A person who is registered under the Health Practitioner Regulation National Law to practise in the medical profession and who incurs ongoing private practice costs.

<b>Registered Medical Officer</b>	Eligibility for Scheme includes the nationally recognised RMO year. Which may fall short of 12 months of service.
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SUPERSEDED BY HED 06/24

## 10. History

<b>HED No. 06/23</b> <b>30 November 2023</b>	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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## 11. Approval and implementation

### Directive custodian

Chief Human Resources Officer

### Approval by Chief Executive

Michael Walsh  
A/Director-General

### Approval date:

30 November 2023

SUPERSEDED BY HED 06/24