

Dental – Rural incentives

Human Resources Policy C62 (QH-POL-416)

Purpose

To outline the rural incentives for dental officers and dental specialists.

Application

This policy applies to all dental officers and dental specialists employed by Queensland Health (the department and hospital and health services (HHS)).

This policy does not apply to casual employees.

Delegation

The **delegate** is as listed in the relevant human resource (HR) delegations manual, as amended from time to time.

Legislative or other authority

- Health Practitioners and Dental Officers (Queensland Health) Award – State 2015
- Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 4) 2022 (HPDO4)

Related policy or documents

- Self-Education – FBT Fact Sheet 4
- SARAS – Study and Research Assistance Scheme HR Policy G10 (QH-POL-223)

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Policy

1 Principles

The rural incentive package applies to all permanent and temporary full time and part-time dental officers and dental specialists in accordance with their designated facility (i.e. their usual place of work) in an eligible rural and remote area, as detailed in Attachment 1. Where itinerant services are provided to areas from a lower classified hospital and health service (HHS), pro rata payment for that period is due.

Queensland Health is committed to supporting a reframed relationship with Aboriginal peoples and Torres Strait Islander peoples in accordance with Chapter 1 Part 3 of the *Public Sector Act 2022*. All delegates and employees have a responsibility to apply these principles when implementing HR policies.

2 Rural incentive package entitlement

Rural and remote areas have been broken into three distinct zones. The Modified Monash Model (MMM) is used to define the location for relevant categories. The rural incentive package is a payment based on a percentage of the employee's base salary.

Only facilities listed in Attachment 1 are eligible for the rural and remote incentive scheme for dental officers and dental specialists.

3 Part-time employees

Part-time employees are entitled to the rural incentive package on a pro rata basis.

4 Payment

Payment is to be made fortnightly as part of normal salary and included in the gross earnings before tax. Dental officers and dental specialists are to receive payment under this scheme during periods of paid leave such as:

- annual leave
- long service leave
- sick leave
- study leave
- conference leave.

However, payment under this scheme is not to be included when calculating:

- leave loading
- penalty rates
- overtime; or superannuation.

Definitions

Term	Definition
Queensland Health	Queensland Health includes all divisions of the Department of Health and all Hospital and Health Services.
Base salary	Base or standard fortnightly salary amount at the employee's substantive classification level prior to any pre-tax salary packaging deduction. This amount does not include overtime payments, shift penalties, higher duties and some allowances.

History

Date	Policy change
20 September 2024	<p>Policy:</p> <ul style="list-style-type: none"> Reformatted and amended to update references and naming conventions Amended to update zone locations as an outcome of the Rural and Remote Incentive Scheme review.
June 2020	<p>Policy:</p> <p>formatted as part of the HR Policy review</p> <p>amended to update references and naming conventions</p> <p>application amended as a result of changes outlined in the Hospital and Health Boards (Changes to Prescribed Services) Amendment Regulation 2019.</p>
June 2014	<p>Policy formatted as part of the HR Policy Simplification project.</p> <p>Policy amended to:</p> <p>update references and naming conventions</p> <p>update areas of operation</p> <p>incorporate provisions outlined in IRM 2.7-23.</p> <p>Policy reviewed as part of the Queensland Ambulance Service (QAS) HR Policy Integration project.</p> <p>Policy not applicable to QAS employees</p>
Previous	IRM 2.7-23 Rural Incentive Scheme for Dentists

Attachment 1 – Areas of operation

Only facilities and hospital and health services (HHSs) listed below are eligible to participate in this scheme for incentive payments to dentists in rural and remote areas. These facilities and HHSs have been classified into three zones as follows:

Hospital and Health Service	Facility		
	Zone 1 (based on MMM2 and MMM3 locations)	Zone 2 (based on MMM4 and MMM5 locations)	Zone 3 (based on MMM6 and MMM7 locations)
	10%	17%	32%
Cairns and Hinterland	Cairns Gordonvale	Atherton Babinda Dimbulah Douglas Shire (Mossman) Herberton Innisfail Malanda Mareeba Millaa Millaa Ravenshoe Tully Yarrabah	Chillagoe Croydon Forsyth Georgetown Mt Garnet
Central Queensland	Gladstone Rockhampton Yeppoon	Baralaba Biloela Blackwater Duarina Emerald Mt Morgan Moura Theodore	Capella Cracow Dingo Gemfields Marlborough Ogmore Springsure Tieri Woorabinda
Central West			Alpha Aramac Barcaldine Blackall Boulia Isisford Jundah Longreach Muttaborra Tambo Windorah Winton

Hospital and Health Service	Facility		
	Zone 1 (based on MMM2 and MMM3 locations)	Zone 2 (based on MMM4 and MMM5 locations)	Zone 3 (based on MMM6 and MMM7 locations)
	10%	17%	32%
Darling Downs	Toowoomba	Cherbourg Chinchilla Dalby Goondiwindi Inglewood Jandowae Kingaroy Miles Millmerran Moonie Murgon Nanango Oakey Stanthorpe Tara Texas Warwick Wondai	Glenmorgan Meandarra Taroom Wandoan
Mackay	Mackay	Bowen Dysart Moranbah Proserpine Sarina Whitsunday (Cannonvale)	Clermont Collinsville St Lawrence
Metro North	Kilcoy		
Metro South			Dunwich
North West			Burketown Camooweal Cloncurry Dajarra Doomadgee Julia Creek Karumba Mornington Island Mt Isa Normanton
South West			Augathella Bollon Charleville

Hospital and Health Service	Facility		
	Zone 1 (based on MMM2 and MMM3 locations)	Zone 2 (based on MMM4 and MMM5 locations)	Zone 3 (based on MMM6 and MMM7 locations)
	10%	17%	32%
			Cunnamulla Dirranbandi Injune Mitchell Morven Mungundi Quilpie Roma St George Surat Thargomindah Wallumbilla
Sunshine Coast	Gympie Maleny		
Torres and Cape			Aurukun Bamaga Coen Cooktown Hopevale Kowanyama Laura Lockhart River Mapoon Napranum Pormpuraaw Thursday Island Weipa Wujal Wujal
Townsville	Townsville	Ayr Charters Towers Home Hill Ingham Magnetic Island	Hughenden Palm Island Richmond
West Moreton	Boonah Esk Gatton Laidley		
Wide Bay	Bundaberg Hervey Bay Maryborough	Biggenden Childers Eidsvold	

Hospital and Health Service	Facility		
	Zone 1 (based on MMM2 and MMM3 locations)	Zone 2 (based on MMM4 and MMM5 locations)	Zone 3 (based on MMM6 and MMM7 locations)
	10%	17%	32%
		Gayndah Gin Gin Monto Mt Perry Mundubbera	