

Dental – rural incentives

Policy Number: C62 (QH-POL-416)

Publication date: June 2020

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.

Delegation: The 'delegate' is as listed in the relevant Department of Health Human Resource (HR) Delegations Manual, or Hospital and Health Services 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. 2) 2016
- Queensland Public Health Sector Certified Agreement (No. 9) 2016 (EB9)

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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1 Policy statement

The rural incentive package applies to all full time and part-time dental officers and dental specialists working in an eligible rural and remote area, as detailed in Attachment One. Where itinerant services are provided to areas from a lower classified Hospital and Health Service (HHS), pro rata payment for that period is due.

2 Rural incentive package entitlement

Rural and remote areas have been broken into three distinct zones. The rural incentive package is a payment based on a percentage of the employee's base salary.

Only facilities listed in Attachment One 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.

History:

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

Attachment One – 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	Zone 2	Zone 3
	7.5%	15%	30%
Cairns and Hinterland	<ul style="list-style-type: none"> • Babinda • Cairns • Gordonvale • Innisfail • Douglas Shire (Mossman) • Tully • Yarrabah 	<ul style="list-style-type: none"> • Atherton • Chillagoe • Croydon • Dimbulah • Forsayth • Georgetown • Herberton • Malanda • Mareeba • Millaa Millaa • Mt Garnet • Ravenshoe 	
Central Queensland	<ul style="list-style-type: none"> • Duinga • Gladstone • Mt Morgan • Ogmoo • Rockhampton • Woorabinda • Yeppoon 	<ul style="list-style-type: none"> • Baralaba • Biloela • Blackwater • Capella • Cracow • Dingo • Emerald • Gemfields • Moura • Springsure • Theodore • Tieri 	
Central West			<ul style="list-style-type: none"> • Alpha • Aramac • Barcaldine • Blackall • Boulia • Isisford • Jundah • Longreach • Muttaborra • Tambo • Windorah • Winton

Hospital and Health Service	Facility		
	Zone 1	Zone 2	Zone 3
	7.5%	15%	30%
Darling Downs		<ul style="list-style-type: none"> • Cherbourg • Chinchilla • Dalby • Glenmorgan • Goondiwindi • Inglewood • Jandowae • Kingaroy • Meandarra • Miles • Millmerran • Moonie • Murgon • Nanango • Stanthorpe • Tara • Taroom • Texas • Wandoan • Warwick • Wondai 	
Mackay	<ul style="list-style-type: none"> • Bowen • Collinsville • Mackay • Marlborough • Proserpine • Sarina • St Lawrence 	<ul style="list-style-type: none"> • Clermont • Dysart • Moranbah 	
North West			<ul style="list-style-type: none"> • Burketown • Camooweal • Cloncurry • Dajarra • Doomadgee • Julia Creek • Karumba • Mornington Island • Mt Isa • Normanton

Hospital and Health Service	Facility		
	Zone 1	Zone 2	Zone 3
	7.5%	15%	30%
South West			<ul style="list-style-type: none"> • Augathella • Bollon • Charleville • Cunnamulla • Dirranbandi • Injune • Mitchell • Morven • Mungundi • Quilpie • Roma • St George • Surat • Thargomindah • Wallumbilla
Sunshine Coast	<ul style="list-style-type: none"> • Gympie 		
Torres and Cape	<ul style="list-style-type: none"> • Hopevale • Laura • Wujal Wujal 		<ul style="list-style-type: none"> • Aurukun • Bamaga • Coen • Cooktown • Kowanyama • Lockhart River • Mapoon • Napranum • Pormpuraaw • Thursday Island • Weipa
Townsville	<ul style="list-style-type: none"> • Ayr • Home Hill • Ingham • Magnetic Island • Palm Island • Townsville 	<ul style="list-style-type: none"> • Charters Towers 	<ul style="list-style-type: none"> • Hughenden • Richmond
Wide Bay	<ul style="list-style-type: none"> • Bundaberg • Childers • Gin Gin • Hervey Bay • Maryborough • Mt Perry 	<ul style="list-style-type: none"> • Biggenden • Eidsvold • Gayndah • Monto • Mundubbera 	