

HP3 to HP4 Rural Development Pathway

Overview

The Allied Health HP3 to HP4 Rural Development Pathway (HP3-HP4 RDP) is a human resources and workforce development strategy which supports rural and remote services to recruit and develop early career allied health professionals.

[HR Policy B66](#) HP3 to HP4 RDP allows hospital and health services (HHSs) to temporarily redesign a rural or remote Health Practitioner Level 4 (HP4) position into a development-focussed Health Practitioner Level 3 (HP3) position for up to 36 months. This enables the recruitment of an early career practitioner to the role, with enhanced development funding, supervision and learning opportunities. Following a 24 to 36-month development period, the employee may request an external evaluation of capabilities against the HP4 role requirements, and if successful, is directly transferred to a linked HP4 position.

Benefits

For rural and remote health services, the HP3-HP4 RDP provides:

- a cost-neutral strategy that can be used to attract and retain high quality candidates to rural and remote allied health positions, and
- a mechanism to redesign a HP4 position to allow appropriate recruitment and intensive development of an early career professional.

For potential recruits, the HP3-HP4 RDP provides:

- access to enhanced development funding and support,
- formal and work-based learning to facilitate the transition to rural and remote practice, and
- the opportunity for accelerated career development to HP4 level in a rural or remote location.

HP3 Rural Development Pathway roles

The HP3-HP4 RDP is not an 'opt-in' program. Participants apply for and are recruited to specific HP3 Rural Development Pathway roles. These are created and advertised by HHSs when a vacancy arises, for which the health service determines that use of HR Policy B66 is the most appropriate recruitment strategy. Positions are advertised through the usual channels including Queensland Government [SmartJobs](#), and are specifically identified as a HP3 "Rural Development Pathway" position in the job title. Potential applicants should review relevant information or speak to the recruiting manager about the benefits and requirements of a HP3 Rural Development Pathway role.

Successful applicants:

- complete a HP3 to HP4 RDP induction process in addition to normal orientation,
- take a central role in designing and managing their development plan, using resources and templates, and the guidance of their managers and profession-specific supervisor,
- complete an extensive range of learning and development activities related to all facets of rural and remote practice in their profession, and

- participate in annual external review processes, and a final evaluation at between 24 and 36 months after commencement in the role.

Benefits of the HP3-HP4 RDP are accrued by both the health service and individual, so responsibility for development and training time is also shared. Employees can expect to allocate their personal time to some professional development activities. Prior to commencing in a HP3 Rural Generalist Pathway position, employees should also understand potential fringe benefits tax implications of receiving organisation funding for education. Information is available in the HP3 to HP4 Rural Development Pathway: Guide on the Queensland Health Intranet.

Resources and further information

- [HR Policy B66](#) HP3 to HP4 rural development pathway
- HP3 to HP4 Rural Development Pathway: Guide, available on the Queensland Health intranet or from the recruiting manager for external applicants
- [Allied health careers](#) in Queensland Health

For further information contact the Office of the Chief Allied Health Officer, Department of Health at allied-health-workforce@health.qld.gov.au.