



Department of
Health

Belong

Frequently Asked Questions – WA Health Incentives

Effective for appointments made from 1 October
2022



 health.wa.gov.au/careers

Be part of WA Health.

Contents

| | |
|---|---|
| Welcome to Western Australia Health | 3 |
| What incentives are available from WA Health? | 3 |
| Who are the incentives aimed at? | 3 |
| I am an international health professional. Am I eligible? | 4 |
| I am an International Medical Graduate. Can I make a claim? | 4 |
| Is there an incentive if I move from interstate? | 4 |
| 1. Mental Health appointments | 4 |
| 2. WACHS appointments | 5 |
| 3. All other appointments | 5 |
| When will I receive the incentive? | 5 |
| I have been appointed to a position with a private provider. Am I eligible? | 5 |
| Where can I look for a job with WA Health? | 5 |
| What if I have additional questions? | 5 |

Welcome to Western Australia Health

Working in Western Australia (WA) Health will see you part of a 50,000-strong team that is committed to providing world-class public health care and ensuring healthier, longer and better lives for all Western Australians.

We are progressing initiatives to support international recruitment and expedite employment for critical workforce shortages, including financial incentives to relocate to WA. Western Australians seeking to return home from outside Australia or from other jurisdictions are also eligible for the incentives and are encouraged to apply for positions within the WA public health system.

Visa sponsorship opportunities may be available for specific vacancies and should be discussed with the employing Health Service Provider (HSP).

When applying for jobs in WA Health:

- ensure your professional registration is current and valid.
- provide evidence of appropriate residency and immigration approvals to work in Australia. If you do not currently have these approvals, you can still apply and work towards this if you are a successful applicant.
- read the application guidelines carefully to ensure you meet the employment criteria and will be able to provide all the required information.

Travel exemptions are no longer required for travel to or from Australia however normal Visa and Border requirements remain in place www.homeaffairs.gov.au

What incentives are available from WA Health?

Experienced health professionals may be eligible to claim an incentive if they are appointed to a permanent or fixed term contract of 12 months or longer with WA Health on, or after, 1 October 2022.

The incentives are as follows:

- \$8,000 for eligible experienced international applicants.
- \$8,000 for some international Resident Medical Officers (RMOs) employed in mental health roles or in the WA Country Health Service (WACHS), excluding WACHS metropolitan offices. Further information on eligible applicants can be found below.
- \$6,000 for eligible experienced interstate applicants working in mental health roles or in the WA Country Health Service (WACHS), excluding WACHS metropolitan offices.
- \$3,000 for eligible experienced interstate applicants who take up a position in WA Health.

Who are the incentives aimed at?

The incentives are aimed at experienced health professionals from overseas and Australia. This includes Nurses, Midwives, Doctors, Psychiatrists, Dentists, Dental Therapists and any of the Allied Health and Health Science Professions, including but not limited to Physiotherapists, Clinical Psychologists, Occupational Therapists and Social Workers.

If you are appointed to a clinical position with the WA public health system you may be eligible subject to certain conditions as detailed below.

I am an international health professional. Am I eligible?

Experienced international health professionals will be eligible to receive an incentive of \$8,000.

Eligible international health professionals must be a new arrival to WA, and not currently residing in WA or any other Australian jurisdiction. Western Australians currently residing overseas are also eligible to apply for the incentive.

The incentive is only available to experienced international health professionals who are appointed to a permanent or fixed term contract of 12 months or longer with WA Health on, or after, 1 October 2022. Offers for casual employment or fixed term contracts of less than 12 months are excluded.

I am an International Medical Graduate. Can I make a claim?

Experienced International Medical Graduates (IMGs) are eligible to claim the \$8,000 incentive. For the purpose of claiming the incentive, experienced IMGs includes RMOs year 3 and above, Registrars and Consultants.

The majority of international RMOs employed by WA Health are excluded from this incentive as they are not suitably experienced or a permanent workforce source for WA Health.

However, in recognition of the vital role that these international RMOs play in helping WA Health meet its service delivery responsibilities, Year 1 or 2 international RMOs who take up employment on contracts of 12 months or longer will be eligible for \$8,000, only if they will be working in:

- a dedicated mental health role anywhere in WA for the duration of their contract; or
- a contracted role directly with WACHS, excluding roles in the WACHS metropolitan offices.

Year 1 or 2 international RMOs who do not meet the above criteria, are ineligible.

Is there an incentive if I move from interstate?

WA Health offers an incentive to experienced interstate health professionals who are appointed to a permanent or fixed term contract of 12 months or longer with WA Health on, or after, 1 October 2022. Offers for casual employment or fixed term contracts of less than 12 months are excluded.

The incentive amount varies depending on your area of expertise and where you are employed, and is split into three categories as outlined below:

1. Mental Health appointments

Experienced interstate applicants who are appointed to a mental health position anywhere in WA will be eligible to receive \$6,000. They must be appointed to a permanent position or a fixed term contract of 12 months or longer.

2. WACHS appointments

Interstate applicants who are appointed to a position with WACHS are eligible to receive \$6,000. They must be appointed to a permanent position or a fixed term contract of 12 months or longer. Clinical appointments to WACHS in metropolitan offices in Perth are excluded from this category.

3. All other appointments

All other interstate appointments, including clinical appointments to WACHS metropolitan offices, will be eligible to receive \$3,000. They must be appointed to a permanent position or a fixed term contract of 12 months or longer with WA Health.

When will I receive the incentive?

Incentives are not paid upfront and are paid in two increments, with the first half payable after six months employment and the remainder payable after 12 months continuous employment. You will need to liaise with your employer about when you are eligible to receive the payments.

I have been appointed to a position with a private provider. Am I eligible?

The WA Health incentives are only applicable for appointments to the WA public health system. If you have been appointed to a position in the private sector you are ineligible for this incentive.

Where can I look for a job with WA Health?

You can find out about careers in WA Health and more information about your profession here: [Careers \(health.wa.gov.au\)](https://health.wa.gov.au/careers)

Job vacancies across WA Health are advertised on the [WA Health Jobs Board](#)

What if I have additional questions?

If you have any questions throughout the employment process, please contact your employing hospital.

This document can be made available in alternative formats on request for a person with disability.

© Department of Health 2022

Copyright to this material is vested in the State of Western Australia unless otherwise indicated. Apart from any fair dealing for the purposes of private study, research, criticism or review, as permitted under the provisions of the *Copyright Act 1968*, no part may be reproduced or re-used for any purposes whatsoever without written permission of the State of Western Australia.