



Department of
Health

Belong

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Frequently Asked Questions for Health Service Providers

Incentives for health professionals relocating to work in WA Health

Effective as at August 2023



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What are the incentives for health professionals?

These incentives are for clinical appointments to the WA public health system. 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 commencing employment on, or after, 1 July 2022.

The amount health professionals are eligible for will depend on the date employment commenced, and if they are employed in country WA by the WA Country Health Services (WACHS) or Dental Health Services, excluding WACHS head offices.

The incentives are as follows:

| Incentive | Employment commenced between 1/07/2022 – 30/06/2023 | Employment commenced between 1/07/2023 – 30/06/2024 |
|--|---|---|
| Eligible experienced international applicants | \$8,000 | \$10,000 |
| Eligible international Resident Medical Officers (RMOs) employed in mental health roles or in WACHS | \$8,000 | \$10,000 |
| Eligible experienced interstate applicants working in mental health roles, WACHS or Dental Health Services in rural and remote locations | \$6,000 | \$8,000 |
| Eligible experienced interstate applicants who take up a position elsewhere in WA Health | \$3,000 | \$5,000 |

Applicants are only eligible to claim one incentive. Experienced international applicants working in a mental health role are not entitled to claim both the international applicant incentive and the mental health role incentive.

Applicants in receipt of an incentive payment from Health Service Providers (HSPs) are ineligible to claim the HSP incentive as well as the WA Health Belong incentive.

Proof of costs incurred are not required to substantiate claims. Eligible applicants will be entitled to the full amount of the incentive.

HSPs will however, be required to provide supporting documentation when submitting a claim to HSS including:

- a copy of the employment contract – to prove eligibility with regards to the six or 12 month payment
- copies of travel itineraries/flight details/correspondence showing an interstate or overseas address – to provide evidence the applicant has relocated from interstate or overseas.

What is the effective date for this incentive?

The incentives are effective for health professionals who commence work with WA Health on, or after, 1 July 2022.

The incentives are only applicable for permanent or fixed term contract of no less than 12 months. Casual employment contracts and fixed term contracts for less than 12 months are excluded.

At present the incentives are offered until 30 June 2024. Applicants will be required to have commenced working at a HSP on or prior to 30 June 2024 to be eligible.

Who is eligible to claim the incentive?

International health professionals

Experienced international health professionals are eligible to receive an incentive of \$8,000 or \$10,000 dependent on their employment commencement date. Unlike previous iterations of the incentive, proof of costs incurred are not required, however, HSPs will be required to provide supporting documentation when submitting a claim to HSS.

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 eligible to apply for the incentive. International health professionals currently residing interstate will be treated as an interstate applicant.

The incentive is only available to experienced international health professionals who are appointed to a permanent or fixed term contract of no less than 12 months with WA Health and commence their first day of employment on, or after, 1 July 2022. Offers for casual employment or fixed term contracts of less than 12 months are excluded from the incentive.

International Medical Graduates

Experienced International Medical Graduates (IMGs) are eligible to claim the \$8,000 or \$10,000 incentive dependent on their employment commencement date.

For the purpose of this incentive, experienced IMGs includes RMO Year 3 (PGY4 and above), Registrars and Consultants. RMOs must commence their contract at RMO Year 3 (PGY4 or above) to be eligible.

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

International RMOs working in WACHS or Mental Health

In recognition of the vital role that international RMOs play in helping WA Health meet its service delivery responsibilities, international RMOs Year 1 or 2 (PGY 2 or 3) who take up employment on fixed term contracts of 12 months or longer will be eligible for the \$8,000 or \$10,000 incentive dependent on employment commencement date, if they will be working in:

- a dedicated mental health role anywhere in WA for the duration of their contract; or
- a contracted clinical role directly with WACHS. WACHS head offices are excluded for these purposes.

International RMOs Year 1 or 2 (PGY 2 or 3) who do not meet the above criteria are ineligible.

Interstate health professionals

Experienced interstate health professionals will be eligible to receive an incentive depending on their area of expertise and where they are appointed to work. This incentive is split into five categories as outlined below:

1. Mental Health appointments

Experienced interstate applicants who are appointed to a clinical mental health position anywhere in WA will be eligible to receive \$6,000 or \$8,000 dependent on their employment commencement date.

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 clinical position with WACHS are eligible to receive \$6,000 or \$8,000 dependent on their employment commencement date.

They must be appointed to a permanent position or a fixed term contract of 12 months or longer. Appointments to WACHS head offices are excluded from this category.

3. Dental Health Service appointments

Interstate applicants who are appointed to a dental practitioner position with the Dental Health Services in rural and remote locations are eligible to receive \$6,000 or \$8,000 dependent on their employment commencement date.

They must be appointed to a permanent position or a fixed term contract of 12 months or longer.

4. Interstate RMOs

Interstate RMOs will be subject to the same eligibility terms as international RMOs. They must be at RMO Year 3 (PGY4 and above) when they commence employment to be eligible.

Interstate RMOs will be eligible to claim:

- \$3,000 or \$5,000 depending on their employment commencement date, if working for a metropolitan HSP, including WACHS head offices.
- \$6,000 or \$8,000 depending on their employment commencement date, if working in:
 - a dedicated mental health role anywhere in WA for the duration of their contract; or
 - a contracted clinical role directly with WACHS. WACHS head offices are excluded for these purposes

Interstate RMOs at Year 1 or 2 (PGY2 or 3) will be ineligible to claim the incentive unless they work in:

- a dedicated mental health role anywhere in WA for the duration of their contract; or
- a contracted clinical role directly with WACHS. WACHS head offices are excluded for these purposes

5. All other appointments

All other interstate appointments, including appointments to WACHS head offices, will be eligible to receive \$3,000 or \$5,000 dependent on their employment commencement date.

They must be appointed to a permanent position or a fixed term contract of 12 months or longer with WA Health.

In all cases, the incentive is only available to experienced interstate health professionals who are appointed to a permanent or fixed term contract of no less than 12 months with WA Health commencing employment on, or after, 1 July 2022.

Offers for casual employment or fixed term contracts of less than 12 months are excluded from the incentive.

Interstate applicants may be returning residents to WA who have been residing in another Australian jurisdiction.

When can employees claim the incentive?

The WA Health Executive Committee has endorsed part reimbursement at six- and 12-months employment with HSPs to ensure continuity of service for HSPs.

Process flow charts are provided in Appendix 1.

What is the reimbursement process?

Half the applicable incentive will be payable after the employee has completed their first six months, the other half payable after 12 months continuous employment with the HSP.

The employee must first complete the [K3 Allowances Form](#), noting whether they are claiming the first or second instalment of the incentive, and send to their line manager.

The line manager is required to substantiate the employee's claim as set out in the following table:

| Relocation Status | Employment commenced between 1/07/2022 – 30/06/2023 | Employment commenced between 1/07/2023 – 30/06/2024 |
|---|---|---|
| The employee has relocated from overseas and is an experienced health professional For IMGs this includes RMOs Level 3 (PGY4) and above. | The employee may claim \$4,000 after six months and \$4,000 after 12 months | The employee may claim \$5,000 after six months and \$5,000 after 12 months |
| The employee has relocated from overseas and is an RMO Year 1 or 2 (PGY 2 or 3) working in a mental health role or for WACHS | The employee may claim \$4,000 after six months and \$4,000 after 12 months | The employee may claim \$5,000 after six months and \$5,000 after 12 months |
| The employee has relocated from interstate and is an experienced health professional working in a mental health role, for WACHS, or for Dental Health Services in rural and remote locations. | The employee may claim \$3,000 after six months and \$3,000 after 12 months | The employee may claim \$4,000 after six months and \$4,000 after 12 months |
| The employee has relocated from interstate and is an RMO Year 1 or 2 (PGY 2 or 3) working in a mental health role or for WACHS. | The employee may claim \$3,000 after six months and \$3,000 after 12 months | The employee may claim \$4,000 after six months and \$4,000 after 12 months |
| The employee has relocated from interstate and is an experienced health professional working in any other health professional role for a metropolitan HSP. RMOs Year 1 or 2 (PGY 2 or 3) are ineligible for this incentive. | The employee may claim \$1,500 after six months and \$1,500 after 12 months | The employee may claim \$2,500 after six months and \$2,500 after 12 months |

The line manager must also note:

- the employee's commencement date
- whether this is the employee's first or final claim
- the date of eligibility for their first or second claim
- approve the health professional's claim
- submit the approved K3 Allowances Form as well as supporting documentation to HSS for payment (HSS.Payroll@health.wa.gov.au), copying in their HSP Finance team as per Appendix A.

Supporting documentation includes:

- a copy of the employment contract – to prove eligibility with regards to the six or 12 month payment
- copies of travel itineraries/flight details/ correspondence showing an interstate or overseas address – to provide evidence the applicant has relocated from interstate or overseas.

The HSP Finance team will:

- update the Travel Reimbursement template (the Template) with the details of the new employees
- reconcile and consolidate the Template on a monthly basis
- consolidate the Template with the full list of international or interstate employees on a quarterly basis
- submit the consolidated Template to the Department of Health Budget and Business Reporting (BBR) team (DOH.BBR@health.wa.gov.au) on the last working day of each quarter

The Department of Health BBR team will reimburse HSPs through a lump sum budget transfer for all successful claims each quarter.

What are the key points of the incentive?

- Incentives are applicable to experienced health professionals who have been appointed to permanent or fixed term contracts of 12 months or more commencing employment on, or after, 1 July 2022.
- Offers for casual employment or fixed term contracts of less than 12 months are excluded.
- Half the applicable incentive will be payable after the employee has completed their first six months, the other half payable after 12 months continuous employment with the HSP.
- Pro-rata reimbursement is not applicable outside of the six- and 12-month time points.
- Proof of costs incurred are not required to substantiate claims. Eligible applicants will be entitled to the full amount of the incentive.
- HSPs will be required to support the applicant's claim with relevant documentation.

International health professionals

- Experienced international health professionals may claim \$8,000 or \$10,000 dependent on their commencement date.
- For the purpose of claiming the incentive, experienced IMGs includes RMO Year 3 (PGY4 and above), Registrars and Consultants.

- RMOs must commence their employment at RMO Year 3 (PGY4 and above) to be eligible.
- Eligible international health professionals must be a new arrival to WA, and not be currently residing in WA or any other Australian jurisdiction.
- Applicants may be returning Australians, including Western Australians who have been residing overseas in the period before their appointment.

Interstate health professionals

- Experienced interstate health professionals, including RMOs Year 1 or 2 (PGY2 or 3) who relocate to WA to work in mental health roles may claim \$6,000 or \$8,000 dependent on their commencement date.
- Experienced interstate health professionals, including RMOs Year 1 or 2 (PGY2 or 3) who relocate to WA to work for WACHS may claim \$6,000 or \$8,000 dependent on commencement date.
- Experienced interstate health professionals who relocate to WA to work for the Dental Health Service in rural and remote locations may claim \$6,000 or \$8,000 dependent on commencement date.
- All other experienced interstate health professionals, excluding those working for WACHS head offices, may claim \$3,000 or \$5,000 dependent on commencement date. Interstate RMOs Year 1 or 2 (PGY2 or 3) are ineligible to claim this incentive.
- Applicants must not be current residents of WA but may be returning residents who have been residing in another Australian jurisdiction immediately prior to relocation.

International Resident Medical Officers

- International RMOs Year 1 or 2 (PGY 2 or 3) may claim \$8,000 or \$10,000, dependent on their commencement date, if
 - they are employed on a contract for 12 months or longer
 - in a dedicated mental health role anywhere in WA, or
 - employed by WACHS in any clinical capacity.
- International RMOs Year 1 or 2 (PGY 2 or 3) who are not employed in a dedicated mental health role anywhere in WA or not employed by WACHS are ineligible for this incentive.

Who can I contact if I have any queries?

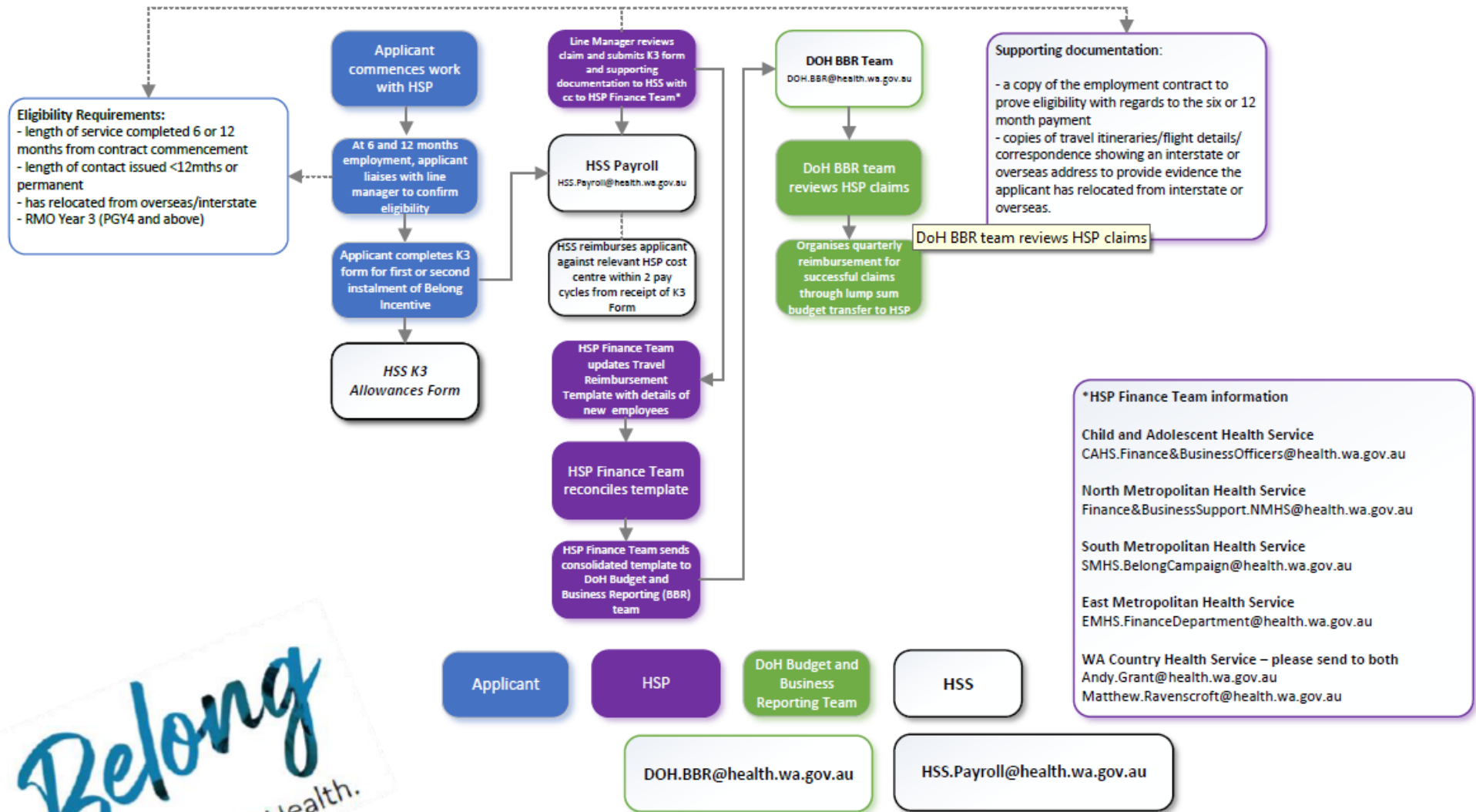
This document is intended to offer guidance to HSPs implementing the incentives.

HSPs may exercise discretion in relation to determining the level of experience necessary to render health professionals eligible for these incentives except for the above definitions in relation to international RMOs.

Queries can be directed to the Strategic Workforce and Development Directorate at the Department of Health: SWDD.CED@health.wa.gov.au

Appendix 1: Process for reimbursement of incentives for health professionals

Current as at August 2023 also available online [here](#)



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

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