

Discontinuation of Workforce Attraction Incentive Scheme

Frequently Asked Questions

Questions	Answers
Why is the Workforce Attraction Incentive Scheme being discontinued?	<p>Queensland Health is reviewing workforce initiatives to ensure they are fit-for-purpose to best meet the needs of the healthcare workforce and the Queenslanders we care for, and to ensure they deliver value for money for Queenslanders.</p> <p>This change is necessary to ensure workforce initiatives provide value for money and are focused on key actions as outlined in the Health Workforce Strategy for Queensland to 2032.</p>
When will the Workforce Attraction Incentive Scheme be discontinued?	The Workforce Attraction Incentive Scheme will no longer be offered from 1 February 2025.
Where can I find details regarding these new arrangements?	These new arrangements are contained in Health Employment Directive No. 06/24 Workforce Attraction Incentive Scheme – discontinuation and grandparenting arrangements (HED 06/24)
What if I have already <u>applied for a job</u> at Queensland Health?	<p>Eligible health workers who applied for a job vacancy prior to 1 February 2025 and who <u>are offered a position</u> after this date will not be eligible for the incentive scheme.</p> <p>This also applies to candidates who applied through a job advertisement promoting the Workforce Attraction Incentive Scheme prior to 1 February 2025 cut-off date.</p>
What if I am progressing through the selection process <u>at Queensland Health</u>?	<p>Eligible health workers remain eligible to claim the incentive scheme if they <u>received an official letter of offer of employment or confirmation in writing from the hiring manager</u> stating that they have been selected as suitable for a role <u>prior to 1 February 2025</u>.</p> <p>If you then commence an eligible role on or after 1 February 2025, you must commence no later than 30 June 2025 to remain eligible for the incentive scheme.</p>
What if I received a verbal offer before 1 February 2025 but have not yet received	Eligible health workers who received a verbal offer of employment before 1 February 2025 but have not received an official letter of offer of employment or confirmation in writing from the hiring manager stating

<p>confirmation in writing stating I am suitable for the role?</p>	<p>they have been selected as suitable for the role by 31 January 2025 will not be eligible for the incentive scheme.</p> <p>If you receive a verbal offer of employment before 1 February 2025 and want to remain eligible for the incentive scheme, please discuss with the hiring manager your requirement to obtain written confirmation which states you are selected as suitable for the job prior to 1 February 2025. .</p>
<p>What if I am an overseas candidate waiting for a visa to be granted before I can commence a role at Queensland Health?</p>	<p>If you are an eligible health worker who plans to relocate to Queensland from overseas and work for Queensland Health, you will remain eligible for the incentive scheme only if you receive a letter of offer of employment or confirmation in writing from the hiring manager stating that you have been selected as suitable for a position <u>prior</u> to 1 February 2025.</p> <p>To remain eligible for the incentive scheme, commencement in the role must occur <u>no later than 30 June 2025</u>. Should delays in visa processing occur which prevent a proposed start date before 30 June 2025, you will no longer be eligible to claim the incentive scheme.</p>
<p>I was offered a <u>Resident Medical Officer</u> role with Queensland Health in 2024 and will commence in the role from February 2025. Will I still be eligible to receive the incentive?</p>	<p>Yes.</p> <p>Resident Medical Officers who were recruited in 2024 and who received written confirmation stating they are selected as suitable for the position before 1 February 2025 will remain eligible to receive the Workforce Attraction Incentive Scheme. Eligibility only applies to commencements in the role up until 30 June 2025.</p>
<p>Can I request an exemption to receive the incentive scheme due to special circumstances?</p>	<p>No.</p> <p>Queensland Health will not consider any exemption requests for the Workforce Attraction Incentive Scheme.</p>
<p>What if I <u>commenced a new job</u> at Queensland Health which is eligible for the incentive scheme but <u>have not yet received the commencement payment</u>?</p>	<p>If you are an eligible health worker who commenced employment prior to 1 February 2025, but did not receive a commencement payment by 1 February 2025, you will remain eligible for the commencement payment.</p> <p>If you are an eligible health worker who commenced employment on or after 1 February 2025, you will remain eligible for the commencement payment only if you received a letter of offer of employment or confirmation in writing from the hiring manager prior to 1 February 2025 stating you were selected as suitable for the position.</p>

<p>What is the cut-off date for submitting a claim form to receive the incentive commencement payment?</p>	<p><u>Commencement prior to 1 February 2025*</u></p> <p>If you commenced prior to 1 February 2025 but did not receive a commencement payment by 1 February 2025, you must submit the Workforce Attraction Incentive Scheme claim form to payroll by no later than 1 August 2025 to remain eligible to receive payment.</p> <p><u>Commencement on or after 1 February 2025 and before 30 June 2025*</u></p> <p>If you received an offer letter or confirmation in writing that you were selected as suitable for an eligible role prior to 1 February 2025 however did not commence employment by 1 February 2025 but commenced before 30 June 2025, you must submit the Workforce Attraction Incentive Scheme claim form to payroll within 6 months of commencing in the role to receive payment.</p> <p><u>Commencement after 30 June 2025</u></p> <p>If you commence a role after 30 June 2025, even though you received an offer letter or confirmation in writing that you were selected as suitable for an eligible role prior to 1 February 2025, you will not be eligible for the incentive scheme. Claim forms will not be approved for employees who commence a role at Queensland Health after 30 June 2025.</p> <p>*An employee seeking a commencement payment under clauses 7.1.2 or 7.1.3 of Health Employment Directive No. 06/24 must submit the approved Workforce Attraction Incentive Scheme (WAIS) Claim form in accordance with local processes within the Hospital and Health Service or department.</p>
<p>I am eligible to receive / have already received <u>the commencement payment</u>. Will I remain eligible to receive the <u>continuous service payment/s</u>?</p>	<p>All existing incentive commitments will be honoured through to 31 December 2026.</p> <p>This includes candidates who are secured for a position via written documentation by Queensland Health prior to 1 February 2025, and who should commence in an eligible role after this date, until 30 June 2025.</p> <p>If you have already received a commencement payment, you will remain eligible to receive 12-month and/or 24-month continuous service payments until 31 December 2026 (end of scheme). To receive the continuous service payments, you must satisfy the conditions of eligibility for payment as outlined in HED 06/23 and any additional conditions contained in your letter of offer.</p> <p>Eligible health workers who commenced employment on or before 31 January 2025 will remain eligible for payments as previously provided for in the HED 06/23 as follows:</p> <ul style="list-style-type: none"> a) Incentive Scheme 1 – commencement payment and 12 months continuous service payment; and b) Incentive Scheme 2 – commencement payment; 12-month continuous service payment and 24-month continuous service payment*

	<p>*Eligible health workers who commenced employment on or after 1 January 2025 will not be eligible to claim the 24-month continuous service payment under the Workforce Incentive Scheme 2, as the end of the scheme for current recipients remains unchanged (31 December 2026).</p>
<p>What is the cut-off date for submitting a claim form to receive the <u>continuous service payments</u>?</p>	<p><u>12-month continuous service payments due prior to 1 February 2025</u></p> <p>If an employee was eligible for a 12-month continuous service payment before 1 February 2025 but has not yet submitted a claim form to receive payment, the claim form must be submitted by no later than 1 August 2025 to remain eligible for payment.</p> <p><u>12-month and 24-month continuous service payment due on or after 1 February 2025</u></p> <p>If an employee is eligible for a 12-month or 24-month continuous service payment on or after 1 February 2025, the employee must submit a claim form to receive payment within 6 months of becoming eligible for the payment.</p>
<p>Does Queensland Health offer any other incentives if I am no longer eligible to receive the Workforce Attraction Incentive Scheme?</p>	<p>Queensland Health may offer other incentives, allowances, bonuses or provide financial assistance with your moving, accommodation and/or travel costs if you are relocating for a new role. This will depend on where your job is located and your role.</p> <p>These details should be discussed with the hiring manager during the recruitment and selection process and any approved financial support should be outlined in the offer of employment letter.</p> <p>For further information regarding financial support offered by Queensland Health, refer to:</p> <ul style="list-style-type: none"> • Transfer and Appointment Expenses Directive No. 11/11 • Locality Allowances Directive No. 16/18 • HR Policy D4 – Transfer and Appointment Expenses • HR Policy D5 – Accommodation Assistance – Rural and Remote incentive • HR Policy D9 – Accommodation – Senior Medical Officers in Country Areas <p>To determine if you are eligible for any incentives, allowances, bonuses or relocation and/or accommodation support, please contact the hiring manager listed as the point of contact on the job advertisement or get in touch with the Hospital and Health Service local recruitment team directly. Here is a link with a list of recruitment contacts.</p> <p>Further information can also be found on the Queensland Health Careers website.</p>

Where can I obtain further information about these changes?

Information regarding the Workforce Attraction Incentive Scheme can be found on the [Queensland Health Careers website](#) or in the recently updated [Health Employment Directive 06/24](#), which includes new discontinuation and grandparenting arrangements.