



Incentive packages for international medical graduates

Health careers for a healthy future

As part of its *Recruitment of international health care professionals to Victoria – strategic directions 2007–10* strategy, the Department of Human Services is offering incentive packages for international medical graduates (IMGs) to work in the Victorian health service sector. The IMGs may come directly from overseas or from other Australian states.

Hospitals have access to up to \$50,000 to create a package of incentives to assist them to secure their desired IMG applicant. Incentive packages are limited to those vacancies that are in areas of acute shortages or for specialties in high demand. Preference will be given to rural, regional and outer metropolitan health service vacancies in recognition of the increased difficulty faced by these services in securing high-quality specialist staff.

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Eligibility

Positions/vacancies eligible for an incentive package include:

- vacant positions located in rural, regional and outer metropolitan areas
- positions that have been vacant for more than 12 months
- vacancies for which there have been more than two failed attempts at recruitment.

The following items may be included as part of the incentive package:

- 'sign on' fee – for example a \$5000 lump sum to be used by the IMG for identified needs such as relocation expenses, car rental, accommodation and childcare fees
- income subsidy - such as \$1000 per week for the first two weeks
- spouse employment support (for rural/regional applicants) – for example, \$1000 to a local job search network for 'retraining' or employment assistance
- up to \$1000 towards payment of medical registration fee and, or, towards private medical indemnity costs for the first year only
- up to \$5000 for continuous professional development activities undertaken in the first two years
- private health insurance for the first year.

How to apply

Hospitals will be required to formally apply to the department for access to an incentive package once their desired applicant has accepted a position and has relocated to Victoria. All applications must be endorsed by the Chief Executive Officer/Chief Executive Officer delegate. The total budget to support the incentive program is capped therefore there is no guarantee that all hospitals that apply will receive funding. Hospitals may also wish to supplement incentive packages from within their own resources. An application form is attached.

Applications must be submitted to the department **prior to the 31 May 2008**.

Further information

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