



Guidelines for allied health professional incentive packages

Health careers for a healthy future

As part of its *Recruitment of international health care professionals to Victoria – strategic directions 2007–10* paper, the Department of Human Services is offering incentive packages for overseas-trained and interstate allied health professionals (AHPs) to work in the Victorian public health and community services sector.

Victorian public health and community services have access to funding to create a package of incentives to assist with the recruitment of overseas-trained and interstate AHPs to vacant positions. The incentive packages are designed to reimburse costs incurred by the health and community services and AHPs in relocating to Victoria.

Eligibility

The following overseas-trained and interstate AHPs will be eligible to access the incentive program:

- audiologists
- biomedical scientists
- clinical psychologists
- dieticians
- hospital pharmacists
- medical imaging technologists
- medical laboratory scientists
- medical physicists

- medical radiation therapists
- nuclear medicine technologists
- occupational therapists
- orthoptists
- orthotists/prosthetists
- physiotherapists
- social workers
- sonographers
- speech pathologists.

Resources available

The maximum amount for each incentive package is \$10,000 (GST exclusive) per AHP. As the total budget to support the incentive program is capped, there is no guarantee that all health and community services will receive funding.

Conditions

The incentive package is intended to be flexible to allow health and community services to tailor the package to best suit their needs. However, clear documentation and a budget to substantiate the release of funds will need to be submitted to the department. Health and community services that are successful in applying for an incentive package will also be required to provide information to the department as requested regarding the recruitment process.

The incentive package can constitute a number of components, including, but not limited to:

- payment of up to \$5,000 (GST exclusive) for expenses incurred by the AHP to relocate to Victoria, including fees and charges associated with skills assessment by the relevant assessing authority, visas, airfares, short term accommodation, car rental and childcare
- an income subsidy for the first two weeks of employment
- spousal employment support
- continuing professional development activities
- payment of professional indemnity and professional association costs and Victorian registration fees, where relevant, in the first year
- private health insurance for the first year.

Preference will be given to rural, regional and outer metropolitan health and community service vacancies in recognition of the increased difficulty experienced by these services in recruiting AHPs.

AHPs successfully recruited to Victoria will have access to all departmentally funded allied health recruitment and retention programs including the Region of Choice service (www.health.vic.gov.au/workforce/roc), scholarships, continuing professional development and mentoring.

How to apply

Health and community services will be required to submit a formal application to the department to access an incentive package after their desired applicant has accepted a position and relocated to Victoria. Health and community services may also wish to supplement incentive packages with their own resources. An application form is enclosed.

Applications must be submitted to the department by **close of business 31 May 2008**.

Further information

Susan Morgan
Manager, Workforce Innovation
Service & Workforce Planning
Department of Human Services
Telephone: (03) 9096 8741
E-mail: susan.morgan@dhs.vic.gov.au

If you would like to receive this document in an accessible format, please telephone (03) 9096 8741 or email susan.morgan@dhs.vic.gov.au