

Allied Health Rural HECS-HELP Incentive Package

Factsheet for Applicants

What is the Allied Health Rural HECS-HELP Incentive Package?

The Allied Health Rural HECS-HELP Incentive Package (the Incentive Package) is a four-year comprehensive incentive package focused on recruitment and retention to areas of critical need in rural and remote NSW. It is targeted specifically at attracting early career Allied Health professionals with a HECS-HELP loan debt.

The following definitions apply for the purposes of this program:

Rural and remote NSW: Only certain rural/remote NSW Health sites will be eligible for Incentive Package positions. If a position is eligible this will be clearly stated in the advertisement.

Early career: This program is targeted at new or recent graduates (with a HECS-HELP loan) applying for Level 1 or 2 Allied Health positions.

Allied Health professions: All Allied Health professions as listed on the [NSW Health website](#) are in scope. However, actual advertised roles will depend on Local Health District (LHD) requirements.

What does the Incentive Package include?

- An incremental annual contribution to an your HECS-HELP loan – paid at the completion of each years' service (totalling \$20,000)
 - Year one (\$3000)
 - Year two (\$4000)
 - Year three (\$6000)
 - Year four (\$7000)
- A rural immersion and familiarisation visit prior to finalising recruitment to ensure your suitability to the proposed rural location
- An additional five days of annual leave (per year)
- An additional six days of continued professional development (CPD) leave (per year)
- Cultural responsiveness training
- Three hours a week of protected CPD, mentoring and clinical supervision.

Am I eligible for the Incentive Package?

You are eligible for the Incentive Package if you are an Allied Health professional who has completed the relevant accredited course and are committed to relocating to the rural or remote area for this four-year program.

All Allied Health professions as listed on the [NSW Health website](#) are in scope. However, actual advertised roles will depend on Local Health District (LHD) requirements.

How do I apply for the Incentive Package?

All positions eligible for the Incentive Package will be advertised on the LHD jobs page. Roles eligible for the Incentive Package will clearly state this in the advertisement.

- When you see an eligible role, apply as per the normal NSW Health recruitment process

- In addition to your application, make sure you also attach a copy of the [Allied Health Rural HECS-HELP Incentive Package Application Form](#)
- If you are the preferred candidate for the role, and eligible for the Incentive Package the LHD will organise a familiarisation visit, allowing you to visit the site prior to accepting the role
- If you choose to accept the role the other incentives will be provided annually for four years.

Can I apply for a different position and still receive the Incentive Package?

No, only certain roles are eligible for the Incentive Package. Unless the job advertisement states that a package is attached to the role it is not eligible.

What if I leave before I have completed four years in the role?

Roles included in the program are full time, permanent positions. When you apply for the Incentive Package you are committing to a minimum of four years of employment at the LHD. If due to circumstances out of your control you must withdraw, you will **not** be required to pay back any of the funding you had received to date, however, you will not receive any further incentive payments.

What does the familiarisation visit include?

The LHD will organise a site visit for you if you are the preferred candidate for the role. The purpose of this visit is to give you an opportunity to visit the location of the role prior to accepting the offer.

The exact nature of the visit will vary based on local requirements however it should include:

- Flights (and other transport) provided to site of role
- Accommodation for duration of the visit
- A tour of the facility/ies you will be working in, including opportunities to meet other staff
- A tour of the town you will be living in, including visiting local sites, cafes, restaurants, social activities based on your interests (e.g. sports clubs) etc.

What else do I need to know about working in rural and remote NSW?

Working in rural and remote NSW can be an extremely rewarding experience. As an Allied Health professional, you are delivering essential services to a community which means they no longer have to travel long distances to get the required treatment. There are also often opportunities to utilise a far broader scope of practice than you might experience in a metro area and you have the opportunity to get to know the community you are working with which can be extremely rewarding. Virtual Care is a well-established service model and the opportunity to be a technology enabled professional will present.

There are also challenges that some health professionals face when working in these areas. You may experience professional isolation as you will often be the only member of your profession across a large geographical space. Homesickness can also be a factor for those relocating long distances, when the cost or time of returning home can make regular visits a challenge. A lack of anonymity in a community can also sometimes be a challenge.

It is important to understand these challenges and prepare yourself. However, with appropriate support and resilience your time in rural or remote NSW can be a fantastic career opportunity and a rewarding personal experience. NSW Health also has many programs which can support you.

Who can I contact if I have further questions?

Please contact the nominated LHD contact for role related queries in the job advertisement.