



Department of
Health

Belong

Frequently Asked Questions – WA Health Relocation Incentives

Effective as at September 2023



 health.wa.gov.au/careers

Be part of WA Health.

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Welcome to Western Australia Health

Working in Western Australia (WA) Health will see you part of a 50,000-strong team that is committed to providing world-class public health care and ensuring healthier, longer and better lives for all Western Australians.

We are progressing initiatives to support international recruitment and expedite employment for critical workforce shortages, including financial incentives to relocate to WA. Western Australians seeking to return home from outside Australia or from other jurisdictions are also eligible for the incentives and are encouraged to apply for positions within the WA public health system.

Visa sponsorship opportunities may be available for specific vacancies and should be discussed with the employing Health Service Provider (HSP).

When applying for jobs in WA Health:

- ensure your professional registration is current and valid. International applicants may wish to consider the advice offered by The Australian Health Practitioner Regulation Agency [Australian Health Practitioner Regulation Agency - Information for international practitioners \(ahpra.gov.au\)](http://ahpra.gov.au).
- provide evidence of appropriate residency and immigration approvals to work in Australia. If you do not currently have these approvals, you can still apply and work towards this if you are a successful applicant.
- read the application guidelines carefully to ensure you meet the employment criteria and will be able to provide all the required information.

Travel exemptions are no longer required for travel to or from Australia however normal visa and border requirements remain in place www.homeaffairs.gov.au.

What incentives are available from WA Health?

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 and commence their first day of 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 regional 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
Some international Resident Medical Officers (RMOs) employed in mental health roles or in the 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 or relocation payment from HSPs are ineligible to claim the HSP incentive as well as the WA Health Belong incentive.

Please note that the incentives are classed as assessable income and will be paid through payroll and reported on an employee's Income Statement.

The Income Statements are available on myGov and should be referred to by employees for the purposes of meeting their individual income tax obligations. It is recommended that you seek your own personal tax advice to determine any taxation implications because of receiving this payment.

Who are the incentives aimed at?

The incentives are aimed at experienced health professionals from overseas and Australia. This includes Nurses, Midwives, Doctors, Psychiatrists, Dentists, Dental Therapists and any of the Allied Health and Health Science Professions, including but not limited to Physiotherapists, Clinical Psychologists, Occupational Therapists and Social Workers.

If you are appointed to a clinical position with the WA public health system, you may be eligible subject to certain conditions as detailed below.

I am an international health professional. Am I eligible?

Experienced international health professionals will be eligible to receive an incentive of \$8,000 or \$10,000 dependent on their employment commencement date.

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 also eligible to apply for the incentive.

The incentive is only available to experienced international health professionals who are appointed to a permanent or fixed term contract of 12 months or longer 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.

I am an International Medical Graduate. Can I make a claim?

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

For the purpose of claiming the incentive, experienced IMGs include Resident Medical Officers (RMOs) Year 3 (PGY4 and above), Registrars and Consultants.

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

However, in recognition of the vital role that these 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 contracts of 12 months or longer will be eligible for \$8,000 or \$10,000 dependent on their employment commencement date, only if you will be working in:

- a dedicated mental health role anywhere in WA for the duration of their contract; or
- a contracted medical role directly with WACHS, excluding roles in WACHS head offices.

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

Is there an incentive if I move from interstate?

WA Health offers an incentive to experienced interstate health professionals who are appointed to a permanent or fixed term contract of 12 months or longer 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.

The interstate incentive amount varies depending on your area of expertise and where you are employed, and is split into four categories as outlined below:

1. Mental health appointments

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

You 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.

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

You 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. You must be at RMO Year 3 (PGY4 and above) when you commence employment in order to be eligible.

Interstate RMOs will be eligible to claim:

- \$3,000 or \$5,000 depending on your employment commencement date, if working for a metropolitan HSP, including WACHS head offices.
- \$6,000 or \$8,000 depending on your 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 you work in:

- a dedicated mental health role anywhere in WA for the duration of your 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 clinical appointments to WACHS head offices, will be eligible to receive \$3,000 or \$5,000 dependent on your employment commencement date.

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

When will I receive the incentive?

Incentives are paid in two increments, with the first half payable after six months employment and the remainder payable after 12 months continuous employment. No pro-rata payments will be made.

You will need to liaise with your employer when you are eligible to receive these payments and how to claim them.

You will also need to prove that you have moved from overseas or interstate as part of this process. A copy of your flight itinerary or a bank statement or utilities bill with your name and overseas or interstate address will be useful.

I have received a relocation package from my employer. Can I also claim the Belong incentive?

Applicants are only entitled to receive one incentive payment.

If you have received a relocation payment from your employer, you may not also claim the WA Health Belong incentive. Please discuss this with your employer.

Will I need to pay tax on my incentive payment?

These incentives are classed as assessable income.

The incentive payment will be reported on your Income Statement which you can access on myGov.

[Belong \(health.wa.gov.au\)](https://health.wa.gov.au)

For the purposes of meeting your income tax obligations it is recommended that you seek advice to determine any taxation implications as a result of receiving this payment.

I have been appointed to a position with a private provider. Am I eligible?

The WA Health incentives are only applicable for appointments to the WA public health system. If you have been appointed to a position in the private sector you are ineligible for this incentive.

When do the incentives expire?

These incentives are currently applicable for eligible appointments who commence employment on or before 30 June 2024.

Where can I look for a job with WA Health?

You can find out about careers in WA Health and more information about your profession here: [Careers \(health.wa.gov.au\)](https://health.wa.gov.au)

Job vacancies across WA Health are advertised on the [WA Health Jobs Board](#)

What if I have additional questions?

If you have any questions throughout the employment process, please contact your employing hospital.

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

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