



Country Nursing Midwifery INCENTIVE PROGRAM



Frequently asked questions

What's the program?

The Country Nursing and Midwifery Incentive Program is a robust incentive scheme designed to support nurses and midwives to work in country WA for longer.

Eligible nurses and midwives may receive between \$5,000 and \$17,000 (pro rata) paid over 12-months.

It is available to new and existing nurses working full-time or part-time on fixed-term and permanent contracts across 85 endorsed sites.

We're proud to have worked with the WA Government to develop this model. It puts our commitment to attracting and retaining residential staff front and centre.

What's the eligibility criteria?

To be eligible for the incentive payment, you can be a new or existing WA Country Health Service nurse or midwife and be working at any of the 85 endorsed sites as a:

- Registered/clinical nurse or midwife, nurse practitioner, senior registered nurse or midwife, enrolled nurse, or assistant in nursing/midwifery patient facing clinical or clinical/workforce support role in an acute or community setting including population health, mental health, aged care.
- Full-time or part-time employee that meets the above criteria on a fixed term or permanent contract.

What sites does it cover?

You can download the full list of endorsed locations and their respective incentives [here](#).

Do I need to apply for the program?

If you meet the eligibility criteria, the incentive will automatically be applied through payroll – so you don't have to do a thing!

From mid-August, new and existing staff starting will receive their first payment for eligible CNMI hours after working two consecutive pay periods with eligible hours.

How much will I receive?

The incentives range from \$5,000 to \$17,000 depending on where you're based. You can view the full list of endorsed locations and incentives [here](#).

These figures are based on 1 FTE and will be pro-rated for eligible part-time employees based on hours worked.

Your total incentive figure is paid in three instalments over the course of 12 months – at four weeks, 26 weeks and the final payment after 52 weeks of continuous employment.

What hours are included in the payment?

Only eligible hours based on specific payroll earning codes will be used for calculating how much incentive you receive.

In general, special allowances, extended leave types such as long service leave, time in lieu, and any types of leave taken without pay are not included.

What are the milestones and why have they been created?

The new program is designed to attract and retain staff in some of our most rural, remote and very remote sites for longer periods.

The incentive is paid in instalments following completion of three retention milestones:

- 10 per cent to be paid following completion of four weeks,
- 40 per cent following 26 weeks, and
- 50 per cent following 52 weeks.

There are four levels of payment, with hours worked at each eligible site determining the proportion of the incentive that is received.

*Please note, the total incentive figure is based on 1 FTE. Payments will be pro-rated based on the hours worked during that period.

Payments for the first retention milestone (10 per cent) are calculated as follows:

FTE (number of hours worked in the four weeks) x site level of payment x milestone.

For example, the following nurse at Karratha working 121.60 hours (0.80 FTE) will receive \$400 pre tax, calculated as:

0.80 FTE x \$5,000 x 10 per cent

Eligible staff who worked greater than 1 FTE will be paid the maximum of the 10 per cent incentive.



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If your CNMI first milestone payment is not representative of your hours worked at eligible sites, please send your employee ID and query to WACHS.CNMI@health.wa.gov.au

When will I receive it?

Existing staff will receive their first payment in late-September.

New staff will receive the first payment for eligible CNMI hours after working two consecutive pay periods with eligible hours.

I already work at one of the endorsed sites. Am I eligible?

If you're currently working as a nurse or midwife at any of the endorsed locations and meet the eligibility criteria, you will receive the first milestone payment from late-September.

What other incentives are available to country nurses and midwives?

The new incentives are being offered above and beyond applicable district allowances and travel and accommodation subsidies and fully funded professional development such as:

- Support to complete a Postgraduate Diploma of Midwifery.
- Interprofessional education units, including Advanced Life Support I and II NeoResus and Practical Obstetric Multi-Professional Training (PROMPT).
- 12-month Transition to Practice programs.
- Scholarship for midwives to complete a Graduate Certificate leading to endorsement for scheduled medicines with Australian Health Practitioner Regulation Agency (AHPRA).
- Special Care Nursery Course Level II in a tertiary setting.
- Postgraduate opportunities in critical care emergency nursing, perioperative nursing and neurocognitive disorders in the older adult.
- Newly qualified nurses and midwives may also be eligible for the CNMI program in conjunction with up to \$12,000 in HECS-HELP support.

