



Country Nursing + Midwifery INCENTIVE PROGRAM 2.0

Frequently asked questions

Information correct as at 27 July 2026

What's the new program?

The Country Nursing and Midwifery Incentive Program (2.0) is a robust incentive scheme designed to support nurses and midwives to work in country WA for longer.

From a program commencement date of 1 August 2026, eligible nurses and midwives may receive between \$5,000 and \$17,000 paid over 12-months.

It is available to new and existing nurses and midwives working full-time or part-time on fixed-term and permanent contracts across 42 endorsed sites.

What's the eligibility criteria?

The program applies to eligible **nurses and midwives** who are:

- Currently employed at an endorsed site at program commencement date (1 August 2026), or
- Commence employment at an endorsed site during the approved intake window (1 August 2026 to 1 August 2027), and
- Employed under [WA Health System – Australian Nursing Federation – Registered Nurses, Midwives, Enrolled \(Mental Health\) and Enrolled \(Mothercraft\) Nurses – Industrial Agreement 2024](#) or [WA Health System – United Workers Union WA – Enrolled Nurses, Assistants in Nursing, Aboriginal Health Workers, Ethnic Health Workers and Aboriginal Health Practitioners – Industrial Agreement 2024](#).

What sites does it cover?

The incentives are available for eligible nurses and midwives across 42 WA Country Health Service sites. 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!

How much will I receive?

The incentives range from \$5,000 and \$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 two instalments over the course of 12 months – at 26 weeks and the final payment after 52 weeks of continuous employment.

What are the milestones and why have they been created?

The 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 two retention milestones:

- 40 per cent following 26 weeks, and
- 60 per cent following 52 weeks.

*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 (40 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 Newman working 121.60 hours (0.80 FTE) will receive \$3,200 pre tax, calculated as:

0.80 FTE x \$10,000 x 40 per cent

Eligible staff who worked greater than 1.0FTE will be paid the maximum of the 40 per cent incentive.

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?

Eligible staff reaching their first milestone will receive their first payment in January 2027.



Government of **Western Australia**
WA Country Health Service

Country Nursing + Midwifery

INCENTIVE PROGRAM 2.0

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 January 2027.

Staff on extended leave such as long-service leave aren't eligible to receive the incentive while on leave.

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.

