

Rural Health Professionals Program

Candidate & Employer Information

HR+ is a not-for-profit workforce agency contracted to administer the Rural Health Professionals Program (RHPP) in Tasmania.

The RHPP is an initiative of the Australian Government designed to increase the nursing and allied health workforce in rural and remote Australia in the non-acute sector. The RHPP is the first nationally funded and coordinated strategy to increase nursing and allied health workforce to areas of greatest need.

The RHPP will attract, recruit and retain candidates from approved Australian and overseas locations and will provide them with retention supports (both financial and administrative) to assist them to remain practising in rural and remote communities for up to two years. Eligibility criteria apply to both employers and candidates.

Evaluation provided in the course of the RHPP provides advice to governments on relevant workforce issues, including successful retention and settlement models.

Priority Professions

- Nursing and Midwifery
- Physiotherapy
- Social Work
- Psychology and other mental health professions
- Speech Pathology
- Occupational Therapy
- Podiatry

Eligible Professions

- Aboriginal Health Workers
- Audiology
- Dental Hygienists
- Diabetes Education
- Dietetics, Nutrition
- Exercise Physiology
- Medical Imaging
(Radiographers/Sonographers)
- Orthotics and Prosthetics
- Pharmacy

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Features	
Candidates are eligible if they are:	<ul style="list-style-type: none"> ▪ Moving from a metropolitan workplace to a rural workplace ▪ Moving from a less rural workplace to a more rural workplace ▪ Being placed into an Aboriginal Medical Service for the first time ▪ A new graduate (within 12 months of initial registration, irrespective of place of study) ▪ From overseas and are being placed directly into a rural workplace or Aboriginal Medical Service
Candidates are not eligible if:	<ul style="list-style-type: none"> ▪ They have had a previous placement under the RHPP
For confirmation of eligibility:	<p>Contact Sophie Weeding at HR+: nahp@hrplustas.com.au T: +61 3 6332 8600</p>
Eligible Positions	<ul style="list-style-type: none"> ▪ Non-acute (or >50% of role in primary health service delivery) ▪ Public ▪ Private ▪ 0.4 FTE and above ▪ Compulsory minimum 12 month contract with employer ▪ Self-employment in an identified vacancy which commits to rural practice for minimum 12 months
Retention Supports	<ul style="list-style-type: none"> ▪ Individually tailored ▪ Spread over tenure up to 2 years <p>Compulsory component:</p> <ul style="list-style-type: none"> ▪ Formal professional orientation program <p>May include (but not limited to):</p> <ul style="list-style-type: none"> ▪ Orientation into workplace and community ▪ Removal and relocation costs (if not offered by employer) ▪ Visa and migration costs ▪ Rental assistance and/or housing accommodation assistance for up to 3 months following relocation

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	<ul style="list-style-type: none"> ▪ CPD costs, including funding for mentoring and supervision ▪ Sponsorship of group professional learning ▪ Financial support for accreditation and registration ▪ Professional association membership costs <p>Note: Any retention supports offered to the candidate must work alongside and not duplicate supports offered by the employer - it is expected that the package offered by the employer be competitive in its own right. Employers must agree to assist candidates with retention supports offered by the RHPP, eg access to CPD. Candidates must repay the value of retention support provided should they leave the RHPP within twelve months of commencement of employment.</p>
<p>Benefits of RHPP</p>	<ul style="list-style-type: none"> ▪ Comprehensive free recruitment service from HR+ ▪ Individually tailored retention supports ▪ Potential for greater scope of practice in rural and remote roles ▪ Potential for exposure to greater casemix than in city ▪ Lifestyle opportunities in rural and remote areas

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Service Provided by HR+

HR+ will provide a comprehensive, free recruitment service to employers and candidates comprising:

- identification of eligible vacancy
- advertising
- identifying suitable eligible candidates/candidate screening
- matching candidates to the most suitable position
- professional/registration and visa assistance, including identification of appropriate registration pathway for overseas candidates
- orientation to Australian health practice, Australian culture, the employer and the local community
- family settlement
- ongoing professional support and retention case management
- facilitation of access to any other support services required by the candidate

Program Evaluation

Both employers and candidates will be required to complete and return evaluation forms. Certain information will be forwarded to Rural Health Workforce Australia for statistical purposes and to assess the efficacy of the RHPP.