

POLICY OBJECTIVE

This policy provides direction for Council to provide support in attracting doctors and registered nurses to the Edward River Council area.

SCOPE

Edward River Council recognises the importance of attracting and retaining doctors and registered nurses to the Edward River Council area. This Council policy aims to provide a support framework to assist in attracting doctors and registered nurses when a workforce skill shortage is identified.

LEGISLATIVE REQUIREMENTS

Nil

POLICY STATEMENT

Council will provide a financial incentive to doctors and registered nurses to assist in relocation expenses and rent support. Council offers two tiers of financial incentives to attract medical professionals:

1. **Doctors** - Council may provide a one-off allowance of up to \$10,000, subject to available budget, to assist with relocation expenses and accommodation assistance subject to the following conditions:
 - a. The recipient is required to practice in the Edward River Local Government Area for a minimum of two years
 - b. If the recipient ceases to practice in the Edward River Local Government Area within a two-year period, Council requires the allowance be repaid on a pro-rata basis.
2. **Registered Nurses/Midwives** - Council may provide a one-off allowance of up to \$5,000 as a means of attracting both Registered Nurses and Midwives subject to the following conditions:
 - a. The recipient obtains and maintains employment within a certified established medical practice or the Deniliquin Hospital within the Edward River Council region
 - b. The employment period must be for a minimum of two years. If the recipient ceases to be employed as a Registered Nurse or Midwife at one of the locations identified in point 'a' above, within the two-year period, Council requires the allowance to be repaid on a pro-rata basis
 - c. Any incentive payment may be aligned with employment status e.g. part-time roles may funding on a pro rata basis equivalent to Full Time Equivalent 40 hours per week.
3. **Eligibility** – To be eligible for a financial incentive under this policy:
 - a. The application must be received and approved in advance of the commencement of employment. It will not be applied retrospectively
 - b. The recipient must maintain a residence within the Edward River Council Local Government area
 - c. This policy only applies to Doctors, Registered Nurses and Midwives
 - d. Edward River Council reserves the right to accept or reject applications under this policy. The policy will only apply where there is a demonstrated skills shortage of Doctors, Registered Nurses or Midwives



- e. Edward River Council will budget \$10,000 annually to support the attraction of one Doctor, Registered Nurse or Midwife where is a demonstrated skills gap. Any applications over and above this budget will only be supported in extraordinary circumstances, subject to a decision of Council.

4. Application and Determination Procedure

The process to apply for funding under this policy is:

- a. An application must be submitted in writing and addressed to the General Manager
- b. The application must identify the level of incentive sought, the role that the position will fill, confirm place of residence, and provide information on the demonstrated skills gap that has been identified. The application must also include a letter of support from the employer confirming the employment status, employment term, hours of employment per week and location of employment
- c. The General Manager will determine payment under delegation against the criteria and according to budget
- d. In circumstances where the level of financial support being sought will exceed Council's publicly advertised budget, the decision must be made by Council, followed by a 28-day public notice period. Following this notice period an additional report to Council will be undertaken.
- e. If the application is successful, then a signed Financial Incentive Payment Agreement (appendix 1) must be signed by the beneficiary.

5. Payment of Funds

- a. On receipt of the signed agreement, Council will make a 50% payment
- b. The final 50% payment will be made on the two-year anniversary of the signed agreement. Confirmation from the recipient's employer of the current employment status will be required to process payment.

6. Council Rights

Edward River Council reserves the right to accept or reject applications for assistance under this policy as they see fit.

DEFINITIONS

Council means Edward River Council.

Councillor means a person elected to the governing body of Edward River Council as per section 222 of the Local Government Act 1993.

Council officer means staff of Edward River Council.



POLICY VERSION CONTROL

Title	Doctors and Registered Nurses Attraction Policy			
ECM Doc Set ID	143272			
Date Adopted	18 March 2021			
Council Minute No.	2021/22			
Responsible Officer	Michelle Cobb			
Version Number	Modified By	Modifications Made	Date modified and Approved by Council	Council Minute Number
1.0	General manager	Revision of policy in draft	18 March 2021	2021/22