phn NORTHERN TERRITORY
An Australian Government Initiative

RURAL Workforce AGENCY NT

NT Thrive Grant: Relocation and Wellbeing Support for Health Professionals

Candidate Guidelines







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1. Introduction

The NT Thrive Grant (NTTG) is designed to support health professionals relocating to the Northern Territory (NT). The program is funded by the Australian Government's Department of Health, Disability and Ageing under the Primary Care Workforce Support Program (PCWSP) and is managed in the NT by Rural Workforce Agency NT (RWA NT).

2. Scope

The NTTG supports eligible health professionals who are recruited to the NT by providing financial assistance to alleviate the costs associated with relocation, as well as expenses that contribute to wellbeing and professional success.

The program aims to:

- Attract and recruit eligible health professionals to the NT
- Provide flexible financial support to assist with the cost of relocating, settling in and adjusting to life in the NT
- Support access to wellbeing and lifestyle-related expenses that promote a successful transition and community connection
- Enable upskilling, cultural training and education to enhance role readiness and career growth
- Provide case management and retention support to health professionals as they establish themselves in the NT health workforce.

3. Program Priorities

Funding will be prioritised towards health professionals and positions that address identified workforce needs across the Northern Territory, with particular emphasis on MMM6–7 remote locations, critical workforce shortage areas, permanent recruitment outcomes, interstate and international recruitment, Aboriginal and Torres Strait Islander workforce growth, graduate

and future workforce pathways, and other priorities identified through the Northern Territory Health Workforce Needs Assessment.

4. Eligibility

4.1. Who is eligible?

To be eligible, applicants must:

- Be an eligible health professional.
- Hold current registration, accreditation, or credentialing requirements relevant to their profession.
- Hold a minimum 12-month employment contract.
- Be employed at a minimum of 0.5 FTE, including FIFO arrangements.
- Provide at least 50% direct clinical services within the private or non-government primary healthcare sector.
- Be recruited through an RWA NT supported recruitment process.
- Be employed in a vacancy registered with RWA NT.

Eligible health professionals include:

A primary healthcare professional with a relevant professional qualification and/or who is practicing as one of the following:

- ☐ An Aboriginal and/or Torres Strait Islander health worker/practitioner
- ☐ A Specialist general practitioner (GP) and/or rural generalist
- ☐ Other doctors working in primary healthcare (see Note 1)
- ☐ A nurse or midwife
- ☐ A dentist or dental hygienist

An allied health professional:

- ☐ Audiology
- ☐ Diabetes Education
- ☐ Dietetics
- ☐ Exercise physiology
- ☐ Medical imaging (Radiography,Sonography)
- ☐ Occupational Therapy
- ☐ Optometry & Orthoptics
- ☐ Physiotherapy
- ☐ Podiatry
- ☐ Pharmacy
- ☐ Psychology
- ☐ Social Work
- ☐ Speech Pathology

Note 1: Other doctors working in primary healthcare, including applications from Specialist participants on the Royal Australian College of General Practice (RACGP's) Practice Experience Program (PEP) will be assessed by RWA NT recruitment team on a case-by-case basis, in-line with current workforce needs, supervision requirements and intended duration of practice in the NT.

4.2. Who is not eligible?

Applicants are not eligible where:

- They are employed directly by government health services, public hospitals or NT Government Primary Care Services.
- They were not recruited through an RWA NT supported recruitment process.
- They do not meet the employment, FTE or clinical service requirements.
- They seek funding for activities already supported by another funding source.

4.3. What can you use the NTTG for?

The NTTG can be used to cover reasonable relocation expenses associated with the health professional and their immediate family relocating to a new location of employment in the NT.

The grant can only be used for the following expenses up to the approved grant amount:

- Costs of domestic travel (standard airfare) for the health professional and their immediate family, including spouse and children, in line with the Australian Government Taxation Determination for reasonable travel and accommodation not including food and alcohol. The grant may also be used for domestic travel between the contract location and support networks
- Where the health professional and immediate family drive to the NT, reasonable fuel expenses and accommodation for up to four (4) nights whilst travelling
- Relocation costs, including:
    - Vehicle removal/transport
    - Household items removal/transport
    - Internet/broadband connection and monthly access
    - Mail redirection costs
    - Storage expenses of household goods to the maximum of twelve (12) months
- Rental assistance in the location of employment in the NT
- Purchase of household items (for example, furniture, fridge/freezer, bed, mattress, couch, washing machine, table and chairs, kitchen utensils)
- Items that support wellbeing (exercise equipment, books, hobbies, gyms memberships, online wellness or streaming subscriptions, community/sport groups)
- Cultural training and upskilling (for example, short courses or other learning relevant to your role)

4.4. What can't you use the NTTG for?

Support that duplicates assistance provided by the employing health service, a partner/ spouse's employer or any other grant or incentive program.

- All activities that relate to international travel, including international

relocation, visa and immigration costs.
- Payments to overseas companies that do not have an Australian base or presence
- Purchase of food, drinks, alcohol or personal shopping
- Major capital expenses or capital works
- Professional costs related to eligibility to practice your profession including AHPRA professional registration, professional insurances and/or indemnities.

5. What funding is available?

5.1. NT Thrive Packages

Applications will be assessed on a case-by-case basis and will take into consideration RWA NT's priority areas, both strategic and geographic, as outlined in the Health Workforce Needs Assessment.

To be considered, contracts must be for a minimum of twelve (12) months and a minimum of point five (0.5) FTE.

Candidates undertaking flexible contracts can also be supported by the NTTG, for example, this could include job-sharing arrangements or other flexible employment models. Please discuss your circumstances with the RWA NT recruitment team.

Eligible health professionals can apply for NTTG packages of up to:

Location (MM)	12 Month Contract – min 0.5 FTE
MM 2	$3,500
MM 6	$7,000
MM 7	$10,000

The MM classification model can be obtained on the Department of Health, Disability and Ageing website via the Health Workforce Locator.

5.2. Application conditions

The following conditions are mandatory program requirements. Failure to meet any of these requirements may result in an application being deemed ineligible for funding or support.

- RWA NT must be involved in the recruitment process, and the employer must have signed a recruitment agreement with RWA NT
- Applicants of the NTTG must disclose any relocation support, accommodation support or additional relocation benefits they are receiving from sources other than RWA NT
- RWA NT will not provide duplicate support on relocation costs already supported by other sources
- To ensure eligibility, applications must be submitted prior to commencement. Late applications will not be considered.

6. Grant Conditions

Conditions of the NTTG Agreement include but are not limited to:

- The NTTG is only available to eligible health professionals with a confirmed employment offer and start date. If the start date is not met the grant may be forfeited
- By accepting the grant, the recipient agrees to remain employed in the NT for the full duration of their contract
- Early termination of employment may require full repayment of the grant
- RWA NT must be notified in writing of any employment changes within 10 business days
- Recipients must retain expense receipts for two years for potential audit or legal verification
- Any unspent grant funds at the end of the 12-month period must be reported and returned to RWA NT.

7. How do I apply?

The application form and further information will be provided once your eligibility to apply has been confirmed. Eligible candidates are required to complete the NTTG online application form and submit all supporting documentation to recruitment@ntphn.org.au.

8. Case Management

To ensure the conditions of the NTTG agreement is maintained and to provide ongoing support, RWA NT will provide post-placement support to the grantee to ensure their obligations continue to be met until the completion of the agreed employment period.

It is the responsibility of the grantee to contact RWA NT to advise of any changes to their employment or if they are unable to fulfil the obligations set out in the grant agreement.

Please be aware that non-identifiable data will be collected throughout your case management period as a condition of your grant. This data will be used to inform us of our strategic allocation of funding.

9. Complaints, waivers and appeals

Unsuccessful applicants should first speak with their workforce consultant to explore alternative funding or support options. Contact the Recruitment Team at recruitment@ntphn.org.au.

If unresolved, appeals can be escalated to the Health Workforce Manager, who will review the case with the Executive Manager, Workforce & Primary Care Support. The Executive Manager's decision is final.

Grantees unable to complete their employment due to exceptional circumstances - those unforeseeable and beyond their control - may negotiate repayment options. RWA NT will prioritise finding alternative ways for the grantee to fulfil their commitment.
However, if no agreement is reached, RWA NT may recover the NTTG funds and enforce the minimum employment period.

10. Contact

For information regarding the NTTG please contact:

Recruitment Team
e recruitment@ntphn.org.au
t 08 8982 1070

11. Definitions

Definitions	**Recruitment**: Where RWA NT assisted to recruit a candidate to fill an employment vacancy, where the candidate did not have an offer of employment for that vacancy and had not accepted an offer of employment for that vacancy prior to RWA NT involvement in the recruitment process. **Recruitment Agreement**: A signed agreement between RWA NT and the employer outlining the RWA NT recruitment service, recruitment process and the employer's responsibilities to enable candidates to access RWA NT grants. **Grant Agreement**: An agreement between RWA NT and the approved grantee, which sets forth the terms and conditions of the NTTG. **Case Management**: Ongoing relationship between RWA NT and the grantee to ensure the right level of support is in place and that the grantee can satisfy the conditions of their grant. **Exceptional Circumstances**: any circumstances beyond the control of the grantee, which were not reasonably foreseeable by the grantee at the time they entered into the grant agreement, and which prevent that grantee from meeting the agreed employment term. **Grantee:** Where a health professional is granted an agreement from RWA NT they will be furthermore referenced as a grantee.
Related Controlled Documents	Nil
Relevant Legislation	Nil
References	Nil