

Residential Aged Care Services:

Sign on incentive payment guidelines and frequently asked questions (June 2023)

Payment details

Payment amount: Up to \$10,000 – payable to all newly employed Registered Nurses and Enrolled Nurses who are employed in Residential Aged Care Services from 20 February 2023. This payment is not available to current staff of Bendigo Health looking to transfer to Residential Aged Care.

Eligibility Criteria

To be eligible to receive the payment, the following conditions apply:

- Candidates must be appointed to an ongoing Registered Nurse or Enrolled Nurse position (payment is not applicable to casual or fixed term appointments);
- Candidates must be employed at a minimum EFT 0.7EFT and above (53.2hrs per fortnight or above) for the full 12 month eligibility period. Candidates who are employed with contracted hours less than 53.2hrs per fortnight are not eligible to receive the payment);
- Full time candidates will receive the full incentive payment of \$10,000. Part time candidates (who are contracted between 53.2hrs per fortnight and 75hrs per fortnight) will receive the incentive payment paid at the applicable pro rata rate. For example, candidates contracted for 64hrs per fortnight will receive a total payment of \$8,421.05 after 12 months service.

Frequently Asked Questions

1. Why is Bendigo Health offering a sign on incentive payment?

Bendigo Health is seeking to open more beds across our Residential Aged Care nursing homes. This expansion is due to some recent upgrades and additions to our nursing homes that require additional nursing staff. Bendigo Health is offering the sign on incentive payment as an additional benefit to attract quality nurses to work with us.

2. If I am employed, when can I expect to receive payment for the sign-on incentive?

Candidates will receive the payment on completion of 12 months service in Aged Care at Bendigo Health. The payment will be processed in the first pay period following the completion of 12 months service. Details of the payment will be included in your contract of employment.

3. Will taking leave affect my eligibility to receive the sign on incentive payment?

Taking any form of paid leave will not affect your eligibility to receive the sign on incentive payment once you have worked 12 months. However, any period of unpaid leave taken in the qualifying 12 month period will be added to the qualifying period. For example, if 1 month of unpaid leave was taken, this month would be added to the qualifying period and the candidate would receive their sign on incentive payment after 13 month employment.

4. Will I have to pay tax on the incentive payment?

Yes, the sign on payment will form part of your taxable income.

5. Will my payment increase if I work extra hours?

Any increases in your EFT across the 12 month qualifying period will not affect the payment but applicants must maintain 0.7EFT minimum across the 12 month qualifying period to receive the payment (ie additional shifts worked will not increase the pro rata payment).

6. What happens if I leave Bendigo Health within the 12 month qualifying period?

If candidates do not remain employed for the full 12 month qualifying period they will not be eligible to receive the payment.

7. I would like to work in Residential Aged Care Services at Bendigo Health but am unable to work 53.2hrs per fortnight. Will I be eligible for the incentive payment?

Unfortunately no, however we would still love to talk with you about employment opportunities and incentives available. Please speak with the contact person outlined in the relevant advertisement who can discuss this with you further.

8. Are there any other incentives or benefits on offer to work at Bendigo Health?

Yes - Bendigo Health offers a range of incentives and benefits when working with us. To name just a few, these include:

- The ability to access a great range of salary packaging options
- Generous relocation assistance if you are relocating to our region
- Access to a broad range of health and wellbeing programs
- Reimbursement for the cost of obtaining any required pre-employment checks (such as police checks & NDIS Worker Screening Checks)
- Remuneration and benefits are paid in accordance with the *Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement*
- Free staff car parking at our Aged Care facilities