

Mr Gerard Hayes  
Secretary  
Health Services Union  
Level 2  
109 Pitt Street  
SYDNEY NSW 2000

By email: [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

6 March 2023

Dear Mr Hayes

### **Rural Health Workforce Incentives Scheme – NSW Health Pathology**

We are pleased to confirm that NSW Health Pathology is commencing rolling out the incentives to our eligible workforce under the Rural Health Workforce Scheme from today in line with the Policy Directive PD2022\_025.

We confirm that incentive payments have been approved for NSWHP employees who are based at one of the below locations and are currently employed, or a future employee, in one of the below incentivised roles.

Armidale, Tamworth, Taree, Coffs Harbour, Port Macquarie, Grafton, Lismore, Orange, Dubbo, Bathurst, Wagga Wagga, Griffith, Goulburn, Bowral and Nowra (classified as MM3) qualify for an annual incentive payment of \$5,000 plus super for the following roles:

- Laboratory Manager
- Scientific and Senior Scientific Officers
- Pre Analytical Managers
- Technical and Senior Technical Officers
- Technical Assistants within collections, specimen reception and scientific disciplines
- PoCT employees who are based in MM3-MM4 regional locations and are required to travel as part of their role.

Glenn Innes, Inverell, Kempsey, Cowra, Young, Forbes, Mudgee, Cootamundra, Tumut, Deniliquin, Cooma and Lithgow (classified as MM4) qualify for an annual incentive payment of \$5,000 plus super for the following roles:

- Laboratory Manager
- Scientific and Senior Scientific Officers
- Technical and Senior Technical Officers
- Technical Assistants within collections and specimen reception
- PoCT employees who are based in MM3-MM4 regional locations and are required to travel as part of their role.

Bega, Moruya, and Tenterfield (classified as MM5) qualify for an annual incentive payment of \$10,000 plus super for the following roles:

- Laboratory Manager
- Scientific and Senior Scientific Officers
- Technical and Senior Technical Officers
- Technical Assistants within collections and specimen reception.

Walgett (classified as MM6) qualifies for an annual incentive payment of \$10,000 plus super for the following roles:

- Laboratory Manager
- Scientific and Senior Scientific Officers
- Technical Assistants within collections and specimen reception.

Broken Hill (now classified as MM6). Given the specific challenges facing recruitment and retention in Broken Hill, NSW Health agreed to reclassify Broken Hill from MM3 to MM6, meaning an annual incentive of up to \$10,000 plus super for the following roles:

- Laboratory Manager
- Scientific and Senior Scientific Officers
- Technical Assistants within collections and specimen reception.

Bourke (classified as MM7) qualifies for an annual incentive payment of \$10,000 plus super for the following roles:

- Laboratory Manager
- Scientific and Senior Scientific Officers
- Technical Assistants within collections and specimen reception.

Incentives are pro-rata based on the employee's contracted FTE and paid as a fortnightly allowance.

The applicable allowance will be rolled out in a phased approach, commencing with our most rural laboratories located in MM5-7 from today, followed by MM4 from 27 March 2023 and MM3 from 17 April 2023. We have communicated directly with all of our staff and individual letters setting out the incentive amount will be sent to the eligible employees as part of the phased roll out.

If you have any queries in relation to this matter, please feel free to contact me via [NSWPATH-RegionalIncentiveScheme@health.nsw.gov.au](mailto:NSWPATH-RegionalIncentiveScheme@health.nsw.gov.au)

Yours sincerely



Jessica Lee  
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**NSW Health Pathology**