

19 December 2023

Dr Joe McGirr MP
Chair
Portfolio Committee Number 2
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Dear Dr McGirr

Please see below the Royal Australasian College of Medical Administrators (RACMA) response to the supplementary question from the Legislative Assembly Select Committee on Remote, Rural and Regional Health.

Supplementary Question:

Can you provide more information about locality-based retention allowances and who they impact (p 7)?

Response:

Currently, there is limited provision for locality-based retention allowances in NSW, these being limited to junior medical officers employed under the NSW Public Hospital Medical Officers (state) award 2023.

This applies to a medical officer other than an intern, seconded to work in regional or rural hospitals as a salary increase by one incremental step, by way of allowance, for the period the officer works in such hospital. For the duration of the officer's secondment, other than periods of leave, the allowance shall be treated as salary for the purpose of calculating overtime and shift penalties. The medical officer is also allowed a paid journey to Sydney and return by economy class airfare or equivalent thereof for each period of 7 weeks in the employment in that hospital.

Other states offer more comprehensive attraction and retention benefits for qualified professionals, such as the Queensland EBA for teachers from 1 July 2022 that offers the following enhancements:

- Beginning teacher one-off payment extended from 95 to 237 schools, and the maximum payment increased from \$1,000 to \$2,000
- Existing annual recognition of service payment has increased, is starting earlier, and will be paid for more years. Annual payments range from \$1,200 to \$6,000
- Increased travel allowance for dependents
- Additional flights for those in most remote locations
- \$2,000 lump sum attraction payment for teachers who return to Australia to work in rural and remote Queensland



RACMA suggests greater consideration should be given to similar locality-based retention allowances for GPs and Specialists that may help with both attraction and longer-term retention of the medical workforce to regional remote and rural locations.

References:

- [New deal for Queensland teachers certified - Ministerial Media Statements](#)
- [NSW Public Hospital Medical Officers \(State\) Award 2023](#)

Yours Sincerely



Dr Helen Parsons CSC FRACMA
RACMA President



A/Professor Peter Thomas FRACMA
Chair Medical Workforce Policy &
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