



Improving the
health & wellbeing
of Tasmanians

HEALTH WORKFORCE SCHOLARSHIP PROGRAM

ELIGIBILITY GUIDELINES FOR
SCHOLARSHIP APPLICANTS



1. GENERAL INFORMATION

The Health Workforce Scholarship Program (HWSP) is part of the Australian Government Department of Health's Health Workforce Program. Through the HWSP the Australian Government aims to provide the flexibility that is needed to meet changes in supply and demand for particular services and areas of practice.

The objective of the HWSP is to improve access to the services needed in rural and remote areas (i.e. locations categorised as Modified Monash Model (MMM) 3-7) in response to identifies needs by supporting an increase in skills, capacity and/or scope of the rural health workforce.

Under the HWSP health professionals (in the fields of medicine, nursing and allied health) working in rural and remote locations (MMM 3-7) in Tasmania are eligible to apply for a scholarship or bursary to pursue further education or attend training courses.

HR+ administers the HWSP in Tasmania.

2. FUNDING AVAILABLE

The HWSP offers two types of funding:

- **Scholarship:** a payment toward the cost of completing a postgraduate course leading to a postgraduate qualification;
- **Bursary:** a payment for completing a short course, workshop or to attend a conference etc. This funding may include reimbursement for the cost of both the course and travel related expenses.

Health professionals can make more than one application, to the total value of \$10,000 per financial year. However, where the scholarship program is oversubscribed only one application from each applicant will be considered.





Scholarship

Scholarships are available to postgraduate health professionals who are planning to undertake further study in the fields of medicine, nursing or allied health.

Scholarships of up to \$10,000 per year can be provided for up to two years to undertake full or part time study (maximum of \$20,000 in total over two years) to attain the qualification of either a postgraduate Certificate, postgraduate Diploma, Master or PhD.

Scholarships must be directly related to training and upskilling health professionals who are, or will be (with evidence), providing services to MMM 3-7 areas in Tasmania.

Scholarship values will be determined against the perceived workforce benefit of the training.

Funding is only available to undertake courses offered by universities and training organisations in Australia. Courses and activities do not need to be accredited but will be assessed by HR+ for relevance, value for money and the likelihood to meet the identified learning need.

Bursary

Bursaries are available to rural health professionals who are planning to undertake further study in the fields of medicine, nursing or allied health.

Bursaries are payments that cover the cost of training or course fees and/or cover or partially cover training related expenses such as accommodation and transport where appropriate. Reimbursement will be provided for major accommodation and travel expenses. It is expected that incidental expenses will be covered by the applicant.

Bursaries must be directly related to training and upskilling health professionals who are, or will be (with evidence), providing services to MMM 3-7 areas in Tasmania. Bursary values will be determined against the perceived workforce benefit of the training.

Funding is only available to undertake courses offered by universities and training organisations in Australia. Courses and activities do not need to be accredited but will be assessed by HR+ for relevance, value for money and the likelihood to meet the identified learning need.

3. ELIGIBILITY

Eligibility criteria

To be eligible for a scholarship or bursary under the HWSP the applicant is:

- A health professional who has obtained their primary professional qualification and/or is working in one of the following fields:

+ Aboriginal Health Worker	+ Medical Practitioner	+ Podiatrist
+ Audiologist	+ Nurse	+ Psychologist
+ Chiropractor	+ Occupational Therapist	+ Radiographer
+ Dentist	+ Optometrist	+ Social Worker
+ Diabetes Nurse Educator	+ Osteopath	+ Sonographer
+ Dietitian / Nutritionist	+ Pharmacist	+ Speech Pathologist
+ Exercise Physiologist	+ Physiotherapist	

- An Australian citizen or permanent resident
- Providing services full time or part time in the private or non-state government primary health sector e.g. general practice, private allied health practitioner or a non-government organisation
- Currently providing (or can demonstrate that you are about to provide) health services in rural Tasmania (MMM 3-7 locations) - http://www.doctorconnect.gov.au/internet/otd/publishing.nsf/Content/MMM_locator
- Proposing to continue working in a MMM 3-7 location in Tasmania after completing your course (as you may be required to complete a ROSO of 12 months after your course is completed).

If your employment location is based in a MMM 2 location and some of your work is delivered in an outreach capacity to MMM 3-7 locations you may be eligible. Please discuss your eligibility with HR+.

Ineligibility criteria

- Health professionals solely employed by the state government (THS or DHHS etc.)

Funds cannot be used for:

- Retrospective costs (costs incurred prior to approval of your application)
- Overseas expenses (including travel and accommodation expenses)
- Undergraduate (Bachelor) degree programs. Note: Certificate III and Certificate IV are not considered undergraduate degree programs and HWSP bursary funding can be used for these programs
- Study funded by other sources
- Activities for which other Commonwealth, State, Territory or Local Government bodies have primary responsibility - this includes training for health professionals working solely in a public hospital

4. APPLICATION & SELECTION

Application rounds will be advertised twice per year. Where rounds are under-subscribed or where new priorities emerge HR+ may accept applications throughout the year that will meet the identified priorities.

Applications can be made by submitting the HR+ HWSP application to scholarships@hrplustas.com.au. Application forms are available on the HR+ website www.hrplustas.com.au.

Along with your application you are required to provide proof of employment in which your employer must confirm your employment details and endorse your scholarship application.

For Scholarships only: Provide official confirmation of enrolment or receipt for University fees on official University documentation for the Australian postgraduate course specified in your application. This document must include your name, the name of the course, the year of study and a list of the subjects in which you are or wish to be enrolled in.

Note: If enrolment confirmation is unavailable at the time of application or you are waiting to receive notification of scholarship outcome prior to enrolling you can upload details of the course you intend to enrol in and provide us with your university enrolment confirmation when you receive it.

For Bursaries only: Provide evidence of payment of course fees and details of travel and accommodation (if applicable).

Applicants should keep a copy of their application for their own records.

Applications will be assessed on the basis of:

- Location of employment (MMM 3-7) or demonstrating service provision to a MMM 3-7 area in Tasmania
- Applicant criteria
- Ability to meet the Return of Service Obligation (ROSO)
- Activity
 - Demonstrating planned increase in skill, capacity and/or scope of clinical practice
 - Meeting one or more identified health priorities for the rural community
 - Demonstration of how the completion of the activity will benefit the local rural community in which you work

Applications will be competitive based on the priorities identified in Tasmania. HR+ may work with applicants in priority communities to support and promote particular workforce needs.

4. APPLICATION & SELECTION CONT.

All applicants will be informed via email of the success of their application. Successful applicants will receive via email an approval letter outlining the scholarship/bursary amount and the next steps to confirm the scholarship/bursary. Successful applicants are required to accept the offer via return email.

The second document the successful applicant will receive is a Memorandum of Understanding (MoU). This MoU will outline the conditions of the scholarship/bursary and the agreed ROSO. The MoU needs to be signed by the successful applicant and employer (if applicable) and returned to the HR+ HWSP Program Manager within 14 days for the scholarship/bursary to be confirmed.

Further documentation, such as a claim form for reimbursements, reporting document and will be provided to the successful applicant after the MoU has been signed and returned.

Note: Successful applicants are required to pay for the activity and any travel or accommodation costs (up to approved amounts) upfront and will then be reimbursed by HR+ upon presentation of receipts and a completed claim form. Successful applicants will also need to supply a certificate of attendance/completion once they have completed the nominated activity.

5. RETURN OF SERVICE OBLIGATION

A Return of Service Obligation (ROSO) will be negotiated with the successful applicant as part of the application and Memorandum of Understanding (MoU) process. The ROSO will be clearly stated in their MoU with HR+ and signed prior to commencing the activity.

For scholarships or bursaries granted equal to or above \$5,000 recipients must continue to provide service to agreed MMM 3-7 communities in Tasmania for a period of 12 months from completion of their nominated activity. For scholarships or bursaries less than \$5,000 a ROSO will be agreed upon between HR+ and the successful applicant.

Successful applicants who are unable to meet their ROSO due to exceptional circumstances are able to request to negotiate alternatives with the HR+ HWSP Program Manager. Exceptional circumstances means any circumstances beyond the control of the successful applicant, which were not reasonably foreseeable by them at the time they entered into the contract and which prevent that them from meeting their ROSO.





6. ONGOING SCHOLARSHIP/BURSARY MANAGEMENT

Successful applicants will be communicated with on a regular basis by HR+ throughout their scholarship/bursary time. Activity, expenditure and ROSO will be recorded against individual files. The HR+ HWSP Program Manager will ensure all required paperwork is completed and can answer any questions throughout the life of the scholarship/bursary.

7. DEBT RECOVERY

Where a participant does not fulfil their Memorandum of Understanding, by means of not participating in or completing the activity or not meeting the agree ROSO, HR+ will seek to recover the relevant monies. Firstly however, HR+ will seek to find alternatives to allow the successful applicant to meet their MoU before a waiver will be considered. HR+ reserves the final right to hold the successful applicant to their MoU however, and can recover the debt where a mutually agreed outcome cannot be found.

8. COMPLAINTS AND APPEALS

Unsuccessful applicants who wish to appeal the outcome of their application should initially discuss their situation with the HR+ HWSP Program Manager to determine if they may be eligible for a future round of grants or if there are other avenues to access funding and/or support to meet their upskilling or professional development needs.

If the matter is not resolved the applicant can appeal to the HR+ CEO to consider their case. The HR+ CEO is the final arbiter for any appeal on the HWSP.



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CONTACT DETAILS

For further information on the HWSP please contact the

HR+ HWSP Program Manager on:

Email: scholarships@hrplustas.com.au

Phone: 03 6332 8600