

Critical Care Registered Nurse Incentives FAQ (August 2026)

Payment Details

Retention Payment

A retention payment of up to \$10,000 will be provided to employees who complete 18 months of continuous service in the Emergency Department and/or Intensive Care Unit while maintaining a minimum contracted FTE of 0.8 (64 hours per fortnight). Employees working below will receive this payment on a pro-rata basis.

Relocation Reimbursement

To support the attraction of experienced candidates, the following relocation reimbursement will be available:

- Up to \$3,000 for employees relocating within Victoria.
- Up to \$5,000 for employees relocating from interstate.

The relocation reimbursement is a reimbursement of eligible relocation expenses and is not a lump sum payment. Employees will be required to provide evidence of reasonable costs incurred as a direct result of relocating before reimbursement is processed.

Eligibility Criteria

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

- Candidates must be appointed to an ongoing Critical Care Registered Nurse position specifically within the Emergency Department and/or Intensive Care Unit
- Employees working 0.8 FTE (64 hours or more) will receive the full retention payment of \$10,000. Employees contracted below 64 hours per fortnight will receive the retention payment on a pro rata basis, calculated according to their contracted FTE.
- Candidates must remain employed within the Emergency Department and/or Intensive Care Unit for the full 18-month eligibility period to qualify for the retention payment.
- Employees who receive relocation reimbursement must provide evidence of reasonable relocation expenses incurred as a direct result of relocating. Only eligible expenses will be reimbursed, up to the applicable reimbursement limit.

Frequently Asked Questions

1. When will I receive my retention payment?

The retention payment will be paid as a lump sum in the first full pay period after you have completed 18 months of continuous service in the Emergency Department and/or Intensive Care Unit and have met all eligibility requirements.

2. Will taking leave affect my eligibility to receive the retention payment?

Taking any form of paid leave will not affect your eligibility to receive the retention payment, provided you meet all other eligibility criteria.

Any period of unpaid leave taken during the 18-month qualifying period will extend your qualifying period by the same duration. For example, if you take one month of unpaid leave, you will become eligible for the retention payment after 19 months of employment, provided all other eligibility requirements are met.

3. Will I have to pay tax on the retention payment?

Yes. The retention payment forms part of your taxable income and will be taxed in accordance with Australian taxation requirements.

4. Will my payment increase if I work additional hours?

No. The retention payment is based on your contracted FTE. Working additional shifts or hours above your contracted FTE will not increase your payment.

5. What happens if I leave Bendigo Health during the 18-month qualifying period?

Employees who do not remain employed with Bendigo Health for the full 18-month qualifying period will not be eligible to receive the retention payment.

6. What happens if I remain employed at Bendigo Health but transfer out of the Emergency Department and/or Intensive Care Unit?

Employees must remain employed within the Emergency Department and/or Intensive Care Unit for the full 18-month qualifying period to be eligible for the retention payment. If you transfer to another position or department before completing the qualifying period, you will not be eligible to receive the retention payment.

7. Am I eligible for this if I am an already employed with Bendigo Health?

Unfortunately, this retention payment is only available to new employees who are external to the organisation and are appointed to the Emergency Department and/or Intensive Care Unit. If you are an existing/internal employee, you would not be eligible for this payment.