

## **Midwifery – Maternity Services Unit:**

**Sign on incentive payment guidelines and frequently asked questions (February 2025).**

### **Payment details**

Payment amount: \$12,000 – payable to newly commenced Midwives employed 0.7FTE (56 hours per fortnight) or higher to the Maternity Services Unit from 1<sup>st</sup> February 2025. This payment is not available to current staff of Bendigo Health looking to transfer to the Maternity Services Unit.

Payment amount: \$8,000 – payable to newly commenced Midwives employed 0.5FTE or 0.6FTE (40 hours or 48 hours per fortnight) to the Maternity Services Unit from 1<sup>st</sup> February 2025. This payment is not available to current staff of Bendigo Health looking to transfer to the Maternity Services Unit.

### **Eligibility Criteria**

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

- Candidates must be appointed to an ongoing Midwifery position (payment is not applicable to fixed term appointments);
- Candidates must be employed for a minimum of 18 months in the Maternity Services Unit excluding any periods of leave without pay;
- Candidates must be employed at a minimum 0.5FTE and above (40 hours per fortnight or above) for a 12 month period to be eligible for 75% of the incentive payment. After an additional 6 months of service (full 18 months service) the remaining 25% of incentive payment will be processed. Candidates who are employed with contracted hours less than 40 hours per fortnight are not eligible to receive the payment.
- Candidates transferring from casual employment to ongoing employment will be eligible.

### **Frequently Asked Questions**

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

Bendigo Health is offering the sign on incentive payment as an additional benefit to attract quality Midwives to work with us.

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

Candidates will receive 75% (\$9,000 for 0.7FTE or higher, \$6,000.00 for 0.5 – 0.6 FTE) of the payment on completion of 12 months service and the additional 25% (\$3,000 for 0.7FTE or higher, \$2,000.00 for 0.5 – 0.6 FTE) of the payment at 18 months service at Maternity Services Unit - Bendigo Health. The payment will be processed in the first pay period following the completion of 12 and 18 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 and 18 months. However, any period of unpaid leave taken in the qualifying 12 and 18 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 18 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 or 18 month qualifying period will not affect the payment but applicants must maintain 0.53EFT minimum across the 12 and 18 month qualifying period to receive the payments (i.e. additional shifts worked will not increase the pro rata payment).

**6. What happens if I leave Bendigo Health within the 12 month qualifying period for the first instalment of the payment?**

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

**7. What happens if I leave Bendigo Health within the 12-18 month qualifying period for the second instalment of the payment?**

If candidates do not remain employed for the full 18 month qualifying period they will not be eligible to receive the second instalment of the payment.

**8. I would like to work in Maternity Services Unit at Bendigo Health but am unable to work 40 hours 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.

**9. 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.
- Access to a broad range of health and wellbeing programs.
- Remuneration and benefits are paid in accordance with the *Nurses and Midwives (Victorian Public Health Sector) Single Interest Employer Enterprise Agreement 2024-2028*.