

# Allied Health Scholarship Program

Guideline



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# Overview

The Allied Health Scholarship Program is a strategic investment to support the recruitment and retention of ten allied health professions in the Department of Health (DoH) that have been identified as currently experiencing workforce shortages. The Allied Health Scholarship Program aims to help students coming home, moving to, or staying in, Tasmania to commence their career after graduating.

The Allied Health Scholarship Program provides up to \$25 000 to support the costs associated with studying an accredited program of study. The first payment of \$15 000 will be made in Year 1 of the Allied Health Scholarship Program when scholarship recipients are completing their final year of study and expecting to graduate from mid-2023 through to mid-2024. The second payment of \$10 000 will be made from Year 4 of the Allied Health Scholarship Program following completion of three years' service with the DoH (from July 2026).

The following allied health professions are eligible for the Allied Health Scholarship Program

- dental therapy/oral health therapy
- occupational therapy
- pharmacy
- physiotherapy
- podiatry
- prosthetics and orthotics
- psychology
- radiation therapy
- radiography
- speech pathology

The DoH will award scholarships to candidates who have applied for a permanent AHP Level 1-2 position in one of the eligible allied health professions and who have been deemed suitable for appointment through the merit-based selection process. Scholarships will be awarded based on merit. An offer of employment does not guarantee that a scholarship will be awarded.

Scholarship recipients must have accepted an offer of employment for a permanent AHP Level 1-2 position with the DoH and signed the Scholarship Agreement before the first payment will be made. Scholarship recipients are expected to commence employment as a new graduate as soon as practicable after meeting the essential requirements i.e. completing their final year of study and obtaining registration with the relevant National Board or being eligible for full membership with the relevant professional association. The second payment will be made after the scholarship recipient has completed three years of service with the DoH. The terms and conditions of the Allied Health Scholarship Program will be outlined in the Scholarship Agreement.

The terms and conditions of employment will be outlined in the letter of offer of employment that new employees will receive following the selection process. The letter of offer is conditional on meeting the essential requirements for employment. Evidence of meeting essential requirements must be provided to the hiring manager and Health HR before an employment commencement date is confirmed.

Failure to comply with the terms and conditions of the Allied Health Scholarship Program may require the scholarship recipient to repay the first payment and rescind the Scholarship Agreement including the second payment.

# Allied Health Scholarship Program

## Objectives

The objectives of the Allied Health Scholarship Program are to:

- support the cost of studying an accredited allied health program at an Australian university;
- boost the front-line allied health workforce in areas currently experiencing workforce shortages, particularly in north west Tasmania; and
- improve retention of eligible allied health professionals in the DoH.

## Eligibility

Scholarship recipients must be currently enrolled in the final year of an accredited entry to practice program with an Australian university in one of the eligible allied health professions and expecting to graduate from mid-2023 through to mid-2024. The eligible allied health professions are;

- dental therapy/oral health therapy
- occupational therapy
- pharmacy
- physiotherapy
- podiatry
- prosthetics and orthotics
- psychology
- radiation therapy
- radiography and
- speech pathology

Scholarship recipients must also demonstrate that they will be eligible for employment with the DoH once they have satisfactorily completed their studies, including that they will satisfy pre-employment checks, meet the essential requirements and have the right to work in Australia.

## Scholarship Value

The Allied Health Scholarship Program provides up to \$25 000 to support the costs associated with studying. The first payment of \$15 000 will be made in Year 1 of the Allied Health Scholarship Program when scholarship recipients are completing their final year of study and expecting to graduate from mid-2023 through to mid-2024. The second payment of \$10 000 will be made from Year 4 of the Allied Health Scholarship Program following completion of three years' service with the DoH (from July 2026).

## Process

Eligible students are encouraged to apply for permanent AHP Level 1-2 positions that are targeted at new graduates. These positions will be advertised on the Tasmanian Government Jobs website

[www.jobs.tas.gov.au](http://www.jobs.tas.gov.au)

AHP Level 1-2 positions targeted at new graduates will be advertised from April 2023. Eligible students are strongly encouraged to enquire about advertised positions with the contact person and ask questions about the role, the location, how new graduates are supported in the work environment and relocation assistance (where relevant).

In addition to submitting an application that details experience, skills and knowledge as they relate to the Statement of Duties for the advertised position, eligible students are invited to submit an expression of interest for the Allied Health Scholarship Program. Expressions of interest should be endorsed by the Academic lead of the accredited program (or their nominated delegate).

The DoH will undertake the selection process for the AHP Level 1-2 positions targeted at new graduates and make recommendations regarding offers of employment and awarding of scholarships to the delegate.

The hiring manager will notify you of the outcome of your application for employment and whether you have been awarded a scholarship.

## Offer of employment

If you have been successful with your application for employment you will be provided with a letter of offer of employment. This offer of employment is conditional on you meeting the essential requirements for employment as outlined in the Statement of Duties, such as registration with the relevant National Board or eligible for full membership with a professional association.

Once you meet the essential requirements (i.e. once you complete your degree and obtain your registration/membership), you will be asked to provide evidence of this to the hiring manager and Health HR. The hiring manager will confirm an employment commencement date with you.

New employees who are relocating to commence employment with the DoH are encouraged to discuss relocation assistance with the hiring manager.

## Scholarship Agreement and Payment

If you have been awarded a scholarship, you will receive a Scholarship Agreement that outlines the terms and conditions of the scholarship.

You will need to accept the offer of employment and sign the Scholarship Agreement before the first payment will be made. Please return the signed Scholarship Agreement to the Allied Health Strategy and Policy Unit via email to [allied.health@health.tas.gov.au](mailto:allied.health@health.tas.gov.au) by the due date specified. Failure to do so may result in the first scholarship payment being delayed.

The second scholarship payment will be made after you have completed three years of service with the DoH.

Scholarship payments will be made through electronic funds transfer directly into the scholarship recipient's nominated bank account. It may take up to six weeks for funds to be deposited into your bank account. Scholarship recipients are required to provide a personal postal address for the remittance advice to be sent to.

## Income Tax

Withholding tax will not be deducted. Scholarship recipients are advised to seek independent taxation and personal financial advice from their tax accountant or the Australian Taxation Office. Any tax implications associated with the scholarships are the responsibility of the recipient.

## Commonwealth support payments

Scholarship recipients are advised to seek independent financial advice and, where relevant, notify Services Australia of any changes to their financial situation, which may impact Commonwealth support payments.

# Frequently Asked Questions

## What if I have to defer my final year and /or final semester?

If you are thinking about deferring your studies after accepting an offer of employment, please discuss your personal circumstances with your hiring manager before making your decision. The DoH may not defer your employment commencement date and you may be required to repay your first payment. You may not be eligible to receive your second payment, even if you later commence employment with the DoH.

## What if I experience a delay in completing my degree and have to postpone my employment commencement date?

The DoH acknowledges that completion of all university requirements to graduate, such as placements and passing exams, sometimes happens outside the usual timeframe for completing a degree. If completing your degree is delayed, please discuss your personal circumstances with your hiring manager. Your hiring manager will provide advice about your options and the impact on your employment commencement date.

## What if I want to apply for Leave Without Pay during my first three years of employment with the DoH?

Applications for Leave Without Pay will be considered in accordance with the DoH's [Leave Without Pay](#) policy. You will have to complete an aggregate of three years of service to be eligible to receive your second payment under the Allied Health Scholarship Program.

## What if I take leave during my first three years of employment?

An employee, including a scholarship recipient, is entitled to leave entitlements in accordance with the *Health and Human Service Award*, including parental leave and personal leave. Your manager and Health HR will be able to advise if there is any impact on your requirement to complete three years of service, depending on your personal circumstances and the specific type of leave.

## If I want to move to a different position in the DoH within my first three years of service, am I still eligible to receive my second payment?

The DoH acknowledges that you may want or need to explore different employment opportunities over your first three years of service. This could be because you want to work in a different practice setting (hospital, community, rehabilitation) or need to move to a different region if you experience extenuating personal circumstances and need to be closer to support networks.

The DoH expects that you will complete at least 18 months to two years in your first AHP Level 1-2 position so that you get a good start to your career. Please discuss your personal circumstances and reason for seeking alternative employment within the DoH with your manager before applying for another position. You will need to complete an aggregate of three years of service with the DoH to receive your second payment and may be required to repay the first payment if you do not complete three years' service with the DoH.

## What if I don't complete three years of service with the DoH?

If you don't complete three years of service with the DoH you will not receive the second payment and may be required to repay the first payment.

# Glossary

Accredited entry to practice program of study	A university degree that is accredited by an independent body and where graduates are deemed to meet the threshold professional competencies to practice that profession in Australia. May be a bachelor's degree, graduate entry master's degree or professional doctorate.
AHP Level 1-2 position	A broad banded classification level used for employing new graduates (level 1 range) and experienced allied health professionals (level 2 range).
Eligible allied health profession	dental therapy/oral health therapy; occupational therapy; pharmacy; physiotherapy; podiatry; prosthetics and orthotics; psychology; radiation therapy; radiography and speech pathology
Eligible student	A student who is currently enrolled in the final year of an accredited entry to practice program with an Australian university in one of the eligible allied health professions and expecting to graduate from mid-2023 through to mid-2024
Essential Requirements	Specific qualification and/or registration/licences that are essential to undertake a specific role in the DoH. They are included in the Statement of Duties for each position.
National Board	A National Board established under the <i>Health Practitioner Regulation National Law (as in force in each state and territory) Act 2010</i> i.e. Pharmacy Board of Australia
Pre-employment checks	Including but not limited to <ol style="list-style-type: none"><li>1) Conviction checks in the following areas:<ol style="list-style-type: none"><li>a) crimes of violence</li><li>b) sex related offences</li><li>c) serious drug offences</li><li>d) crimes involving dishonesty</li></ol></li><li>2) Identification check; and</li><li>3) Disciplinary action in previous employment check.</li></ol>
Professional Association	A professional association responsible for accreditation and other self-regulation functions i.e. Speech Pathology Australia, Australian Orthotic and Prosthetic Association
Selection Process	Process used to assess applications for employment and determine offers of employment based on merit



Tasmanian  
Government

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