

International Recruitment Subsidy Policy & Process Northland (Te Tai Tokerau) Primary Care Workforce Programme

Background & Purpose

International recruitment agency costs are significant and can be prohibitive to some general practices and Māori providers recruiting GPs. The Te Whatu Ora Te Tai Tokerau subsidy seeks to address the issue of recruitment costs related to the appointment of GPs in general practice and Māori Health Providers for the period 1 April 2021 to 30 June 2024. The subsidy offers the provision of a one-off payment of up to \$50,000 per appointment to subsidise the actual costs incurred for recruiting from international sources. The pool for this subsidy would be capped at \$1,000,000, with \$500,000 initially set aside for Urban and Rural practices respectively.

It is acknowledged that domestic recruitment of GPs would be preferable; however, the market for such employees is extremely small at present. This initiative seeks to urgently address shortages of GPs within Te Tai Tokerau's primary care workforce, whilst other workforce initiatives nationally will look at building medium-long term sustainable options for NZ-trained, local General Practitioners.

Eligibility

Criteria for the subsidy include the following:

- Costs relating to the recruitment of tenured international candidates, including agency fees, local registration/certification, and immigration/managed isolation and quarantine (MIQ) costs.
- Subsidy not available for salary/wages or other remuneration for recruited GP.
- Reasonable costs for travel will be considered on a case-by-case basis if this must form part of the package on offer to candidate.
- Employment must be confirmed or commence within the period of 1 April 2021 to 30 June 2024. Retroactive subsidies will be considered from 1 July 2023 if criteria can demonstrably be met.
- FTE of ≥ 0.6 per candidate with prorated payment if below this. (FTE using standard of 40 hours per week in a Te Tai Tokerau clinical setting).
- Minimum contract times of 6 months - 2 years. Scaled eligibility depending on length of tenure.
- Entities applying for the subsidy must have a Te Tai Tokerau -based practice, with recruited GPs also required to practice in Te Tai Tokerau.
- Applies for the recruitment of General Practitioners from international sources only
- Applications will be accepted from 20 September 2021 until 30 June 2024 (or earlier if funding is exhausted)
- No payment is provided until evidence is received of the costs incurred and paid by the practice (e.g. copy of invoice and payment/receipt). This is an audit requirement.
- Fees charged may not be excessive when compared to those charged by other recruiters. (Reasonable fees only will be considered at the discretion of Te Whatu Ora Te Tai Tokerau).

Application process

In order to prevent extraneous market activity, details of the subsidy should be held confidential from recruiters, agencies or any other interested parties.

Please complete application form on page three below and submit to email address pcworkforce@northlanddhub.org.nz . A link will then be sent for you to upload supporting documents (this is to ensure all documents are received correctly, as large files attached to emails may present challenges for sending and receiving). A checklist for supporting document has been included in this document as an appendix.

Approval process

The application will be reviewed by Te Whatu Ora Te Tai Tokerau and the outcome communicated back to the applicant. Payment of approved subsidies will be made no later than four weeks from receipt of invoice. Once subsidy amount and eligibility is confirmed an invoice must be supplied for the total amount in order to authorise payment. More information and time for processing may be required if the qualifying practice is not already within the Te Whatu Ora Te Tai Tokerau payment system.

Other conditions

- Practices that qualify and receive the subsidy may be subject to a spot-check to ensure the recruit is still employed in Te Tai Tokerau within the tenure stated on their application.
- A practice may be required to repay a portion of the subsidy back if the recruit has not completed their tenure.
- Te Whatu Ora Te Tai Tokerau may approve, decline, or limit a request for the subsidy at its absolute discretion.

Privacy

Te Whatu Ora Te Tai Tokerau will receive, review and store documents supplied for the purposes of confirming eligibility for the subsidy only. Employment information will not be used for other purposes or advanced to external parties. Documents will be stored securely (digitally) for a period of seven years per internal policy relating to record-keeping.

Applying practices are advised to ensure their employee (prospective or current) is aware this information will be passed on to the Te Whatu Ora Te Tai Tokerau for the purposes outlined above. Te Whatu Ora will take all care in matters relating to privacy but will not be held liable for matters relating to sharing of employee information in the event of a dispute.

Contact

Te Whatu Ora Te Tai Tokerau, Primary Care Workforce Team

pcworkforce@northlanddhub.org.nz