**Funding Guidelines 2024-25**

***Making it free to study nursing and midwifery,* Enrolled Nurse Transition to Practice and Victorian Nurse Practitioner Program**

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**Refresher Scholarships**

### **Overview**

As part of the *Making it Free to Study Nursing and Midwifery* initiative the Department of Health (the department) is offering scholarships and support for nurses and midwives to return to practice in public health services or upskill in a particular area of clinical practice through a structured refresher program (generally 6 to 8 weeks duration).

Refresher programs provide a supported program of education, clinical teaching and ward-based learning for nurses and midwives who are registered but have had a break from work in a hospital setting and want to refresh their skills. Refresher programs also support nurses and midwives who wish to upskill in a particular clinical setting

The support provided will enable candidates to cover the costs of program participation, such as living expenses while completing clinical placements

### 1.1 Funding allocations 2024-25

Victorian public health services have previously been invited to apply for refresher program funding through an application process.

In 2024-25, funding allocations will be based on 2023-24 activity (meaning health services that received funding in 2023-24 will receive funding in 2024-25). Funding will be disbursed through the department’s budget payment system, in line with current finance arrangements and policy.

### 1.2 Funding principles

For each place in a refresher program, health services receive a total of $15,000, including:

* $5,000 to cover the costs incurred by health service in running the program (e.g., clinical supervision and training, administration, etc)
* $10,000 to provide a scholarship to each candidate participating in the refresher program.

### 1.3 Eligibility criteria

Health services and program participants must meet the overarching eligibility requirements.

To be eligible for funding provided through this application process, health services must:

* commence the refresher program within 2024-25 financial year
* report expenditure, program completion and workforce retention/intention statistics at the start of the 2024-25 financial year to the department (noting the department will provide health services with a reporting template).

To be eligible for the scholarship component, participants in funded refresher programs must:

* be a currently registered nurse or midwife with the Nursing and Midwifery Board of Australia
* have not previously received a department scholarship to complete a nursing and midwifery refresher program
* agree to complete the course and seek employment in the targeted clinical area of practice (for which the scholarship was awarded) in the Victorian public health sector following completion of the refresher program.

Nurse and midwives employed at a public health service undertaking a refresher program to upskill in a particular clinical setting are eligible to apply for a scholarship. In this instance, health services should backfill the role of the nurse or midwife undertaking the refresher course (with the $10,000 scholarship funding their salary for the duration of the refresher program).

### 1.4 Funding conditions

Health services in receipt of refresher program funding must commence all refresher programs in 2024-25. Refresher programs conducted prior to allocation of this initiative will not be funded under this initiative.

Health services must report expenditure, program completion and workforce retention/intention statistics. A departmental reporting template will be provided to health services in receipt of refresher funding.

Health services are responsible for delivering their planned programs. This includes meeting any accreditation, governance, quality and safety standards, management of funding, human resources processes and any other necessary recruitment or education requirements.

By accepting refresher program funding, a health service agrees to:

* adhere to reporting timelines and respond to departmental requests for reporting in a timely manner
* adhere to the latest Department of Health Policy and Funding Guidelines <<https://www.health.vic.gov.au/policy-and-funding-guidelines-for-health-services>>
* immediately notify and discuss with the department any issues that may impact the implementation or achievement of planned refresher program activity.

Funds will be disbursed through the department’s budget payment system, in line with current finance arrangements and policy. Funding may be adjusted or recalled if planned activity identified through the application submission process does not occur.

To avoid having to recall funding should a recipient not complete or withdraw from the program, health services are encouraged to pay the $10,000 scholarship payment in milestone instalments.

Health services have flexibility to determine how they engage nurses and midwives undertaking refresher programs (i.e. whether as employees, students or volunteers).

Health services that are not able to utilise refresher program funding before the end of the 2024-25 financial year may submit a proposal to the department outlining a proposed alternative use of the funding for consideration by the department.

### 1.5 Information for recipients of refresher program scholarships

Recipients are responsible for applying and completing the appropriate program by the due date and for any study costs incurred beyond the value of the scholarship.

Where a recipient takes leave while undertaking the refresher program, if the health service considers the amount of leave longer than reasonable in light of the duration of the refresher program, the health service may ask the recipient to make up the time missed after their leave has concluded or recall the funding.

If the recipient needs to defer or withdraw from their studies, they must notify the employer within one week of the change in study arrangements. If the recipient plans to recommence study in the same year, they do not need to return the funds. If the scholarship recipient does not return to study in the same year, the funds will be recalled.

# **Postgraduate Midwifery (Employment Model) Incentive Program Funding**

**Overview**

The Postgraduate Midwifery (Employment Model) Incentive Program aims to encourage the growth of the Victorian midwifery workforce by offering employment for registered nurses during their postgraduate midwifery studies. The Program will continue to receive support through the *Making It Free to Study Nursing and Midwifery* initiative (the initiative), which will support 390 scholarships from 2023-24 to 2025-26.

2.1 Funding principles

Health services have indicated that financial support is a significant barrier to undertaking a midwifery qualification for many students. One pathway is through a postgraduate midwifery employment model where registered nurses undertake the midwifery qualification while being employed in a health service. This offers financial support and access to supervised practice while earning an income.

This program supports health services to meet requirements for postgraduate midwifery employment as outlined at section 79.5 of the N*urses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-28* (Enterprise Agreement).

2.2 Funding allocations 2024-25

Victorian public health services have previously been invited to apply for the incentive program funding through an application process.

In 2024-25, funding allocations will be based on 2023-24 funding activity. No additional funding will be provided. Funding will be disbursed through the department’s budget payment system, in line with current finance arrangements and policy.

Health services will be requested to report on utilisation of funding at the start of the 2025-26 financial year.

2.3 Indicative dates and reporting requirement 2024-25

|  |  |
| --- | --- |
| **Action** | **Indicative Dates** |
| **Health services** are notified of Postgraduate Midwifery Incentive Program funding allocation | **December 2024** |
| **Health services** report through HealthCollect all postgraduate program activity, including the actual number of nurses undertaking postgraduate studies in midwifery through a Postgraduate Midwifery Employment Model | **February – March 2025** |
| **Health services** report Postgraduate Midwifery Incentive Program outcomes | **February – March 2026** |

2.4 Eligibility criteria

Health services and program participants must meet the overarching eligibility requirements.

To be eligible for program funding, health services must:

* commence the employment model program within 2024-25 financial year
* report maternity and newborn vacant EFT through the Nursing and Midwifery workforce dataset and birth rates/activity through the Victorian Admitted Episodes Dataset.

Health services are encouraged to consider and implement partnership models where students can obtain relevant experience and supervision across multiple health services; thus, expanding the opportunities that enable a student midwife to complete their course requirements and to utilise a postgraduate midwifery employment model.

To receive funding, public health services must meet the department’s Training and Development Funding Program Guidelines eligibility criteria specific to Postgraduate nursing and midwifery education - Postgraduate midwifery education (employment model only).

2.5 Funding conditions

To receive funding, health services are expected to commence all Postgraduate Midwifery (Employment Model) Incentive Program in the 2024-25 financial year. Health service activity commenced prior to then will not be funded. Funding may be adjusted or recalled if planned activity does not occur.

Health services must report as stipulated to the department, ensuring accurate reporting through HealthCollect.

By accepting this funding, a health service agrees to:

* maintain corporate knowledge and record-keeping of program details, including appropriate handover should coordinating staff leave
* adhere to reporting timelines and respond to departmental requests for reporting accurately an in a timely manner
* adhere to the latest Department of Health Policy and Funding Guidelines <<https://www.health.vic.gov.au/policy-and-funding-guidelines-for-health-services>>

Funds will be disbursed through the department’s budget payment system, in line with current finance arrangements and policy. Funding may be adjusted or recalled if planned activity identified through the application submission process does not occur.

2.6 Reporting requirements

In accepting Postgraduate Midwifery Incentive Program 2025 funding, health services agree to report additional program information beyond current requirements on request from the department. This may include, but is not limited to, the number of students employed in the health service on completion of the program and case studies that may assist in the evaluation of the program.

**Victorian Nurse Practitioner Program Funding**

**Overview**

The Victorian Nurse Practitioner Program (VNPP) was established by the Department of Health (the department) to provide a state-wide policy focus for the development and implementation of the nurse practitioner (NP) role and assist Victorian public health services to establish NP roles and models of care.

In 2024-25, the aim of the VNPP is embedding advanced roles in Victorian public small rural health services (SRHS) by sustainably increasing NP positions in priority areas. Innovative approaches to the implementation of new NP roles are encouraged (e.g. partnerships, models of care, etc)

The department will run regular working group meetings for SRHS to support delivery of the VNPP, share resources and collaborate.

### 3.1 Funding

In 2024-25, one-off funding packages of $77,029 each will be allocated to all 35 SRHS. No additional funding will be provided. Funds will be disbursed through the department’s budget payment system, in line with current finance arrangements and policy.

SRHS in receipt of NP funding are expected to create a minimum of one new sustainable NP position. The employment opportunity can be in existing services/models.

A maximum 25% of each funding package (up to $19,257) can be used for project support and management.

**In scope:**

* Subsidising the NP salary
* Project management and resource development:
	+ Health service partnerships
	+ Models of care
	+ Role scope
	+ Development of a business case
	+ Evaluation

**Out of scope:**

* Postgraduate scholarships
* Registered nurse (RN) activities including supernumerary hours required to complete a university program leading to endorsement as a NP
* Administration costs/fees

Health services will identify local priority areas of need.

### 3.2 Allocations

|  |
| --- |
| **VNPP health service allocations 2024-25** |
| Alexandra District Health | Inglewood and Districts Health Service | Tallangatta Health Service  |
| Alpine Health | Kerang District Health | Terang and Mortlake Health Service  |
| Beaufort and Skipton Health Service | Kooweerup Regional Health Service | Timboon & District Healthcare Service  |
| Beechworth Health Service | Mallee Track Health & Community Service | West Wimmera Health Service |
| Boort District Health | Mansfield District Hospital | Yarram and District Health Service  |
| Casterton Memorial Hospital | Moyne Health Services | Yarrawonga Health |
| Central Highlands Rural Health | NCN Health | Yea and District Memorial Hospital |
| Cohuna District Hospital | Omeo District Health |  |
| Corryong Health | Orbost Regional Health |  |
| East Wimmera Health Service | Robinvale District Health Services |  |
| Great Ocean Road Health | Rochester and Elmore District Health Service |  |
| Heathcote Health | Rural Northwest Health |  |
| Hesse Rural Health Service | Seymour Health |  |
| Heywood Rural Health | South Gippsland Hospital |  |

### 3.3 Conditions

* Unspent funds as at the end of the financial year (30 June 2025) may be required to be returned to the department upon receipt of a request in writing.
* SRHS to finalise funding activity, budget acquittal and outcomes reporting to department by 30 June 2026.
* Funding recipients must adhere to the latest Department of Health Policy and Funding Guidelines <<https://www.health.vic.gov.au/policy-and-funding-guidelines-for-health-services>>
* Immediately notify and discuss with the department any issues that may impact the implementation or achievement of planned 2023-24 nurse practitioner candidate support and/or salary support

## **Enrolled Nurse to Registered Nurse Transition Scholarships**

### **Overview**

As part of the *Making it Free to Study Nursing and Midwifery* initiative, the department offered 2,000 EN to RN transition scholarships in 2023 and 2024 to eligible enrolled nurses currently employed in Victorian public health services. The scholarships support enrolled nurses to complete a 2-year transition course from diploma to degree such as a Bachelor of Nursing (Enrolled Nurse) that leads to registration as a Registered Nurse.

Health services were able to apply for funding for this scholarship over four funding rounds held in 2023 and 2024. While the funding rounds for this scholarship have now ceased, these guidelines continue to apply to health services who received scholarship funding as well as to EN to RN transition scholarship recipients.

### 4.1 Funding principles

The full scholarship of $11,000 is provided to candidates over four years:

* $2,500 per annum for two years of study
* $3,000 per annum for two years of employment following completion of study while employed in a public health service (minimum 0.6 EFT or equivalent pro rata).

Public health services are responsible for administering the funding to their employees.

### 4.2 Eligibility criteria

Program participants must meet the overarching eligibility requirements while in receipt of scholarship funding.

#### Candidate eligibility

Eligible scholarship recipients must:

* be an Enrolled Nurse, holding current registration with the Nursing and Midwifery Board of Australia
* be considered a ‘domestic’ student for university application purposes, that is:
	+ an Australian citizen;
	+ a New Zealand citizen (or dual citizenship holders of either Australia or New Zealand);
	+ an Australian permanent resident; or
	+ an Australian permanent humanitarian visa holder.
* be and remain employed in an eligible Victorian public health service as specified by the conditions of the scholarship
* successfully apply for a conversion/transition course through VTAC or directly to an appropriate education provider
* have enrolled in a transition/conversion ‘diploma to degree’ program of study commencing in 2023 or 2024 that leads to a tertiary qualification that enables general registration as a Registered Nurse
* not already qualify for registration as a registered nurse
* only use the scholarship funds for the purpose of completing their nursing studies
* not have previously received a department scholarship to complete an EN-RN transition program and not currently be in receipt of other scholarships under the Making it Free to Study Nursing and Midwifery initiative (including an Undergraduate (entry to practice) scholarship).

Scholarship recipients must complete the course and then work as a registered nurse in a Victorian public health service for a period of two years at a minimum 0.6 EFT or pro rata equivalent, following completion of the diploma to degree conversion course. If the newly graduated RN does not maintain consecutive employment at 0.6 FTE or pro rata equivalent for two years with their employing public health service any or all the $3,000 payments may be recalled.

Scholarship recipients that study part-time will be eligible to receive $2,500 each year for two years of study to a maximum of $5,000. If the applicant does not obtain employment in a public health service within 12 months of study completion, they will not be eligible for the remaining $3,000 payments.

#### Course requirements

Enrolled Nurses must be enrolled in a course that:

* is a diploma-to-degree conversion course delivered by a university or an accredited higher education provider. Priority will be given to courses provided by an education provider with a campus located in Victoria or a border community (e.g. Albury/Wodonga).
* is either face-to-face or online delivery
* will award a qualification that, subject to Ahpra approval, leads to general registration as a registered nurse on successful completion
* includes clinical nursing practice related to area of study.

### 4.3 Funding conditions

Health services must report student numbers and enrolment activity to the department each year to confirm funding allocations over the four years of the scholarship. A departmental reporting template will be provided.

Funds will be disbursed to health services through the department’s budget payment system, in line with current finance arrangements and policy.  Health services must refrain from distributing funding to recipients until they have sighted evidence of enrolment for all recipients.

By accepting EN-RN transition scholarship funding, health services agree to:

* maintain corporate knowledge and record-keeping of program details, including appropriate handover should coordinating staff leave.
* adhere to reporting timelines and respond to departmental requests for reporting accurately and in a timely manner.
* adhere to the latest Department of Health Policy and Funding Guidelines <<https://www.health.vic.gov.au/policy-and-funding-guidelines-for-health-services>>

While studying, it is suggested that ENs are employed at a minimum of 0.2 FTE and a maximum of 0.6 FTE or pro rata equivalent.

### 4.4 Information for EN to RN transition scholarships recipients

Scholarship recipients are responsible for applying, enrolling, and completing the qualification by the appropriate due dates and for any costs incurred beyond the value of the scholarship.

If a scholarship recipient needs to defer or withdraw from their studies, they must notify the employer within one week of the change in study arrangements. If the recipient plans to recommence study in the same year, they do not need to return the funds. If the scholarship recipient does not return to study in the same year, the funds will be recalled.

### 4.5 Indicative payment dates and reporting requirements

*The dates outlined below are indicative. Changes will be brought to the attention of health services.*

*Cohort 1, 2022-23*

*This cohort comprises ENs who commenced their transition course in Semester 1, 2023 and who received their scholarships as part of the initial 2022-23 funding round.*

| **Action** | **Indicative Date** |
| --- | --- |
| **Health services** seek expressions of interest from their employed enrolled nurses *(Completed)* | **October 2022** |
| **Health services** submit application to Department *(Completed)* | **2 December 2022** |
| Department confirms funding to health services *(Completed)* | **11 January 2022** |
| **Health services** report/confirm actual enrolments semester 1 2023 *(Completed)* | **April 2023** |
| Department provides funding to health services for cohort 1, year 1 scholarships *(Completed)* | **May 2023**  |
| **Health services** report/confirm actual enrolments semester 1 2024  | **April 2024** |
| Department provides funding to health services for cohort 1, year 2 scholarships (*Completed*)  | **May 2024** |
| Department provides funding to health services for cohort 1, year 3 scholarships (*Completed*) |  **December 2024**  |
| **Health services** report actual 2026 employment activity to department |  **December 2025** |
| Department provides funding to health services for cohort 1, year 4 scholarships |  **April 2026** |

*Cohort 2, 2023-24*

*This cohort comprises ENs who received their scholarship as part of the additional, mid-year funding round in 2023 and who commenced their transition course in Semester 1, 2023 or Semester 2, 2023. .*

| **Action** | **Indicative Date** |
| --- | --- |
| **Health services** seek expressions of interest from their employed enrolled nurses *(Completed)*  | **June 2023** |
| **Health services** submit applications to Department *(Completed)* | **4 August 2023** |
| Department provides funding to health services for cohort 2, year 1 scholarships (*Completed*) | **September 2023** |
| **Health services** report/confirm actual enrolments, year 2 (*Completed*) |  **August 2024** |
| **Department** provides funding to health services for cohort 2, year 2 scholarships *(Completed)*  | **October 2024**  |
| **Health services** report actual study completion data and 2025 employment activity to department | **August 2025**  |
| **Department** provides funding to health services for cohort 2, year 3 scholarships |  **October 2025**  |
| **Health services** report actual 2026 employment activity to department | **August 2026**  |
| **Department** provides funding to health services for cohort 2, year 4 scholarships | **October 2026**  |

### *Cohort 3, 2023-24*

*Note: Cohort 3 comprises individuals who commenced their transition course in Semester 1 2024.*

| **Action** | **Indicative Date** |
| --- | --- |
| **Health services** seek expressions of interest from their employed Enrolled Nurses (*Completed*) | **October 2023** |
| **Health services** submit application to Department – cohort 3 (*Completed*) | **15 December 2023**  |
| Department confirms funding to health services (*Completed*) | **23 February 2024** |
| Department provides funding to health services for cohort 3, year 1 scholarships (*Completed*) | **June 2024**  |
| Department provides funding to health services for cohort 3, year 2 scholarships (*Completed*) |  **December 2024** |
| **Health services** report study completion data and 2026 employment activity to department |  **December 2025** |
| Department provides funding to health services for cohort 3, year 3 scholarships |  **April 2026** |
| **Health services** report 2027 employment activity to department |  **December 2026** |
| Department provides funding to health services for cohort 3, year 4 scholarships | **April 2027** |

### *Cohort 4, 2024-25*

*This cohort comprises ENs who commenced their transition course in 2023 or 2024 and who received their scholarships as part of the final funding round for this scholarship in 2024-25.*

|  |  |
| --- | --- |
| **Action**  | **Indicative Date** |
| **Health services** seek expressions of interest from their employed Enrolled Nurses (*Completed*) |  **July/August 2024**  |
| **Health services** submit application to Department – cohort 4 (*Completed*) | **August 2024** |
| Department provides funding to health services for cohort 3, year 1 scholarships (first $2,500 study payment) *(Completed)*  | **October 2024**  |
| **Health services** confirm 2025 enrolments  | **August 2025** |
| Department provides funding to health services for cohort 4, year 2 scholarships | **October 2025** |
| **Health services** report actual study completion data and 2026 employment activity to department |  **August 2026** |
| Department provides funding to health services for cohort 4, year 3 scholarships | **October 2026** |
| **Health services** report actual 2027 employment activity to department | **August 2027** |
| Department provides funding to health services for cohort 4, year 4 scholarships | **October 2027**  |

Enrolled Nurse Transition to Practice Program (ENTPP) Funding

**Overview**

The 2018-19 Victorian State Budget committed $50 million over four years to establish the Nursing and Midwifery Workforce Development Fund to build the capacity and capability of the Victorian nursing and midwifery workforce. This includes the delivery of Enrolled Nursing Transition to Practice Programs (ENTPPs) by Victorian public health services.

ENTTPs support graduates to achieve consolidation of knowledge, skills, and competence to transition to practise as safe, confident and accountable professionals. ENTPPs offer formal study days, supernumerary opportunities and clinical support through preceptorship and clinical supervision.

The 2024-25 State Budget has committed extra funding towards ENTPP for Victorian public health services in rural and regional areas. This includes 253 ENTTP places across the **five rural health consortia**. $20,387 will be contributed per position to health services

# 5.1 Key Dates

|  |  |
| --- | --- |
| **Action**  | **Indicative Date**  |
| Funding allocation completed by the department  | November 2024 |
| Funding and FY24-25 guidelines disturbed to health services. Health services return signed Terms & Conditions to the department | December 2024 |
| Consortia works together to develop regional program and ensure all places for the region are allocated. |  January 2025 |
| Each health service reports on funded activity via HealthCollect | February/March 2025 |
| Regional consortia leads report due back to the department  | 29 August 2025 |

# 5.2 Scope

**In Scope**

* Design, implementation and evaluation of transition to practice program for ENs to enable health services to grow their local workforce.
* Formalised education program of minimum six months’ duration, offered by employers for new EN graduates in their initial year of practice. The program is designed to consolidate knowledge, skills, and competence, and transition new graduates to practise as safe, confident and accountable professionals.
* ENTPPs should offer formal study days, supernumerary opportunities and clinical support through preceptorship and clinical supervision.
* Partnerships between services to support staff sharing arrangements and to enable rotations between health services and clinical settings.
* Providing employment pathways for ENs, who have completed a Diploma of Nursing as part of the Free TAFE initiative.
* Addressing future staffing requirements associated with implementation of the *Safe Patient Care (Nurse to Patient and Midwife to Patient Ratios) Act 2015* (the Act). Note: a Guide to Implementation of amendments to the Safe Patient Care Act which includes a calendar of amendments, is available: <<http://www.health.vic.gov.au/nursing-and-midwifery/nursing-and-midwifery-legislation-and-regulation>>

**Out of Scope**

* Program of less than six months’ duration.
* ENs who have already completed a formal transition to practice program.

# 5.3 Funding Allocation

Funding in 2024-25 is allocated to health services based on the applications received from the five rural health consortia in FY23-24 and is intended to:

* address current and future workforce shortfalls
* promote and strengthen partnerships between health services within each consortium.

In 2024-25, the following arrangements apply:

* Based on the FY23-24 application health services within a consortium will be directly allocated and funded for a specified number ENTPP places.
* Each funded health service must report their own activity in HealthCollect.
* Each of the five consortia leads will work with health services in their region to ensure that the allocated places for their region are utilised. Services should work together to arrange re-allocation if applicable (and may also consider staff sharing arrangements and rotations between health services and clinical settings).
* The regional consortia leads will work with services within their consortia to compile a regional report and return the completed report back to the department by the due date. The report should highlight the impact and outcomes of the program for the region.

The lead service for each consortia are:

* **Barwon Region**: Barwon Health
* **Loddon Mallee Region**: Bendigo Health
* **Gippsland Region**: Latrobe Regional Hospital
* **Grampians Region**: East Grampians Health Service
* **Hume Region**: North East Wangaratta

# 5.4 Health Service Eligibility Criteria

To be eligible for funding, health services must:

* be a Victorian public health service as defined in the *Health Services Act 1988*
* have submitted an ENTPP funding application in FY23-24, which will be used as the basis for funding allocations in FY24-25
* commence the ENTPP within the 2024-25 financial year
* commit to working in partnership with other services within their regional consortia to utilise the ENTPP to address current and future workforce shortfalls across their region
* support, where possible, staff sharing arrangements and rotations between health services and clinical settings within their consortia
* recruit ENs within their initial years of practice to the ENTPP who have not already completed a formal transition to practice program
* if unable to recruit an EN to the program, agree to reallocate funds to another service in their consortia or to provide rotation opportunities, to ensure the full allocation of places. Alternatively, if unable to recruit an EN to the program health services may employ to an alternative early career position such as a graduate RN or RM.
* provide a program of at least six months’ duration where participants are employed at a minimum of 0.6 EFT.

# 5.5 Roles and responsibilities

The rural health consortia leads will be responsible for:

* working with health services in their region on the ENTTP to ensure the allocated funding is utilised and address workforce needs
* providing a regional report back to the department advising of the impact and outcomes of the program for the region.

Health services will be responsible for:

* appropriate utilisation of funding in accordance with these guidelines and any other relevant guidelines, such as the *2024-25 Department of Health Policy and Funding Guidelines*
* working with their regional consortia lead and other services within their region to utilise the ENTPP funding to address current and future workforce shortfalls across their region
* delivering their planned program, including the design, implementation, and evaluation of a formalised education program for EN graduates in their first year of practice, which offers formal study days, supernumerary opportunities and clinical support through preceptorship and clinical supervision. This will be achieved by health services being responsible for meeting any accreditation, governance, quality and safety standards, management of funding, human resources processes and any other necessary recruitment or education requirements.
* reporting to the department on the funding activity through HealthCollect

The department is responsible for:

* developing the funding guidelines and the allocation of funding
* notifying the health services of the funding allocations
* distributing the funds to each health service
* monitoring outcomes of the ENTTP program.

# 5.6 Funding Conditions

To receive funding, health services are expected to commence all funded ENTPPs in 2024-25. Health services who commence activity *before* then will not be funded. Funding may be adjusted or recalled if planned activity identified through the application submission process did not occur.

Health services must report activity via HealthCollect and expenditure, program completion and workforce retention/intention statistics to the department through the regional report coordinated by the consortia lead.

Funds will be disbursed through the department’s budget payment system, in line with current finance arrangements and policy.

By accepting this funding, a health service agrees to:

* maintain corporate knowledge and record-keeping of program details, including appropriate handover should coordinating staff leave
* adhere to reporting timelines and respond to departmental requests for reporting accurately and in a timely manner
* adhere to the latest Department of Health Policy and Funding Guidelines <<https://www.health.vic.gov.au/policy-and-funding-guidelines-for-health-services>>
* immediately notify and discuss with the department any issues that may impact the implementation or achievement of planned ENTPP activity.

**Appendix – 2024-25 Unit pricing**

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| --- | --- | --- |
| **Program name** | **Grant ID** | **Unit price** |
| ***Making it Free to Study Nursing & Midwifery* programs**  |
| Nurse Practitioner Strategy & Support | 1641 | $62,343.20 |
| Refresher Programs | 1273 | $15,000.00\* |
| Postgraduate Midwifery Incentive (Employment Model) Program | 1657 | $60,000.00\* |
| EN to RN Transition Scholarships (2nd payments to existing program participants) | 1923 | $2,500.00 |
| EN to RN Transition Scholarships (3rd payments to existing program participants) | 1923 | $3,000.00 |
| **Nursing and Midwifery Workforce Programs** |
| Enrolled Nurse Transition to Practice Programs | 1191 | $21,750.00\* |
| Nursing and Midwifery Workforce - T and D - VNPP Candidate Support | 844 | $14,685.80 |

*\*One unit of funding equates to a minimum of one nurse or midwife that a health service must support in accordance with the program specific guidelines (Example 1: Health service A receives $180,000 in Postgraduate Midwifery Incentive (Employment Model) Program funding, which is equivalent to three units. Health service A must utilise this funding to support a minimum of three nurses in that program. Example 2: Health service B receives $43,500 in Enrolled Nurse Transition to Practice Program funding, which is equivalent to two units. Health service B must utilise this funding to support a minimum of two nurses in that program).*