

## Justice Health: Incorrectly Applied DORIS Allowance

Dear Member,

Attached is correspondence the HSU has received from Justice Health & Forensic Mental Health Network regarding an incorrect application of the Dental Officers Rural Incentive Scheme (DORIS) allowance. The employer has assured members that they have no intention of seeking to recover any incorrectly applied DORIS allowance payments.

### Member feedback requested

The HSU is now seeking feedback, views and comments from our members.

Please review the attached documentation and provide comment and feedback by close of business 30 August 2018. You can submit it by email to [denise.oshaughnessy@hsu.asn.au](mailto:denise.oshaughnessy@hsu.asn.au) with subject line *DORIS Allowance*.

**Not a member of the HSU? Now is time to join and have your say! You can join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or call 1300 HSU NSW and join over the phone.**

A union's effectiveness and negotiation power depends upon the strength and density of its membership base. Join your work colleagues today by becoming a member of the Health Services Union and help us continue to protect and improve your working life.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD



Mr Gerard Hayes  
Secretary  
Health Services Union NSW  
Level 2, 109 Pitt Street  
SYDNEY NSW 2000

Dear Mr Hayes,

**Re: Dental Officers Rural Incentive Scheme**

As previously advised, Justice Health & Forensic Mental Health Network (the Network) will be moving to implement HealthRoster. Recent testing of HealthRoster has identified the Network's incorrect application and payment of the Dental Officers Rural Incentive Scheme (DORIS) allowance.

Inadvertently, the Network has been paying the DORIS allowance to Dental Officers per occurrence when they attend rural areas. This has been an incorrect application of the DORIS allowance, which was intended to apply to Rural Dental Officers, grades 1 to 5, as a recruitment and retention incentive package, of the Ministry of Health, to attract Dentists to rural areas. Essentially, those Dentists would be located and fully residing in NSW rural locations.

The Network is now aware of the intent behind and correct application of the DORIS allowance, and we will, from 1 October 2018, no longer pay the allowance on an as per occurrence basis.

The Network is taking steps to advise Dental Officers of the above and the correct application of the DORIS allowance. The Network apologises for any inconvenience this matter may represent and wishes to assure the Health Services Union (HSU) NSW the Network has no intention of seeking to recover any incorrectly applied DORIS allowance payments to any Dental Officers.

Should you require any further information please do not hesitate to contact Mr Peter Stein, Senior Industrial Relations Officer, by phone on (02) 9700 3086, or email [peter.stein@justicehealth.nsw.gov.au](mailto:peter.stein@justicehealth.nsw.gov.au)

Yours sincerely

Bronwyn Hughes  
**Director Workforce**

15 August 2018