

# Tertiary Health Study Subsidy Program

## 2025 Application Guide

January 2025

[www.health.nsw.gov.au/studysubsidies](http://www.health.nsw.gov.au/studysubsidies)



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# 1

# About the program



# Tertiary Health Study Subsidies

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The Tertiary Health Study Subsidy Program (THSSP) provides a financial subsidy to commencing and graduating students of qualifications that result in employment with NSW Health in an eligible health profession.

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## Program information

Each year 2,000 subsidies will be awarded in each subsidy stream – commencing and graduating.

- Students **commencing study** can receive up to \$12,000 paid over three years (\$4,000/year) if commencing their first year of study for a qualification leading to employment with NSW Health for at least 5 years upon completion in an eligible health profession.
- Students **graduating study** can receive an \$8,000 payment if they have studied a health qualification, commenced work with NSW Health with that qualification in an eligible health profession, and are committed to working for NSW Health for at least 5 years.

These payments can help with fees, technology, travel, or other costs. Recipients must commit to becoming part of the NSW Health workforce. NSW Health is the largest health system in Australia and offers a variety of roles and locations across NSW.

Where the program references a rural and remote location, this is as classified by the Modified Monash Model (MM) 3 to 7 (inclusive).

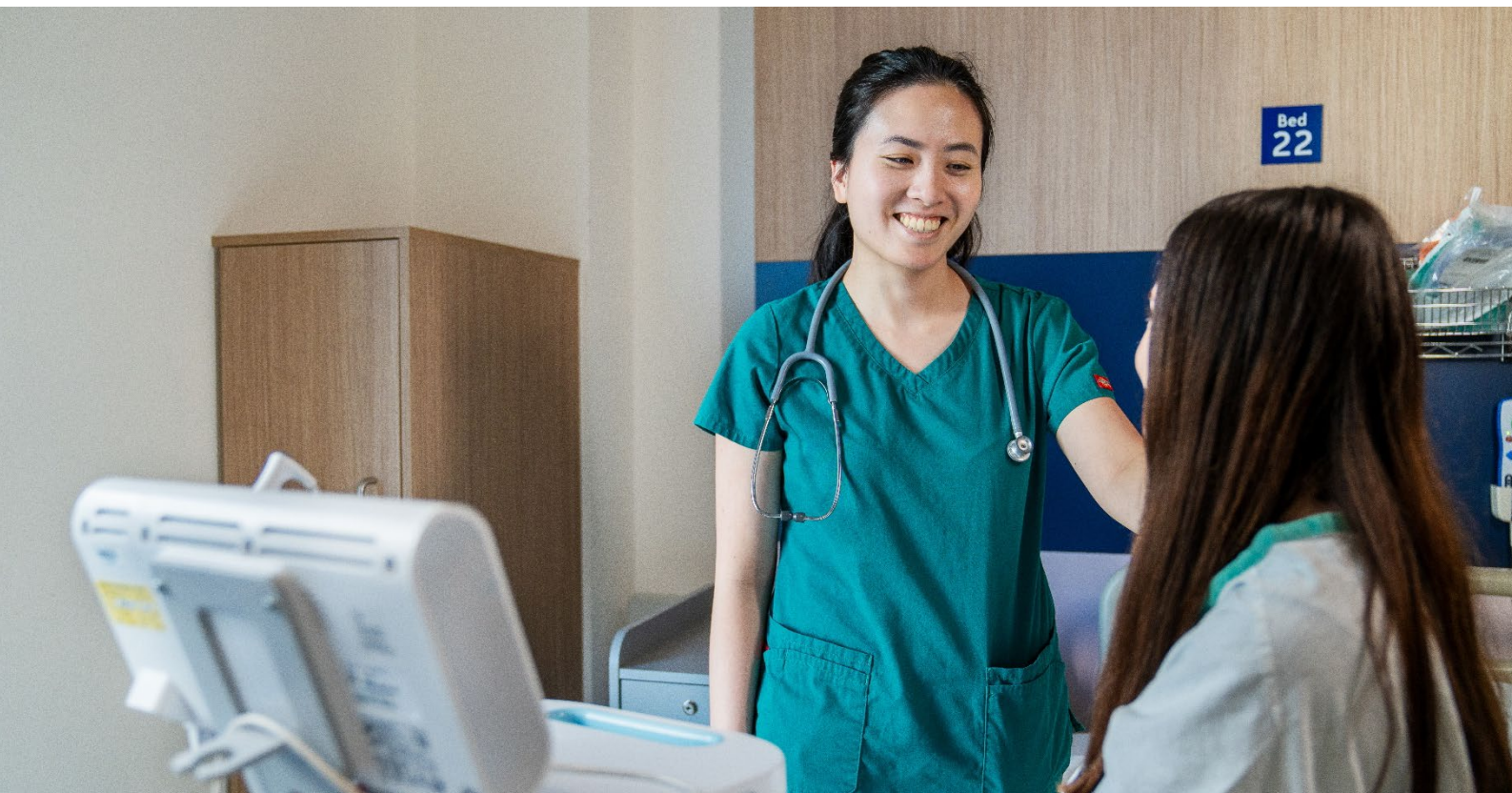
“The Tertiary Health Study Subsidy helps me afford lots of resources and to focus on my studies.”

— Aimee Long, First Year Medical Student 2024

# 2025 eligible health professions

Study in qualifications that lead to employment in the following health professions are eligible for 2025 awarding:

- Aboriginal Health Practitioner
- Dentist
- Dietitian
- Enrolled Nurse
- Exercise Physiologist
- Genetic Counsellor
- Medical Officer
- Medical Physicist
- Nuclear Medicine Technologist
- Occupational Therapist
- Oral Health Therapist
- Orthotist
- Orthoptist
- Paramedic
- Pharmacist
- Physiotherapist
- Podiatrist
- Prosthetist
- Psychologist (Master's level study program leading to registration)
- Radiographer
- Radiation Therapist
- Registered Midwife
- Registered Nurse
- Scientist (Pathology)
- Social Worker
- Sonographer
- Speech Pathologist
- Technical Officer (Pathology)



Chia - Nepean

# Terms and Conditions

When accepting a subsidy, you agree to the following terms and conditions:

- Working for NSW Health for at least 5 years in a relevant position that requires your qualification
- You will be required to repay the subsidy if you don't finish your program of study, obtain a qualification, or gain employment with NSW Health in a relevant position.
- You will provide all information and documentation to support your application when requested by the NSW Health team

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## Commitment of 5 years with NSW Health

- It is preferred that this is worked consecutively and is calculated from commencement of employment with NSW Health in a relevant position
- It can be in a full-time, part-time, or casual capacity
- It can comprise of permanent, temporary, or locum contracts
- It can be made up of any number of relevant positions at any NSW Health location
- It must be with a NSW Health organisation and not an Affiliated Health Organisation
- It includes periods of paid leave, such as annual, maternity and personal leave

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## Employment with NSW Health

- Accepting a subsidy does not guarantee employment with NSW Health. Recipients are required to follow the merit-based selection process
- You are expected to find a relevant position that requires your qualification within 12 months of completing your study
- **Relevant positions** are positions in a NSW Health organisation that requires the qualification you have studied for employment

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## Repayments

- If you leave your program of study, or leave employment with NSW Health completely, or do not commence in a relevant position within 12 months of completing your study, your individual circumstances would be assessed to determine if you are required to make a repayment
- Subsidies are awarded based on your program of study, so a change in your program of study would make you ineligible and repayment required
- Repayments are at the full value of the funds you were paid
- Repayment values do not attract interest and are not indexed
- If you leave NSW Health during the 5 year period, the repayment amount does not get adjusted to reflect time employed

# 2025 program timeline

Key Dates	Application stages
14 Jan	Applications open
17 Feb	Offers commence <i>Offers will be released in batches every 2 weeks. Applicants will have up to 14 days to accept their offer.</i> Evidence screening commences Payments commence
10 Mar	<i>Payments will be made in batches every 2 weeks. Payments will only be made once all evidence required has been approved.</i>
16 Jun	Offer batches paused for the end of FY 2025
7 Jul	Offer batches recommence for the start of FY 2026



Lismore team

# 2

## Commencing Study





# Commencing study

## Key facts

- You must be commencing in your **first year** of study
- The commencing study subsidy is a \$4,000 payment per year of study, up to a maximum of 3 years. Students studying for three years will receive a total of \$12,000. If you are studying for 2 years, you will receive \$8,000.
- Only students studying entry level qualifications for an eligible health profession will be considered. Ongoing and continuous professional development study is not covered by this program.

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## Eligibility criteria

To be eligible for the commencing study subsidy you must:

- Be an Australian citizen, Australian Permanent Resident, or New Zealand Citizen
- Be commencing study for an eligible health profession at a tertiary educational institution in 2025
- Be committed to working for NSW Health for at least 5 years in a position requiring your qualification upon graduation
- Not have previously received a subsidy under the THSSP
- Not have received another scholarship that may deem you ineligible for a subsidy

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## Awarding preferences

The THSSP will preference applicants who are:

- **Studying rural and remote** – you are studying in a location that is considered rural and remote

- **Willingness to work rural and remote** – you will consider relocating to rural and remote areas for employment opportunities upon graduation, especially where there are no metro opportunities
- **Aboriginal and Torres Strait Islander** – you are an Aboriginal or Torres Strait Islander student

## Financial considerations

NSW Health strongly recommends that applicants consult a financial advisor before accepting or receiving a subsidy offer. Students receiving Commonwealth assistance or other payment benefits may be impacted by receiving a subsidy payment. NSW Health is unable to provide independent financial advice.

- The commencing study subsidy payments under the THSSP **are not** subject to PAYG withholding on the basis that it is not a payment paid in respect of employment
- The commencing study subsidy payment is made to you primarily for educational purposes
- The commencing study subsidy does not require superannuation contribution be made as it is not considered to be ordinary times earnings



Jeffery - Liverpool Hospital

# Applying

It is your responsibility to ensure that your application includes all the information required. Delays in providing this information, or failure to monitor your application, may result in the withdrawal of your application, or impact subsidy payments.

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## Key notes

- It is your responsibility to ensure that your application includes all the information required
- Documentation supporting your application should be clear and legible
- As subsidies are limited, not all eligible applicants may receive an offer for a subsidy
- It is in your best interest to apply as early as possible when applications open

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## Using the myHETIconnect portal

- Applications for the commencing study subsidy are submitted and managed through the [myHETIconnect portal](#)
- If you have not submitted a scholarship or study application through this portal, you will need to register for a new account
- If you have registered for an account before, you should use your **ENQ** number that was provided to you on registration
- When registering for an account:
  - Ensure **all details** are accurate including your date of birth
  - Your name must match your identity documents such as your Drivers Licence or Passport

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## Submitting an application

- You must submit an application for a **commencing study** subsidy, in myHETIconnect this is abbreviated as **THSSP – CS**, in the qualification that you are studying
- If you submit an application in the wrong qualification or subsidy stream your application will not be considered and you will have to submit a new application for the correct subsidy
- When applying, you will require the following documents:
  - Proof of identity
  - Proof of citizenship or permanent residency
  - Official study offer from your educational institution that includes:
    - Your education institution's name, letterhead, or logo
    - Your program of study that is being offered by the university
    - The year or date in which you are being offered to commence study
- Your documents must be a clear and readable scan or download that is a **complete** document, preferably saved as a pdf file

- Screenshots are not acceptable

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## Assessment of your application

- It is important to monitor your email including your junk folder and the [myHETIconnect portal](#) regularly to ensure you don't miss time critical correspondence
  - If the documents you provide are insufficient or incomplete the assessment team will email you to request further documents
  - There will be a strict deadline given to provide the requested documents or to contact the assessment team to request an extension
  - Failure to provide requested documents or contact the assessment team by the deadline will result in your application expiring and made ineligible
  - Don't leave it until the day of the deadline to provide requested evidence or to contact us, as you may need to obtain documents from your educational institution and this can take time
- You can login to the [myHETIconnect portal](#) to check the status of your application
- Generally, it takes 4 weeks for your application to be assessed and an outcome to be provided
- During peak periods, there may be delays in assessing and processing applications
- You will receive email notifications each time you progress to the next stage and where there is an outcome provided

Don't leave it to the last minute to submit evidence, upload new evidence, or to contact us if there are difficulties or you require an extension. Extensions after the deadline will be assessed on a case-by-case basis and only be granted in exceptional circumstances.



Liverpool Hospital

# Successful applicants

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## Accepting an offer

You will be notified of your outcome via the email registered to your myHETIconnect account

You are responsible in checking and managing your offer in the [myHETIconnect](#) portal

- When accepting your offer you will be required to:
    - Acknowledge and accept the [terms and conditions](#) of receiving a subsidy payment
    - Provide your bank details for payment
  - Please make sure you check your bank details thoroughly before submitting your acceptance
  - If you have provided incorrect bank details you will not be issued another subsidy payment
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## Evidence required for the first year

You will be required to upload evidence that you remain enrolled in study **after** your educational institution's census date.

- Your evidence of enrolment must be a document issued to you by your educational institution dated **after** the census date
- **Census dates** are the last date you can withdraw from a course or subject without financial penalty provided by your educational institution
- Acceptable evidence can usually be requested from your educational institution's online student management centre or portal, and includes:
  - Proof or Statement of Enrolment from your educational institution
  - An unofficial academic transcript
  - An Electronic Commonwealth Assistance Notice (eCAN)
- Your evidence must include the following details:
  - Your educational institution's name
  - Your full name and student ID
  - Your course or program name
  - Your subjects that you are studying in that semester or year
  - The date that the evidence was generated
- Evidence must be uploaded by the deadline provided to you in the email notification or shown in the [myHETIconnect](#) portal or your offer will be revoked

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## Evidence required for the second and third year

These payments are made in your second and third year of continued study. You must demonstrate that you have completed study in your previous year, and that you are continuing to study for the subsequent year.

- You must provide:
  - Results from your previous year of study
  - Proof of enrolment in your subsequent year of study **after** your educational institution's census date
- If you are no longer studying or have changed your course of study, you must inform the assessment team as you may be ineligible for the subsidy and repayments may be required

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## Payments

Payments for the commencing study subsidy are made once all required evidence is approved by the assessment team. You will be notified via email on the outcome of your evidence, and you can also check this in the myHETIconnect portal.

- The payment process will commence only **after** all evidences have been approved
- Payments take up to 6 weeks from the date the last piece of required evidence was approved
- You can monitor the progress of your payment on the myHETIconnect portal
- You will receive a remittance advice by email once your payment has been made. It may take up to 5 business days for this payment to appear in your bank account
- If you have not received your payment after the 6 week period, contact us as soon as possible

It is important to check that you submitted your bank details correctly at the time of accepting your offer. Once a payment is processed, we are unable to change your bank details. We will not make another payment should you have provided incorrect bank details.



Liverpool Hospital Junior Medical Officer

# Unsuccessful applicants

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## For ineligible applications

There are various reasons for why your application may have been deemed ineligible for a subsidy under the THSSP. Reasons for ineligibility include:

- You have not met the eligibility requirements such as not studying an eligible qualification
- You have not provided acceptable identity, citizenship or residency, or proof of enrolment documents by the deadline
- You have not contacted us or you were not approved for an extension to provide evidence or accept your offer

If you believe your application meets the criteria, or if you feel that you don't fit into one of the reasons above you should review your application and the eligibility criteria before requesting a review.

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## For eligible applicants not offered a subsidy

The number of subsidies we can offer is limited. Each year 2,000 commencing study subsidies are offered. We encourage all applicants to apply early as subsidies are offered based on our eligibility criteria, preference criteria, and when you have submitted an application.

- Where the maximum number of subsidy offers for each workforce has been reached eligible applications are placed on a waiting list
- You can check whether your application has been made eligible in the myHETIconnect portal
- Where subsidy offers become available later, we will award to the eligibility waiting list accordingly
- Where all subsidy offers have been accepted and no further subsidies can be awarded, we will notify you of the outcome by email

**It is your responsibility to monitor and manage your application through the myHETIconnect portal.**

# Withdrawing applications

You are required to withdraw your application if you:

- Did not commence study in your qualification
- Have changed your qualification of study
- Do not want to accept an offer for a subsidy

If you have not yet been paid a subsidy, you need to withdraw your application in [myHETIconnect](#)

If you have already been paid a subsidy, you are required to [email us](#) to withdraw your application.

Your circumstances will be assessed to determine if a [repayment](#) is required.



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## Graduating Study



# Graduating study

## Key facts

- You are graduating from study for an eligible qualification **and** commencing work in a NSW Health organisation from October 2024 onwards
- The graduating study subsidy is a one-off \$8,000 payment through NSW Health payroll
- Only students who have studied an eligible qualification, graduated, and commenced in a relevant position requiring the qualification are deemed eligible for the graduate subsidy
- As this payment is made to you because of your employment with NSW Health, it is subject to Pay As You Go (PAYG) withholding

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## Eligibility criteria

To be eligible for the graduating study subsidy you must:

- Be an Australian citizen, Australian Permanent Resident, or New Zealand Citizen
- Have graduated from study for an eligible qualification and commence work in a NSW Health organisation from October 2024 onwards
- Commit to working for NSW Health for at least 5 years in a relevant position
- Not previously received a subsidy under the THSSP
- Not received another scholarship that may deem you ineligible for a subsidy

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## Awarding preferences

The THSSP will preference awarding to the categories below:

- **Rural and remote working** – you have started employment in the NSW public health system at a rural and remote location

- **Willingness to work rural and remote** – you will consider and be willing to relocate to rural and remote areas for employment opportunities during your first five year of employment
- **Aboriginal and Torres Strait Islander** – you are an Aboriginal or Torres Strait Islander student

## Financial considerations

NSW Health strongly recommends that applicants consult a financial advisor before accepting or receiving a subsidy offer. Students accepting and receiving a subsidy payment will affect your yearly income statement. NSW Health is unable to provide independent financial advice.

- The graduating study subsidy payments under the THSSP are subject to PAYG withholding on the basis that payment is provided to individuals when they commence their employment with NSW Health.
- Payments are only made in line with ordinary pay cycles

### PAYG withholding calculations

As a one-off payment, the ‘average tax’ method will be used by averaging the graduate study subsidy payment over the current financial year and applying that to the average total earnings to date. The PAYG withholding that can be applied to the graduating study subsidy payment is limited to a maximum of 47% of the subsidy payment (i.e., \$3,760).

- As the ‘average tax’ method is applied, PAYG withholding can be affected by the following:
  - Your year to date gross earnings
  - Whether you have claimed the tax-free threshold
  - Whether you have elected to withhold additional tax because of your Study and Training Support Loans (STSL)
- PAYG withholding represents a **prepayment** of your tax, where the actual amount of tax is assessed upon the lodgement of your yearly personal income return
- Any under or overpayment of tax will be reconciled at that point by the Australian Tax Office

A detailed explanation of the calculation can be found on the [Australian Tax Office website](#).

### Income statements

The gross value of the graduate subsidy payment will be included as assessable income and subject to tax in the relevant financial year in your income statement.

This may effect your tax bracket, any STSL repayments, entitlements to family tax benefits, private health insurance rebates, liability for the Medicare levy surcharge, and other means tested entitlements or child support payments.

### Superannuation contributions

Superannuation contributions are not payable for the graduate study subsidy. The subsidy payment is not considered to be ordinary times earnings on the basis that it is an expense allowance paid to reimburse you for your course fees, technology, travel, or other associated personal costs related to your health study.

# Applying

It is your responsibility to ensure that your application includes all the information required. Delays in providing this information, or failure to monitor your application, may result in the withdrawal of your application, or impact any subsidy payments.

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## Key notes

- It is your responsibility to ensure that your application includes all the information required
- Documentation supporting your application should be clear and legible
- As subsidies are limited, not all eligible applicants will receive a subsidy offer
- It is in your best interest to apply as early as possible when applications open

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## Using the myHETIconnect portal

- Applications for the **graduating study** subsidy are submitted and managed through the [myHETIconnect portal](#)
- Accounts for myHETIconnect are **not the same** as your NSW Health StaffLink account
- It is important that your myHETIconnect account:
  - Has the same name as your identity documents
  - Where possible, has the same name as your NSW Health position
- If you have never registered for an account in myHETIconnect, then you will need to register with the above details
- If you have registered for an account in myHETIconnect before, and your details match, you should use your **ENQ** number that was provided to you on registration
- When registering for an account:
  - Ensure **all details** are accurate including your date of birth **and** StaffLink number
  - Your name **must match** your identity documents such as your Driver Licence or Passport

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## Submitting an application

- You must submit an application for a **graduating study** subsidy, in myHETIconnect this is abbreviated as **THSSP – GS**, in the qualification that you are studying
- If you submit an application in the wrong qualification or subsidy stream your application will not be considered and you will have to submit a new application for the correct subsidy
- When applying, you will require the following documents:
  - Proof of identity and citizenship or permanent residency
  - Results of your completed study, i.e., a statement of results or unofficial academic transcript
  - Letter of Offer for a relevant position in a [NSW Health organisation](#)

- Your documents must be a complete and clear scan or download, preferably in pdf format
- Screenshots are not acceptable

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## Assessment of your application

- It is important to monitor your email including your junk folder and the [myHETIconnect portal](#) regularly to ensure you don't miss time critical correspondence
  - If the documents you provide are insufficient or incomplete the assessment team will email you to request further documents
  - There will be a strict deadline given to provide the requested documents or to contact the assessment team to request an extension
  - Failure to provide requested documents or contact the assessment team by the deadline will result in your application expiring and made ineligible
  - Don't leave it until the day of the deadline to provide requested evidence or to contact us, as you may need to obtain documents from your educational institution and this can take time
- You can login to the [myHETIconnect portal](#) to check the status of your application
- Generally, it takes 4 weeks for your application to be assessed and an outcome to be provided
- During peak periods, there may be delays in assessing and processing applications
- You will receive email notifications each time you progress to the next stage of your application and where there is an outcome provided

Don't leave it to the last minute to submit evidence, upload new evidence, or to contact us if there are difficulties or you require an extension. Extensions after the deadline will be assessed on a case-by-case basis and only be granted in exceptional circumstances.



Aliza - Broken Hill

# Successful applicants

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## Accepting an offer

You will be notified of your outcome via the email registered to your myHETIconnect account. You are responsible in checking and managing your offer in the [myHETIconnect](#) portal.

- When accepting your offer you will be required to:
  - Acknowledge and accept the [terms and conditions](#) of receiving a subsidy payment
  - Confirm your StaffLink number

**Make sure you check your StaffLink number before submitting. An incorrect StaffLink number will significantly delay your payment. No exceptions will be made to prioritise these payments.**

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## StaffLink number validation

- StaffLink numbers will be validated by the assessment team to ensure that you are actively employed with NSW Health in a relevant position
- If the validation is successful, you will be notified of the outcome in an email notification and in the myHETIconnect portal
- If the validation is unsuccessful, you will be notified of the outcome in an email notification and requested to resubmit your StaffLink number
- StaffLink validations can fail for a number of reasons, including:
  - Incorrect StaffLink Number supplied
  - Your StaffLink first and last name do not match your myHETIconnect account
  - Your position in StaffLink does not match your qualification
  - Your StaffLink number is inactive or your relevant position is not listed

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## Payments

Payments for the **graduating study** subsidy are made once your StaffLink number has been validated. You will be notified via email on the outcome of your evidence, and you can also check this in the [myHETIconnect](#) portal.

- Payments take up to 2 pay cycles from the date your StaffLink number was approved
- You can monitor the progress of your payment on the [myHETIconnect](#) portal
- Your payment will be reflected on your NSW Health payslip
- Payments will show as the 'Tertiary Health Study Allowance'
- If you have not received your payment after 2 pay cycles, contact us as soon as possible
- The payment is made to you because of your employment so attracts [PAYG withholding](#)

# Unsuccessful applicants

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## For ineligible applications

There are various reasons for why your application may have been deemed ineligible for a subsidy under the THSSP. Reasons for ineligibility include:

- You have not met the eligibility requirements such as not completing an eligible qualification
- You have not been offered employment by NSW Health in an appropriate position
- You are employed by an Affiliated Health Organisation and not directly by NSW Health.
- You have not provided acceptable identity, citizenship or residency, or proof of employment documents by the deadline
- You have not contacted us or you were not approved for an extension to provide evidence or accept your offer

You are able to request a review after you have reviewed your application and the eligibility requirements if you believe your application meets the criteria, or if you feel that you don't fit into one of the reasons above.

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## For eligible applicants not offered a subsidy

The number of subsidies we can offer is limited. Each year 2,000 graduating study subsidies are offered. We encourage all applicants to apply early as subsidies are offered based on our eligibility criteria, preference criteria, and when you have submitted an application

- Where the maximum number of subsidy offers released has been reached and your application is eligible, we will place your application into an eligibility wait list
- You can check whether your application has been made eligible in the myHETIconnect portal
- Where subsidy offers become available later, we will award to applicants on the eligibility wait list accordingly
- Where all subsidy offers have been accepted and no further subsidies can be awarded, we will notify you via email of the outcome

**It is your responsibility to monitor and manage your application through the myHETIconnect portal.**

# Withdrawing applications

You are required to withdraw your application if you:

- Did not commence employment with NSW Health
- Can't commit to the 5 year employment condition
- Do not want to accept an offer for a subsidy

If you have not yet been paid a subsidy, you need to withdraw your application in [myHETIconnect](#)

If you have already been paid a subsidy, you are required to [email us](#) to withdraw your application.

Your circumstances will be assessed to determine if a [repayment](#) is required.



Liverpool Hospital - Tiffany



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NSW Health

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Front cover: Tweed Hospital Staff

1 Reserve Road  
St Leonards NSW 2065  
SHPN: (WPTD) 250007

Office hours:  
Monday to Friday  
8.00am – 4.30pm

E: [MOH-THSSP@health.nsw.gov.au](mailto:MOH-THSSP@health.nsw.gov.au)

W: [www.health.nsw.gov.au/  
studysubsidies](http://www.health.nsw.gov.au/studysubsidies)

