



Shaping health care. Supporting a healthy workforce.

OneNQ Bursaries Program

OneNQ Invest in Your Future Grant Guidelines

August 2026

OneNQ Bursaries Program Overview and Introduction

The OneNQ Bursaries Program aims to strengthen workforce capability, support workforce wellbeing and retention, and increase participation in professional development and workforce initiatives that contribute to a sustainable, connected, and resilient mental health, alcohol and other drugs, and suicide prevention workforce across Northern Queensland communities.

The bursaries program is designed to support attendance and reduce financial barriers that may prevent participation in key OneNQ activities and initiatives. Support is available through three bursary streams:

- **OneNQ Ignite or Cooktown Bursary** (to support participation and attendance at the Cairns or Cooktown OneNQ event)
- **OneNQ Connect Bursary** (to support participation and attendance at a OneNQ Regional Integration Forum)
- **OneNQ Invest in Your Future Grant** (to support self-initiating study, professional development and wellbeing that contribute to a strong and sustainable mental health, alcohol and other drugs, and suicide prevention workforce)

Funding is available to eligible healthcare professionals, co-workers, and near-graduation students who provide, support, or intend to provide healthcare services within the NQPHN region. Eligible service settings include, but are not limited to, Aboriginal Medical Services (AMS), Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ACCHO), private practices, not-for-profit organisations, sole trader service providers and schools.

Funding is not guaranteed and is subject to application assessment and funding availability. Applications are assessed based on demonstrated need, available funding, and alignment with OneNQ program priorities to support a strong and sustainable mental health, alcohol and other drugs, and suicide prevention workforce. Priority consideration will be given to applicants experiencing greater barriers to participation and applicants who identify as Aboriginal and/or Torres Strait Islander. Factors such as location, profession, employer, workforce need, and expected barriers to participation will also be considered during assessment.

Individual applicants may receive a maximum of \$5,000 in funding across all OneNQ Bursaries Program applications.

Each funding stream has its own eligibility requirements, funding limitations, and application processes. Applicants should review the relevant guideline document before submitting an application to ensure they meet all requirements and understand the conditions of funding.

Depending on the funding stream, support may be available for costs such as travel, accommodation, childcare or carer support, professional development activities, mentoring, wellbeing initiatives, and other approved participation-related expenses. Funding is provided on an upfront basis where possible, with receipts and proof of payment required following receipt of funding.

Applications must be submitted by the individual seeking support unless otherwise stated. Applicants are required to comply with all program terms and conditions.

This document contains the guidelines for the OneNQ Invest in Your Future Grant stream.

For guidelines and information about the other OneNQ Bursary Program funding opportunities, please visit [OneNQ: Bursary program – Northern Queensland Primary Health Network](#).

OneNQ has commissioned Health Workforce Queensland (HWQ) to administer the OneNQ Bursaries Program from 2026-2027.

OneNQ - Invest in Your Future Grant Guidelines

1. Scope of Available Support

Support is accessible to eligible applicants through the OneNQ Invest in Your Future Grant. Applicants can make multiple individual applications to support self-initiated study, professional development or wellbeing activities. Payments will be provided on an **upfront basis** where possible, and receipts will be required once funding is received. Funding is not guaranteed and may be awarded in full or in part, subject to application assessment and funding availability. Priority will be given to applicants demonstrating a higher level of need, as well as applicants who identify as Aboriginal and/or Torres Strait Islander. Applicants can receive **a maximum of \$5,000 in funding support across all OneNQ Bursary Applications** unless special circumstances mandate an exemption. The support opportunities are outlined below:

1.1. Professional Development Support

Support is available to applicants wanting to complete professional development that contributes to a strong and sustainable mental health, alcohol and other drugs, and suicide prevention workforce. The upskilling will be assessed against OneNQ program priorities. Applicants must meet all eligibility requirements for individual applications as outlined below in section 2. Eligibility Criteria. Examples of what professional development topics may be considered eligible include:

- Communication and engagement
- Leadership (both workplace and community)
- Small business capability upskilling (including governance readiness and business coaching)
- Structured networking event attendance
- Other OneNQ development priorities to be established through collaborative discussions

1.2. Mentoring, Peer Support, or Study Support

Support is available to applicants who desire mentoring, peer support, or study support. Applicants must meet all eligibility requirements for individual applications as outlined below in section 2. Eligibility Criteria. Examples of what may be considered eligible include:

- Mentoring sessions (including cultural mentoring)
- Coaching on peer support
- Costs associated with establishing a workplace peer support program
- Support with aspects that create a barrier to study, i.e. course material costs, childcare, carer support, or other family support expenses

1.3. Personal Wellbeing Support

Support is available to applicants for individual self-care activities that promote personal wellbeing. Applicants must meet all eligibility requirements for individual applications as outlined below in section 2. Eligibility Criteria. A maximum of **\$150** can be provided. Examples of what may be considered eligible for support include:

- Yoga, Pilates or similar physical wellbeing class/membership

- A mindfulness program
- A session with a mental health practitioner
- Cultural wellbeing activities
- Or other related wellbeing or personal support activities

1.4. Organisational Wellbeing Activity Support

Support is available to eligible organisations who wish to hold a staff activity to encourage well-being. A single staff member may lodge an application for the related costs of holding/attending such an activity on behalf of their organisation. Examples of what expenses may be eligible include:

- Course/presenter costs
- Staff travel expenses (if activity is held locally, but off-site)

2. Eligibility Criteria

2.1. Individual Applications

2.1.1. Eligible Service Region and Employer

Eligible applicants are those who are providing healthcare services, or supporting healthcare services within the NQPHN region through an eligible service provider.

Eligible service providers include but are not limited to: Aboriginal Medical Services (AMS), Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ACCHOS), Not-For-Profit Organisations, Private Practices, Sole Traders, Schools.

Applications from Queensland Health employed applicants in the NQPHN region will be reviewed, however they will be subject to closer evaluation of need and may not be prioritised.

Eligibility may vary depending on the activity.

2.1.2. Eligible Professions

Applicants are eligible to apply for individual applications if they are a member of the primary healthcare workforce or adjacent services. A non-exclusive list of eligible professions is listed below; however, eligibility may vary depending on the activity.

- **Medical Practitioner** (e.g. General Practitioner, Registrar, Junior Doctor)
- **Nursing & Midwifery** (e.g. Registered Nurse, Midwife, Enrolled Nurse, Nurse Practitioner, Assistant in Nursing)
- **Mental Health Workforce** (e.g. Credentialed Counsellor, Psychologist, Psychiatrist, Social Worker, Mental Health Clinician, Behavioural/Mental Health Support Worker, Lived Experience Peer Worker)
- **Allied Health** (e.g. Pharmacist, Paramedic, Physiotherapist, Speech Pathologist,

Exercise Physiologist, Occupational Therapist, Dietitian, Aboriginal and Torres Strait Island Health Worker/Practitioner, Allied Health Assistant, Cultural Liaison Officer, Credentialed Diabetes Educator)

- **Practice Staff** (e.g. Care Coordinators, Practice Managers, Receptionists, Support Staff)

2.2. Organisational Applications

2.2.1. Eligible Organisations and Employees

Eligible organisations are those who are providing healthcare services within the NQPHN region. Examples include but are not limited to: Aboriginal Medical Services (AMS), Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ACCHOS), Not-For-Profit Organisations, Private Practices, Sole Traders, Schools.

Employees eligible to be funded through an organisational application are those who are providing healthcare services, and those supporting healthcare services. Clinical practitioners and practice staff are included.

2.3. Exclusion Criteria

Overseas activities are **not** eligible for support.

3. Application Process

3.1. Submission

Applications are to be submitted on an individual basis. An organisation is exempt from this only when submitting a group application for a specific wellness activity. In cases where details are missing, or further clarification required, we will provide an opportunity for applications to be amended with this information. Applications may be permanently closed if information is not provided in a timely manner.

3.2. Assessment

3.2.1. Application Assessment Criteria

Applications will be reviewed on a need's basis, and assessed against several criteria, including but not limited to: location, profession, employer, and Aboriginal and/or Torres Strait Islander identity. Applicants who face the greatest barrier to attendance may be prioritised. While we value every applicant, this assessment ensures we can best address the needs of the NQPHN region in alignment with the OneNQ program priorities.

3.2.2. Outcome Timeline

Outcomes will be provided to applicants as soon as possible. An initial review will be made within 8 business days of application submission and an outcome, or request for further information, will be communicated via email.

3.3. Funding Allocation and Payments

3.3.1. Funding Process

Once support has been approved, a payment agreement will be issued to the applicant. Upon receipt of the signed agreement, the approved funding amount will be paid to the bank account nominated by the applicant within 10 business days. Once payments have been received, applicants must email receipts and/or proof of payment to the OneNQ Bursary team within a reasonable timeframe.

3.3.2. Funding Terms and Conditions

If the funding provided is not used in accordance with the payment agreement, repayment of some, or all, of the funding will be required. If the nominated activity is not attended, all funding provided will be forfeited, and repayment required. Exemptions, or partial exemptions may be granted if extenuating circumstances can be demonstrated.

3.4. Post-Support Obligations

A post-support survey will be emailed to applicants after the upskilling or wellbeing activity has been completed, with completion requested within 3 weeks of being sent.

4. Appeals Process

Unsuccessful applicants who wish to appeal the outcome of their application can email a detailed explanation of their situation, including justification for the appeal, to scholarships@healthworkforce.com.au. Appeals will be initially reviewed by the OneNQ Bursaries team, and escalated to senior management if required.

If the matter is not resolved, applicants can appeal to the Health Workforce Queensland Chief Executive Officer (CEO) to consider their case. The Health Workforce Queensland CEO is the final arbiter for any appeal.

5. Contact Us

If you have any outstanding questions, or are experiencing difficulties in lodging an application, please feel free to email us at scholarships@healthworkforce.com.au or call (07) 3105 7800, press #2 then press #3 to reach the OneNQ Bursaries team.