

## Financial Health Module- Learning Objectives

1. Describe the role of financial health in relation to overall health practitioner wellbeing
2. Understand your employment and remuneration entitlements and be able to justify each payment type and deduction
3. Discuss the potential benefits and disadvantages of superannuation strategies, including discretionary employee contributions, industry vs self-managed funds and portfolio investment strategies
4. Outline the potential benefits and disadvantages of salary sacrificing
5. List and justify relevant insurance options for health practitioners, including income protection insurance, trauma insurance and life/total and permanent disability insurance
6. Describe other appropriate instruments to facilitate financial health, including Enduring Power of Attorney for finance matters, Wills, death beneficiary notifications, family trusts, and company structures

### Case 1

*It's halfway through the year, and Sam (an intern) has realised he will need to figure out his tax soon. This is his first real job and although he did his own tax returns as a student, he thinks it might be a bit trickier now he is actually earning "real" money. He asks one of the registrars on his surgical team what she does. "Oh I just get my accountant to sort out all that stuff. The biggest issue is getting all the receipts to her on time. And I can never remember whether I can claim my indemnity insurance or my income protection so I just send her everything!" Sam pauses for a moment and wonders whether now is a good time to ask what the difference between income protection and indemnity, but decides he can figure that out some other time. He's more worried that he hasn't kept any receipts from his overseas ski holiday and doesn't even know what sort of receipts he was supposed to keep...*

### Questions:

1. What advice would you give Sam about his financial matters?
2. Should he have salary sacrificed his holiday?
3. Does he need to worry about indemnity insurance or income protection at this stage in his career?

## Case 2

*Raj has just woken up in recovery. The nurses tell him that he has had an accident when he was driving home after a 14hr night shift in ICU. He doesn't remember the accident at all. "Was it a bad accident? What damage have I done? Has anyone told work I probably can't work tonight?" The nurses look at each other and then one of them sits down and takes his left hand (the right one seems buried under a mountain of plaster). "It's going to be a long time before you're going to be back at work Raj. I'm going to get the spinal surgeon to come and talk to you about what has happened..."*

### Questions:

1. What will Raj need to consider while he is recovering from his accident?
2. Is he eligible for Worker's Compensation?
3. If he didn't already have trauma insurance, is it too late for him to get it now?

## Case 3

*Jen has just found out she is pregnant. Although she is excited she is a little bit apprehensive. She is halfway through her fellow year and only has a temporary contract for this year. She has also been helping transition her mum into a dementia-specific residential care facility. "I can't believe how much nursing homes cost! Maybe I can start picking up some locum work now to earn some extra cash in case my morning sickness gets really bad later? I wonder how much childcare costs?"...*

### Questions:

1. Is Jen eligible for Maternity Leave?
2. What do you think about Jen's plan to start locuming?
3. What else should Jen consider regarding her mother's financial matters?

#### Case 4

*Kerry is in her late 40's enjoying her clinical role in a busy regional hospital and nonclinical portfolios. She is 2 years down the track from her divorce and the kids are thriving again after stressful time for everyone. Her oldest is about to start uni. She would like to use her long service leave and perhaps some PDL in the following year and checks her payslip to see what hours there are. She also notices her super contribution and not for the first time thinks about co-contributing (and will she have enough for retirement?)*

#### Questions:

1. What are the rules regarding accessing long service leave and professional development leave?
2. How can Kerry find out how much super she have accumulated and what contribution plan she is on?
3. Should Kerry stick with the industry super fund or should she move her super into a self-managed fund?
4. (Bonus question- how would Kerry find out what her super fund is invested in e.g. tobacco, alcohol, weapons?)