

## Policy

July 2025

### Fee relief for parental and other protected attribute leave

Fee relief is available for registered practitioners who complete a period of at least six continuous months of leave from practice due to parental leave or another relevant protected attribute.

#### 1. Commencement

This policy commenced on 1 July 2025. It applies to any practitioner who completes six months of continuous leave as parental leave or other form of protected leave. The period of leave must not have concluded before 1 July 2024.

#### 2. Purpose

The policy has been developed by Ahpra and the National Board to enable fee relief in the form of a rebate against a prospective renewal fee for practitioners who return from parental leave or leave for another protected attribute.

#### 3. Scope

The policy applies to individuals who have held registration other than non-practising registration and renewing the following registration types with the relevant National Boards:

- general
- provisional
- limited
- specialist, and

the six continuous months ended during the previous full registration period, due to parental leave or another relevant protected attribute.

#### 4. Definitions

##### **Fee relief**

Means a 30% reduction on the prospective annual renewal fee.

##### **Leave for a protected attribute**

Means leave taken for a protected attribute in accordance with the [Fair Work Act](#).

##### **Parental leave**

Means leave taken to care for a newborn or adopted child taken by one of the following:

- the birth mother of the newborn child
- the partner of the birth mother

Australian Health Practitioner Regulation Agency  
National Boards

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Ahpra and the National Boards regulate these registered health professions: Aboriginal and Torres Strait Islander health practice, Chinese medicine, chiropractic, dental, medical, medical radiation practice, midwifery, nursing, occupational therapy, optometry, osteopathy, paramedicine, pharmacy, physiotherapy, podiatry and psychology.

- the child's biological father
- the partner of the child's biological father
- the child's adoptive parent
- the partner of an adoptive parent
- gaining parents in a surrogacy arrangement
- the partner of a gaining parent in a surrogacy arrangement
- a person caring for a child under exceptional circumstances<sup>1</sup>.

## **Practice**

Means any role in which the individual uses their skills and knowledge as a health practitioner in their profession. Practice is not restricted to the provision of direct clinical care. It also includes using professional knowledge in a direct non-clinical relationship with clients, working in management, administration, education, research, advisory, regulatory or policy development roles, and any other roles that impact on safe, effective delivery of services in the profession.

## **Registration period**

Means the period of registration that is to apply to a health practitioner granted registration in a health profession, equal to twelve months, decided by the National Board established for the profession and published on the Board's website.

## **Renewal fee**

Means a relevant fee payable by a health practitioner for renewal of registration, under the National Law.

## **Six months' continuous leave**

Means leave from practice for at least 26 weeks full-time.

## **5. Principles**

Ahpra and National Boards recognise the current registration fee setting policy does not adequately accommodate practitioners who take periods of parental leave or another protected attribute, potentially leading to financial inequities.

The National Scheme is designed to be self-funded through fees paid by practitioners and does not receive any ongoing government funding.

However, a guiding principle of the National Scheme is that 'fees required to be paid under the National Scheme are to be reasonable having regard to the efficient and effective operation of the National Scheme.'

This context and the following principles are to be considered when applying this policy:

- Guiding principles of the Health Practitioner Regulation National Law as in force in each state and territory (the National Law) apply and include that the National Scheme must operate in a transparent, accountable, efficient, and effective way.
- We will balance the need for financial sustainability of the scheme with the circumstances of the practitioner and their contribution to Australia's healthcare workforce.
- The costs of administering the policy should not be more than the cost of applying the policy.

## **6. Policy**

### **6.1 Requirements for eligibility**

Ahpra will consider applications for fee relief from individuals who meet the eligibility criteria listed in sections 3 and 4 of this policy. Practitioners who wish to apply for fee relief are required to:

- undertake a self-assessment of their individual circumstance against the definition of fee relief in the policy
- confirm, in the form of a declaration, that they meet the eligibility criteria
- be ready to provide any requested supporting documentation or information reasonably required by Ahpra to substantiate an application for fee relief for parental leave or leave for another protected attribute, and
- acknowledge that Ahpra and National Boards may audit applications under this policy.

## 6.2 Evidence required

Ahpra may ask an applicant to provide evidence to support a declaration of eligibility for fee relief by providing reasonable evidence, such as:

- Letter confirming absence from work by a current employer or a treating health practitioner
- Court documents
- Centrelink pay entitlement
- Payslips
- A letter from a personal accountant
- Any other documentation reasonable to support your declaration

A failure to produce suitable evidence of an entitlement to the fee relief under this policy may result in

- A requirement to repay the rebate, and
- Action, in the form of regulatory action under the National Law, in circumstances of a false declaration.

## 6.3 Timing of application and fee relief

A practitioner can apply for a rebate at the time that they apply to renew their registration if the period of six months continuous leave came to an end during the preceding registration period.

The six months continuous leave must have concluded after 1 July 2024.

If the six months crosses across a registration renewal period, the application for the rebate can be made at the *next* renewal.

There is no scope for seeking a rebate retrospectively of registration fees already paid.

## Examples

<b>Allied Campaign</b>	6 months leave must end between <b>1 December</b> and <b>30 November</b> the following year.  If leave ends after <b>30 November</b> of the following year, then they can request the fee reduction at the following renewal period.
<b>Medical Campaign</b>	6 months leave must end between <b>1 October</b> and <b>30 September</b> the following year.  If leave ends after <b>30 September</b> of the following year, then they can request the fee reduction at the following renewal period.
<b>NMBA Campaign</b>	6 months leave must end between <b>1 June</b> and by <b>30 May</b> the following year.  If leave ends after <b>30 May</b> of the following year, then they can request the fee reduction at the following renewal period.
<b>Limited and Provisional registration</b>	6 months of leave must be end during their 12-month period of registration.

	If leave ends after their registration expiry date, then they can request the fee reduction at the following renewal period.
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#### **6.4 Non-practising registration excluded**

The non-practising registration fee is excluded since it is already reduced. This recognises that this form of registration is not intended for practitioners who are practising.

#### **7. Renewal fees paid by an employer on behalf of a practitioner**

A person is not eligible for a rebate under this policy if their renewal fee is paid by an employer.

#### **8. Authority**

This policy is made in accordance with Ahpra's Financial delegation policy and any relevant administrative authorities.

#### **9. Implementation**

Ahpra's Registration function will support the operational management of the policy in accordance with the relevant administrative authorities.

An application form and supporting material will be developed to support the implementation of this policy.

Document control	
Approval authority	AManC / NE / ED / National Board
Policy Owner (administrative)	Executive Director / role equivalent
Responsible Officer	National Director / role equivalent
Approval date	<date>
Start date	<date>
Next review due date	<date>

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<sup>1</sup> Relevant [exceptional circumstances](#)