

# Health Employment Directive

## No. 05/21

Effective Date:  
23 September 2021

Supersedes:  
n/a

### Employee entitlements – Australian Medical Assistance Team (AUSMAT) deployments

#### 1. Compliance

Compliance with this Health Employment Directive (HED) is mandatory.

#### 2. Purpose

To outline the entitlements payable to employees who are deployed as members of an Australian Medical Assistance Team (AUSMAT).

#### 3. Legislative Provision

Section 51A of the *Hospital and Health Boards Act 2011* (the Act).

#### 4. Application

This HED applies to health service employees in Hospital and Health Services and the Department of Health engaged under the Act.

#### Directive:

#### 5. Entitlement

Employees deployed as members of an AUSMAT, either within Australia or as a national response, are paid in accordance with the recommended National Critical Care and Trauma Response Centre (NCCTRC) employment conditions, and paid based on similar arrangements to that of Northern Territory Government employees, which includes:

- The normal base salary (or the equivalent of a full-time salary if the employee is normally part-time) exclusive of any overtime or shift penalties they would have received had they remained in their normal role.
- A 'deployment component' equivalent to 35 percent of their normal base salary (or the equivalent of a full-time salary if the employee is normally part-time) for every day they are in the country. The deployment component is in lieu of any overtime or shift penalties that would normally apply under their relevant enterprise agreement or employment contract.
- A hardship/travel allowance, at the discretion of the Executive Director, NCCTRC, payable for the days the employee is in the country only\*.  
\*This may include deployments within Australia.
- An entitlement to three days stand-down time on full pay at the employee's normal base salary on return to their home location. This could be longer depending on the length of the mission.



## 6. History

<b>HED No. 02/21 Month 2021</b>	Issued under section 51A of the <i>Hospital and Health Boards Act 2011</i> as a condition of employment for health service employees.
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## 7. Approval and implementation

### Directive custodian

Chief Human Resources Officer

### Approval by Chief Executive

Dr John Wakefield  
Director-General

**Approval date: 23/09/2021**