

Accommodation – Senior medical officers in country areas

- Policy Number:** D9 (QH-POL-446)
- Publication date:** February 2021
- Purpose:** To prescribe the provision of accommodation for Senior Medical Officers in country hospitals.
- Application:** This policy applies to Senior Medical Officers, including Medical Superintendents, Medical Superintendents with Private Practice and Medical Officers with Private Practice, employed in country hospitals.
- Delegation:** The 'delegate' is as listed in the relevant Department of Health Human Resource (HR) Delegations Manual, or Hospital and Health Services Human Resource (HR) Delegations Manual, as amended from time to time.
- Legislative or other authority:**
- Medical Officers (Queensland Health) Award – State 2015
 - Medical Officers' (Queensland Health) Certified Agreement (No 5) 2018
- Related policy or documents:**
- Accommodation assistance – Rural and remote incentive HR policy D5 (QH-POL-096)

Policy subject:

1	Medical Superintendents (Country hospitals).....	2
2	Medical Superintendents with Private Practice (MSPP) and Medical Officers with Private Practice (MOPP).....	2
3	Senior Medical Officers (Country hospitals)	3
4	General conditions.....	3
	Definitions:.....	3
	History:	4



1 Medical Superintendents (Country hospitals)

Eligible employees appointed or transferred to a country hospital are to be provided with accommodation assistance on the following basis:

- (a) Rent free residence with basic furniture in accordance with the size of the residence. For example:
 - double bedroom – provide double bedroom suite
 - single bedroom – provide single bedroom suite
 - dining room – provide dining room suite
 - lounge room – provide lounge suite.
- (b) A refrigerator, stove, washing machine and floor coverings without charge.
- (c) Curtains and/or curtain materials are not to be provided.
- (d) Fuel, light and power to be provided free of charge when Medical Superintendents are accommodated in a residence owned by the Hospital and Health Service.
- (e) Further details regarding excessive accounts are outlined in section 4 of the policy.

2 Medical Superintendents with Private Practice (MSPP) and Medical Officers with Private Practice (MOPP)

A Health Service Chief Executive may offer accommodation assistance as prescribed below to address demonstrated recruitment and retention issues.

Where circumstances permit, an MSPP/MOPP may be provided with:

- (a) Rent free residence of a reasonable standard with basic furniture in accordance with the size of the residence. For example:
 - double bedroom - provide double bedroom suite
 - single bedroom - provide single bedroom suite
 - dining room - provide dining room suite
 - lounge room - provide lounge suite.
- (b) A refrigerator, stove, washing machine and floor coverings without charge.
- (c) Curtains and/or curtain materials are not to be provided.
- (d) Fuel, light and power to be provided free of charge when an MSPP/MOPP is accommodated in a residence owned by the Hospital and Health Service.
- (e) Further details regarding excessive accounts are outlined in section 4 of the policy.

Note: Tenancy agreements are to be completed in respect of occupancy of residences provided by the Hospital and Health Service.

3 Senior Medical Officers (Country hospitals)

A Health Service Chief Executive may offer accommodation assistance as prescribed below to address demonstrated recruitment and retention issues.

- (a) Officers living alone provided with free board and lodging are required to pay a minimum of \$82.70 per quarter (\$331 per annum) for electricity.
- (b) Officers with partners and/or dependents:
 - (i) Policy is to provide a flat or house with basic furniture in accordance with the size of the accommodation and in accordance with that provided for Medical Superintendents.
 - (ii) Officer is required to pay a minimum of \$165.15 per quarter (\$660 per annum) for electricity.
 - (iii) This figure is based on 3000kw per annum on the ordinary domestic rate and 3000kw on the hot water rate to estimate an average usage per year with the kw price increased in December of each year based on CPI increases. The 'reviewed figure' is to apply to accounts relevant to a calendar year.

4 General conditions

No compensation should be made to:

- (a) employees who elect of their own volition to reside in their own accommodation or personally arranged accommodation
- (b) employees who own a residence of size suitable in the Hospital and Health Service to house the employee's family but who elect of their own volition not to reside in such residence or
- (c) employees who elect on their own volition to reside in their own accommodation, or personally arranged accommodation, for example, in circumstances where no bond is paid and lodged with the Residential Tenancy Authority.

A copy of the Residential Tenancy Agreement should be sighted together with a signed statutory declaration stating that a bond has been lodged with the Residential Tenancy Authority.

Where excessive accounts for fuel, light and power are incurred by an employee, Hospital and Health Services are not required to bear the full cost.

An appropriate contribution should be made by the Hospital and Health Service having regard to the following:

- (i) local community standards (i.e. tariffs, etc.)
- (ii) size of the family
- (iii) seasonal conditions
- (iv) whether heating and/or cooling facilities are installed.

The means of providing accommodation for employees in country areas (i.e. purchase, build or rent) is to be determined by each Hospital and Health Service having regard to budget allocations.

Definitions:

Country hospital	For the purpose of this Policy, the term "Country hospital" is defined as those hospitals outside the greater Brisbane metropolitan area. The greater Brisbane metropolitan area includes Caboolture.
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History:

February 2021	<ul style="list-style-type: none"> • Policy: <ul style="list-style-type: none"> – formatted as part of the HR Policy review – amended to update references and naming conventions – updated to incorporate eligibility for Senior Medical Officers and Medical Officers with Private Practice – amended to remove the requirements that Staff Specialists must be engaged on a full-time basis – amended to include the 'residences and furnishings' section of IRM 2.7-4 Terms and Conditions of Employment - Medical Superintendents with Right of Private Practice & Medical Officers with Right of Private Practice.
Previous	<ul style="list-style-type: none"> • IRM 2.2-4 Accommodation - Full-time Medical Superintendents and Staff Specialists in Country Areas

Managing the risk of psychosocial hazards of work
Code of Practice 2022
applies 1 April 2023