

Human Resources Policy

Accommodation assistance – Rural and remote incentive

Policy Number: D5 (QH-POL-096)

Publication date: November 2021

Purpose: To outline accommodation assistance provided to eligible employees appointed or transferred to eligible locations.

Application: This policy applies to employees working for Queensland Health.

This policy does not apply to employees of Queensland Ambulance Service. Instead, Queensland Ambulance Service employees are to refer to the Queensland Ambulance Service Diversity and Inclusion Strategy.

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:

- Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 1) 2019
- Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No.3) 2019
- Medical Officers (Queensland Health) Certified Agreement (No.5) 2018
- Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018
- Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No. 7) 2019
- Queensland Public Health Sector Certified Agreement (No. 10) 2019
- Queensland Public Health Certified Agreement (No. 3) 1998

Related policy or documents:

- Remote Area Nursing Incentive Package (RANIP) HR Policy C2 (QH-POL-217)

Policy subject:

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	Attachment One	Accommodation assistant sites



1 Policy

Accommodation assistance was originally issued in accordance with Clause 6.1 of the Queensland Public Health Certified Agreement (No. 3) 1998.

Either of the following accommodation assistance options continues to apply to an eligible employee:

- When Queensland Health accommodation is provided, the accommodation charge (usually referred to as board) is to be waived for a period of up to 17 months from the date of commencing duty at the centre or facility
or
- When commercial rental accommodation is accessed, from 1 June 2002 an amount of \$82.50 per week is to be paid for a period of up to 17 months from the date of commencing duty at the centre or facility.

Eligible employees appointed or transferred to a centre or facility listed in Attachment One are to be provided with accommodation assistance on the following basis:

- Accommodation assistance is to be provided as an incentive to attract new employees to a particular centre or facility.
- An employee is to have been appointed or transferred to the particular centre or facility and is required to relocate their residence to take up the appointment. The employee is to have been recruited from outside the locality and it is impracticable for the employee to commute between their new place of employment and their existing residence.
- The Health Service Chief Executive (or delegate) has the discretion to extend the period of accommodation assistance having regard to recruitment and retention issues.
- Accommodation assistance is not payable when an employee declines an offer of free Queensland Health accommodation, provided the accommodation is of a reasonable standard with appropriate security measures.
- Accommodation assistance is payable when an employee takes paid leave, e.g. recreation leave, sick leave, paid maternity leave. When an employee takes unpaid leave they are not entitled to receive accommodation assistance for the period of unpaid leave.
- This policy is not to affect the application of:
 - the remote area nursing incentives package (refer Remote Area Nursing Incentive Package (RANIP) HR Policy C2) or payment of locality allowance
 - circumstances when Queensland Health is providing commercial accommodation free of charge.

History:

November 2021	<ul style="list-style-type: none"> • Policy: <ul style="list-style-type: none"> – amended to update references and naming conventions – 'Protected' policy under the Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 1) 2019.
June 2020	<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 – application amended as a result of changes outlined in the Hospital and Health Boards (Changes to Prescribed Services) Amendment Regulation 2019.

August 2015	<ul style="list-style-type: none"> Policy amended to reinstate original 2010 version policy provisions as a result of the restoration of conditions under the Industrial Relations Act 1999 effective 11 June 2015.
May 2014	<ul style="list-style-type: none"> Policy reviewed as part of the Queensland Ambulance Service (QAS) HR Policy Integration project. Policy not applicable to QAS employees. QAS specific provisions are outlined in the Queensland Ambulance Service HR procedure Accommodation assistance – rural and remote incentive.
September 2013	<ul style="list-style-type: none"> Policy formatted as part of the HR Policy Simplification project. Policy amended to update references and naming conventions.
April 2010	<ul style="list-style-type: none"> Protected IRM 2.2-12 developed as a result of the HR policy consolidation project.
September 2002	<ul style="list-style-type: none"> IRM 2.2-12 Accommodation Assistance - Rural and Remote Incentive – (clause 9.8 Queensland Public Health Sector Certified Agreement (No.5) 2002).
Previous	<ul style="list-style-type: none"> IRM 2.2-12 Accommodation Assistance – Rural and Remote Incentive.

Attachment One – Accommodation assistant sites

Alpha Hospital	Cloncurry Dental Health Clinic
Aramac Hospital	Cloncurry Hospital
Augathella Hospital	Coconut Island Health Centre
Aurukun Community Hospital	Cooktown Community Health
Badu Island Health Centre	Cooktown Hospital
Bamaga Community Health Centre	Cracow Outpatients Clinic
Bamaga Hospital	Croydon Hospital
Barcaldine Hospital	Cunnamulla Community Health
Bedourie Clinic	Cunnamulla Hospital
Blackall Hospital	Dajarra Aboriginal Health
Boigu Island Health Centre	Dajarra Hospital (Outpatients)
Bollon (Bush Nurse)	Darnley Island Health Centre
Boulia Primary Health Care	Dirranbandi Hospital
Burketown Aboriginal Health	Doomadgee Aboriginal & Islander Health
Burketown Hospital	Doomadgee Hospital
Camooweal Aboriginal Health	Duaun Island Clinic
Camooweal Home & Community Care	Flying Surgeon Service (Longreach)
Camooweal Hospital (Outpatients)	Forsyth Community Hospital
Charleville Community Health	Georgetown Community Hospital
Charleville Hospital	Hopevale Community Hospital
Charleville Hostel	Horn Island Health Centre
Cherbourg Aboriginal Health Programs	Hughenden Aboriginal Health
Cherbourg Hospital	Hughenden Child Health
Chillagoe Clinic	Hughenden Dental Health Clinic
Cloncurry Aboriginal & Islander Health	Hughenden Hospital

Injinoo Community Health	Mount Isa Alcohol & Drug
Injune Hospital	Mount Isa Base Hospital
Isisford Primary Health Care	Mount Isa Child Health
Julia Creek Hospital	Mount Isa Community Medicine Services
Jundah Primary Health Centre	Mount Isa Community Mental Health
Karumba Hospital (Outpatients)	Mount Isa Dental Health Clinic
Kowanyama Community Hospital	Mount Isa Home & Community Care
Kubin Community Health Centre	Mungindi Hospital
Laura Community Health Centre	Murray Island Primary Health Centre
Lockhart River Community Hospital	Muttaburra Primary Health Centre
Longreach Community Health Clinic	Normanton Aboriginal & Islander Health
Longreach Hospital	Normanton Hospital
Mabuig Clinic	Ogmore Outpatients
Mabulag Island Health Centre	Palm Island Aboriginal Health
Malakoola Primary Health Care Centre (Naprunum)	Palm Island Hospital
Mapoon Community Health	Pormpuraaw Community Hospital
Meandarra	Quilpie Hospital
Mitchell Hospital	Richmond Child Health
Moonie	Richmond Hospital
Mornington Island Aboriginal Health	Sabai Island Primary Health Centre
Mornington Island Hospital	Seisia Community Health Centre
Morven Hospital	St George Community Health
Mount Isa Aboriginal Health	St George Hospital
Mount Isa Aged Care Assessment Team	St Pauls Health Centre
Mount Isa AIDS	Stephen Island Primary Health Centre

Surat Hospital	Weipa Community Health Centre
Tambo Primary Health Centre	Weipa Hospital
Taroom Hospital	Windorah Clinic
Texas Community Health Services	Winton Hospital
Texas Hospital	Woorabinda Hospital
Thargomindah Hospital	Wujal Wujal Community Health Centre
Thursday Island Community Health	Yam Island Primary Health Centre
Thursday Island Hospital	Yaraka Clinic
Umagico Community Health	Yarrabah Community Health Centre
Wandoan Hospital	Yarrabah Hospital
Waroona Nursing Home - Charleville	Yorke Island Primary Health Centre
Warraber Island Primary Health Centre	