

## Fatigue leave following weekends and/or rostered days off

**Policy Number:** C65 (QH-POL-135)

**Publication date:** June 2020

**Purpose:** To outline entitlements relating to fatigue leave following weekends and/or rostered days off.

**Application:** This policy applies to the following groups of Queensland Health employees engaged under the Health Practitioners and Dental Officers (Queensland Health) Award - State 2015 and the Hospital and Health Service General Employees (Queensland Health) Award - State 2015:

- Administrative stream employees
- Cardiac perfusionists
- Occupational Therapists
- Pharmacists
- Physiotherapists
- Radiographers
- Scientists
- Speech Pathologists
- Technicians and
- X-Ray Engineers.

This policy does not apply to employees of Queensland Ambulance Service. Instead, Queensland Ambulance Service employees are to refer to their local policy/procedure.

**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:**

- Health Practitioners and Dental Officers (Queensland Health) Award - State 2015
- Hospital and Health Service General Employees (Queensland Health) Award - State 2015

**Related policy or documents:**

- [Overtime HR Policy C60](#) (QH-POL-185)

**Policy subject:****1 Policy statement**

The process outlined in Attachment One of this policy applies only following days off or public holidays on which no ordinary work is performed by the nominated groups of employees engaged under the Health Practitioners and Dental Officers (Queensland Health) Award - State 2015 and the Hospital and Health Service General Employees (Queensland Health) Award - State 2015.

**History:**

June 2020	<ul style="list-style-type: none"> <li>• Policy: <ul style="list-style-type: none"> <li>– formatted as part of the HR Policy review</li> <li>– application amended as a result of changes outlined in the Hospital and Health Boards (Changes to Prescribed Services) Amendment Regulation 2019.</li> </ul> </li> </ul>
October 2018	<ul style="list-style-type: none"> <li>• Updated to include Cardiac perfusionists as an eligible discipline.</li> </ul>
March 2018	<ul style="list-style-type: none"> <li>• Policy: <ul style="list-style-type: none"> <li>– formatted as part of the HR Policy review</li> <li>– amended to update references and naming conventions.</li> </ul> </li> </ul>
May 2014	<ul style="list-style-type: none"> <li>• Updated as part of the HR policy simplification project.</li> <li>• Amended to update references and naming conventions.</li> <li>• Policy reviewed as part of the Queensland Ambulance Service (QAS) HR Policy Integration project.</li> <li>• Policy not applicable to QAS employees.</li> </ul>
March 2010	<ul style="list-style-type: none"> <li>• Developed as a result of the HR policy consolidation project.</li> </ul>
Previous	<ul style="list-style-type: none"> <li>• IRM 2.5-6 Fatigue Leave – Special Arrangement Following Weekends and/or Rostered Days Off.</li> </ul>

## Attachment One – Process

The following information is provided as the minimum mandatory standard practice, procedure or process to enable satisfactory compliance with this Queensland Health HR policy.

Local guidelines/procedures may be developed to facilitate implementation of this policy. Any local guidelines/procedures must be consistent with this policy and standard practice and ensure employee entitlements continue to be met.

### 1 Fatigue leave

If an employee:

- works more than two hours overtime between 10:15 pm on any day (other than an ordinary rostered working day) and the commencement of work on their next ordinary rostered working day
- has not had at least ten consecutive hours off duty during the 15 hours immediately preceding the commencement of work on the next ordinary rostered working day

the employee is to be granted fatigue leave until they have had ten consecutive hours off duty. No pay is to be deducted from the employee for ordinary working time during the period of fatigue leave.

### 2 Additional payment at double rates

If on the instructions of an authorised person the employee resumes or continues work without having had ten consecutive hours off duty:

- payment is made at double rates until the employee is released from duty for such period
- the employee is entitled to be absent until completing the required ten consecutive hours off duty without loss of pay for ordinary working time occurring during the period of fatigue leave.

### 3 Time worked

Work which commences after 7:00 am prior to commencing duty on the next ordinary rostered working day, would not count as time worked for the purpose of granting fatigue leave as stated in section 1 of the policy.

#### Example

An employee is on a rostered day off but is called into work from 9:00 pm Sunday until 1:00 am Monday (i.e. four hours overtime including travel time). The employee is due to commence their next ordinary rostered 7.6 hour working day at 8:00am Monday.

The employee is entitled to at least ten consecutive hours off duty in the 15 hours preceding 8:00 am Monday i.e. from 5:00 pm Sunday. The employee has not had the required ten hours off duty.

#### Option 1

The employee is to be granted fatigue leave from 8:00 am Monday and commence work at 11:00 am Monday. The employee would then work the remaining 4.6 hours on full pay.

#### Option 2

The employee commences work at 8am and is entitled to overtime rates until they have had ten consecutive hours off duty.

#### 4 Rostering and fatigue leave

Many of the problems regarding fatigue leave can be overcome by either:

- not rostering the employee who is on call for the first shift of the following day
- not rostering on call an officer who is rostered for the first shift of the following day.

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