

Health Employment Directive

No. 02/21

Effective Date:
22 June 2021

Supersedes:
n/a

Employment framework – COVID-19 Vaccinator (Queensland Government Controlled COVID-19 Vaccination Services)

1. Compliance

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

2. Purpose

The purpose of this HED is to specify the conditions of employment for the role of COVID-19 Vaccinator engaged within Queensland Government Controlled COVID-19 Vaccination Services during the declared public health emergency in relation to coronavirus disease (COVID-19), to ensure consistency in the application of employee entitlements including:

- i. Employment arrangements;
- ii. Remuneration for COVID-19 Vaccinators employed by Queensland Health; and
- iii. Establish the governance requirements applicable to COVID-19 Vaccinators.

3. Legislative Provision

- Section 51A of the *Hospital and Health Boards Act 2011* (the Act).
- *Health Act 1937*
- *Health (Drugs and Poisons) Regulation 1996*

4. Application

This HED applies to all persons engaged as COVID-19 Vaccinators in Hospital and Health Services and the Department of Health (the Department), engaged under the Act.

5. Related documents

- [Orientation, induction and mandatory training HR Policy G6](#)
- [COVID-19 Vaccination Code, \(and as amended from time to time\)](#)

Directive:

6. Terms and conditions of employment

The Director-General, in accordance with section 45(g) of the Act, may establish the conditions of employment for health service employees.



Graduate Paramedics may be engaged to work as COVID-19 Vaccinators exclusively within Queensland Government Controlled COVID-19 Vaccination Services during the declared public health emergency in relation to coronavirus disease (COVID-19).

Hospital and Health Services and the Department must not engage COVID-19 Vaccinators in a manner contrary to this HED without the approval of the Director-General.

COVID-19 Vaccinators may be required to work weekend hours.

6.1 Governance framework – practice arrangements and supervision

The practice activities for COVID-19 Vaccinators may only occur in Queensland Government Controlled COVID-19 Vaccination Services.

COVID-19 Vaccinators must complete clinical mandatory training and induction as prescribed by Queensland Health. In addition, COVID-19 Vaccinators must complete the following modules within 14 days of commencement:

- Work health and safety
- Occupational violence prevention fundamentals
- Code of conduct.

COVID-19 Vaccinators must adhere to the prescribed list of approved duties. Prescribed duties are limited to:

- vaccine preparation;
- vaccine administration;
- monitoring patients post vaccination; and
- assisting with consumer discussions around general vaccination information under appropriate supervision.

6.1.1 Remuneration

COVID-19 Vaccinators will be remunerated at the rate of Health Practitioner Level 3.0 outlined in the *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 3) 2019*.

COVID-19 Vaccinators will be eligible to the entitlements applying to a Health Practitioner Level 3.0, as detailed in the *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 3) 2019*.

For the purpose of clarity, all Human Resource policies that currently apply to employees covered by the *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 3) 2019* will also apply to COVID-19 Vaccinators.

6.1.2 Indemnity

As employees (public officers) of Queensland Health, the Queensland Government Indemnity Guideline applies to COVID-19 Vaccinator -

<https://www.forgov.qld.gov.au/documents/guideline/queensland-government-indemnity-guideline>

7. Definitions

Act	<i>Hospital and Health Boards Act 2011</i>
Hospital and Health Service (HHS)	A statutory body established under the <i>Hospital and Health Boards Act 2011</i> responsible for the provision of public sector health services for a geographical area, which includes one or more health facilities.
COVID-19 Vaccinator	An individual who has successfully completed a Paramedicine Board of Australia approved program of study and holds general registration with the Paramedicine Board of Australia; and who is employed under the terms of this Health Employment Directive.

8. History

HED No. 02/21 June 2021	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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9. Approval and implementation

Directive custodian

Chief Human Resources Officer

Approval by Chief Executive

Dr John Wakefield
Director-General

Approval date: 22/06/2021

Superseded