

## Right to Information Application (RTI 4603/23)

### Scope of application

**Part 1:** Number of Queensland Health employees that have been unable to work in their substantive role for a period of a month or more as a result of or related to, alleged or confirmed non-compliance with Health Employment Directive (HD) 12/21 between 30 September 2021 and 1 April 2023, broken down by Hospital and Health Service (HHS) and into the following categories:

1. Total number of employees and former employees affected by the following actions
2. Suspensions –
  - a. with remuneration throughout
  - b. without remuneration throughout
  - c. with remuneration followed by without remuneration
3. Alternative duties throughout
4. Continual leave of any kind,
5. Resignations of unvaccinated or under-vaccinated; and
6. Terminations.

**Part 2:** Number of Queensland Health employees that have resigned per calendar year from 2017 to 2022.

### Date range

Requested:

**Part 1** – 30 September 2021 to 01 April 2023

**Part 2** – 01 January 2017 to 31 December 2022

Provided:

**Part 1** – 11 March 2022 to 31 March 2023

**Part 2** – 01 January 2017 to 31 December 2022

### Source

**Part 1** – Information for this part has been sourced from the Employees with Unresolved Vaccination Exemptions Report snapshot data as reported by the Hospital and Health Services, the Department and Queensland Ambulance Service (QAS).

**Part 2** – Information for this part has been sourced from the Decision Support System (DSS).

## Response

### Part 1:

HR Branch only holds detailed data related to the status of employees not compliant with Health Employment Directive (HED) 12/21 and HR Policy B70 from the 11 March 2022. Prior to this time detailed records were held locally at each HHS and the Department.

Table 1 below represents the total number of employees by HHS affected by any action, as well as the number of employees affected by each action category between 11 March 2022 to 31 March 2023, due to non-compliance with Health Employment Directive (HED) 12/21 and HR Policy B70.

Table 1: Employees (former and current) non-compliant with HED 12/21 and HR Policy B70 for greater than one month (11 March 2022 to 31 March 2023) impacted through suspension, alternative duties or accessing special leave as a result of non-compliance.

| Queensland Health Entities   | Total      | Suspensions - with remuneration throughout | Suspensions - without remuneration throughout | Combination of suspensions with and without remuneration plus other actions <sup>1</sup> | Alternative Duties | Continual leave <sup>2</sup> |
|------------------------------|------------|--|---|--|--------------------|------------------------------|
| Cairns and Hinterland HHS    | 12         | 4  | 0   | 8  | 0                  | 0                            |
| Central Queensland HHS       | 50         | 0  | 0   | 46   | 2                  | 2                            |
| Central West HHS             | 1          | 0  | 0   | 1  | 0                  | 0                            |
| Children's Health            | 37         | 0  | 2   | 33   | 2                  | 0                            |
| Darling Downs HHS            | 59         | 26   | 1   | 32   | 0                  | 0                            |
| Department of Health         | 52         | 4  | 0   | 20   | 25                 | 3                            |
| Gold Coast HHS               | 0          | 0  | 0   | 0  | 0                  | 0                            |
| Mackay HHS                   | 7          | 0  | 1   | 5  | 1                  | 0                            |
| Metro North HHS              | 125        | 0  | 0   | 123  | 2                  | 0                            |
| Metro South HHS              | 162        | 1  | 48  | 98   | 15                 | 0                            |
| North West HHS               | 3          | 0  | 0   | 3  | 0                  | 0                            |
| Queensland Ambulance Service | 34         | 0  | 0   | 28   | 3                  | 3                            |
| South West HHS               | 2          | 0  | 0   | 0  | 2                  | 0                            |
| Sunshine Coast HHS           | 123        | 1  | 7   | 115  | 0                  | 0                            |
| Torres and Cape HHS          | 12         | 6  | 0   | 6  | 0                  | 0                            |
| Townsville HHS               | 28         | 0  | 7   | 17   | 3                  | 1                            |
| West Moreton HHS             | 7          | 0  | 3   | 2  | 1                  | 1                            |
| Wide Bay HHS                 | 25         | 2  | 6   | 17   | 0                  | 0                            |
| <b>Total</b>                 | <b>739</b> | <b>44</b>                                  | <b>75</b>                                     | <b>554</b>   | <b>56</b>          | <b>10</b>                    |

#### Table 1 Notations:

<sup>1</sup> Combination of suspensions with and without remuneration plus other actions: Data has been provided on employees who have had four weeks or more of a combination of actions requested – suspension leave full pay, suspension leave no pay, alternative duties, or Special leave.

<sup>2</sup> Continual leave is limited to Special Leave full pay and Special leave no pay for those who are non-compliant with the Health Employment Directive. When an employee is on another form of self-funded leave, they are not required to be compliant with the Health Directive or HR Policy until they return from leave.

Table 1 Notes:

- Detailed Employee Vaccination Exemption data was only collected centrally from 11 March 2022 and reflects data as reported by the Hospital and Health Services, the Department and Queensland Ambulance Service.
- The data represent current employees greater than or equal to 4 weeks in the status of their respective category, as well as those employees with a termination, resignation or retirement immediately afterwards.
- Suspension category counts are independent, with no employee in more than one suspension category – with remuneration, without remuneration and combination of suspensions with and without remuneration plus other actions.
- Alternative duties - includes employees offered alternative employment including those deployed, attending alternative work location, secondment to another HHS, transferred, transferred to another public sector role.
- Special Discretionary Leave – includes employees accessing special leave full pay and special leave no pay, although special leave no pay was not provided within the data collected during this reporting period.
- Queensland Ambulance Service data contains information from Health Contact Centre and QAS and formatted so that the structure provides similarly formatted IDs, omitting duplicates.
- Data is based on unique employee ID.

Queensland Health has captured data on resignations and terminations related to non-compliance with Health Employment Directive (HED) 12/21 and HR Policy B70 from 1 November 2021. This has been presented in a separate Table 2.

Table 2: Total resignations and terminations due to non-compliance with HED 12/21 and HR Policy B70 from 1 November 2021 to 31 March 2023

| Queensland Health Entities   | Terminations of employees not compliant with vaccine mandate | Resignations of employees not compliant with vaccine mandate |
|------------------------------|--|--|
| Cairns and Hinterland HHS    | 94   | 45   |
| Central Queensland HHS       | 53   | 38   |
| Central West HHS             | 5  | 8  |
| Children's Health            | 25   | 40   |
| Darling Downs HHS            | 71   | 49   |
| Department of Health         | 12   | 76   |
| Gold Coast HHS               | 194  | 76   |
| Mackay HHS                   | 41   | 33   |
| Metro North HHS              | 93   | 102  |
| Metro South HHS              | 138  | 164  |
| North West HHS               | 2  | 15   |
| Queensland Ambulance Service | 68   | 73   |
| South West HHS               | 8  | 9  |
| Sunshine Coast HHS           | 132  | 135  |
| Torres and Cape HHS          | 10   | 12   |
| Townsville HHS               | 43   | 52   |
| West Moreton HHS             | 50   | 21   |
| Wide Bay HHS                 | 74   | 39   |
| <b>Total</b>                 | <b>1,113</b>   | <b>987</b>   |

Table 2 Notes:

- Data as reported by the Hospital and Health Services, the Department and Queensland Ambulance Service
- The data includes all terminations and resignations and is not filtered to only those with greater than or equal to 4 weeks of employment actions.
- Resignations of unvaccinated or under-vaccinated employees – includes employees who have resigned from Queensland Health during the reporting period due to non-compliance with HED 12/21 and HR Policy B70.
- The data includes casual employees but does not include employees whose contract ended or have retired.
- Terminations of unvaccinated or under-vaccinated employees includes employees who have had their employment terminated by Queensland Health during the reporting period due to non-compliance with HED 12/21 and HR Policy B70. Includes employer-initiated separations and terminations for casual employees.

**Part 2:**

Table 3 below represents the total number of employees who have resigned from Queensland Health (excluding QAS) between calendar years 2017 to 2022.

| Calendar Year | Queensland Health Resignations | Queensland Health total headcount |
|---------------|--------------------------------|-----------------------------------|
| 2017          | 2,072                          | 95,690                            |
| 2018          | 2,926                          | 99,703                            |
| 2019          | 2,468                          | 103,253                           |
| 2020          | 2,129                          | 106,706                           |
| 2021          | 2,973                          | 112,429                           |
| 2022          | 3,417                          | 114,386                           |

Table 3 Notes:

- Resignation totals are provided in Headcount by calendar year for the period 01 January 2017 to 31 December 2022.
- Resignations are identified as all separations entered into the SAP payroll system as a Termination Reason Resignation by the Line Manager.
- Total Headcount is provided based on the final pay ending date for each calendar year.
- Queensland Health's Decision Support System does not include general workforce data related to Queensland Ambulance Service.