

Mental health allowance

Human Resources Policy C29 (QH-POL-174)

Purpose

To outline the mental health allowance payable to employees who work in hospital based acute inpatient units with high dependency beds in Queensland Health.

Application

This policy applies to eligible Queensland Health and hospital and health service (HHS) employees working within eligible hospital based acute inpatient units with high dependency beds in the following streams:

- Aboriginal and Torres Strait Islander health workforce
- administrative
- building, engineering and maintenance services (BEMS)
- clinical assistants
- operational officers.

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. 4) 2022*
- *Queensland Public Health Sector Certified Agreement (No. 11) 2022*
- *Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No.8) 2022*

Related policy or documents

- *Environmental Allowance –High secure unit, secure mental health rehabilitation unit and mental health intensive care unit HR Policy C30 (QH-POL-131)*
- *Health, safety and wellbeing policy HR Policy W1 (QH-POL-401)*
- *Managing the risk of psychosocial hazards at work Code of Practice 2022*

- *Work Health and Safety Act 2011*

Contents

Policy.....	2
1. Principles.....	2
2. Applying the policy.....	2
Definitions.....	3
History.....	3
Attachment 1 Hospital based acute inpatient units with high dependency beds – Eligible facilities list	
Attachment 2 Mental health allowance rates	

Policy

1. Principles

Eligible Aboriginal and Torres Strait Islander health workforce, administrative, operational, BEMS and clinical assistant employees working in an approved hospital based acute inpatient unit with high dependency beds shall be paid the mental health allowance amounts payable in accordance with respective enterprise agreements and outlined in *Mental health allowance rates (HR Policy C29 Attachment 2)*.

Queensland Health is committed to promoting and protecting the physical and psychological health, safety and wellbeing of its workers by providing a safe and inclusive workplace with a focus on preventing harm. As an employer, Queensland Health has an obligation under the *Work Health and Safety Act 2011* to manage risks to employees arising through our work, work environments, systems and practices. When applying this policy, proper consideration must be given to the *Managing the risk of psychosocial hazards at work Code of Practice 2022*, including identifying psychosocial hazards and assessing and managing any risks.

2. Applying the policy

Eligible employees are to be employed in the approved acute inpatient units as listed in *Hospital based acute inpatient units with high dependency beds – Eligible facilities list (HR Policy C29 Attachment 1)* and not just visit those areas on a short-term basis.

Full-time employees are required to perform a minimum of one and a half hours cumulative work per shift within the acute unit to be considered employed in the area.

Part-time and casual employees performing shifts of less than eight hours duration are required to perform a minimum of one hour cumulative work per shift. Eligible part-time and casual employees are to be entitled to the allowance on a pro rata basis based on the number of ordinary hours worked.

Employees may be eligible to receive either the mental health allowance, or the environmental allowance (refer *Environmental Allowance - High secure unit, secure mental health rehabilitation unit and mental health intensive care unit HR Policy C30*). Employees are

not eligible to receive both allowances. When an employee is eligible for either the mental health allowance or the environmental allowance, the higher payment under the environmental allowance is to be applied.

Eligible BEMS employees are entitled to payment of this allowance from the operative date of the *Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No.8) 2022*.

Definitions

Term	Definition
Psychosocial hazard	A hazard that arises from, or relates to, the design or management of work, a work environment, plant at a workplace or workplace interactions and behaviours and may cause psychological harm, whether or not the hazard may also cause physical harm

History

Date	Policy change
15 June 2023	<ul style="list-style-type: none"> formatted as part of the HR Policy review amended to update references and naming conventions re-titled from 'Mental health allowance – Administrative and operational stream employees' to 'Mental health allowance' amended to clarify casual employee entitlement eligible facilities included as an attachment to HR Policy C29 list of allowances included as an attachment to HR Policy C29 removed reference to previously known as the neuropsychiatric allowance application amended to include eligible: <ul style="list-style-type: none"> building engineering and maintenance services employees effective 1 September 2011 clinical assistants* effective 18 August 2020 Aboriginal and Torres Strait Islander health workforce effective 13 August 2020*. <p>*This is the continuation of an entitlement provided under the applicable preceding enterprise agreement i.e. <i>Queensland Public Health Sector Certified Agreement (No. 9) 2016 (EB9)</i>.</p> <ul style="list-style-type: none"> inclusion of psychosocial code of practice considerations and references
August 2015	<ul style="list-style-type: none"> Policy version dated June 2009 re-enlivened 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 repealed as these provisions were incorporated into the Allowances HR Policy C15.
March 2013	<ul style="list-style-type: none"> Policy applied to BEMS employees through clause 2.13 of the Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No.5) 2011, with an operative date of 1 September 2011.

Date	Policy change
June 2009	<ul style="list-style-type: none"> Protected IRM 2.1-15 reformatted as part of the HR policy consolidation project in accordance with EB7.
January 2008	<ul style="list-style-type: none"> IRM 2.1-15 amended to include Princess Alexandra Hospital as an acute unit.
March 2007	<ul style="list-style-type: none"> IRM 2.1-15 (clause 2.3 of the Administrative Stream Employees (Queensland Health) Certified Agreement 2006; and clause 2.4.2 of the Operational Stream Employees (Queensland Health) Certified Agreement 2006).
March 2006	<ul style="list-style-type: none"> IRM 2.1-15 extended to include administrative employees from 1 March 2006 (clause 9.8 of the Queensland Public Health Sector Certified Agreement (No. 6) 2005).
May 2002	<ul style="list-style-type: none"> IRM 2.1-15 Mental Health Allowance – Operational Stream Employees.

Protected A&T SIHWEB1, EB11 and HP004

Attachment 1 – Hospital based acute inpatient units with high dependency beds – Eligible facilities list

The following are eligible facilities for the purposes of the *Mental health allowance HR Policy C29*:

- Bundaberg Hospital
- Caboolture Hospital
- Cairns Hospital
- Gold Coast University Hospital
- Ipswich Hospital
- Logan Hospital
- Mackay Base Hospital
- Maryborough Hospital
- Nambour General Hospital
- Princess Alexandra Hospital
- Redland Hospital
- Robina Hospital
- Rockhampton Hospital
- Royal Brisbane and Women’s Hospital
- Sunshine Coast University Hospital
- The Prince Charles Hospital
- Toowoomba Hospital
- Townsville University Hospital

History

Date	Change
15 June 2023	<ul style="list-style-type: none">• The following additional facilities have been included as eligible facilities:<ul style="list-style-type: none">– Gold Coast University Hospital– Redland Hospital– Robina Hospital– Sunshine Coast University Hospital• The following facility has been removed from the eligible facility list:<ul style="list-style-type: none">– Redcliffe Hospital• Formatted as part of the HR Policy review
Previous	<ul style="list-style-type: none">• Additional information regarding eligible facilities is available in the history section of the Mental Health allowance HR Policy C29.

Attachment 2 – Mental health allowance rates

The following tables outline the allowance amounts payable in accordance with the respective enterprise agreements, purposes of the *Mental health allowance HR Policy C29*:

Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 1) 2019

Fortnightly rates effective from			
1 September 2019	1 September 2021	1 March 2022	1 September 2022
\$14.19	\$14.54	\$14.90	\$15.50

Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No.4) 2022

Fortnightly rates effective from		
17 October 2022	17 October 2023	17 October 2024
\$15.50	\$16.12	\$16.60

Queensland Public Health Sector Certified Agreement (No. 11) 2022

Fortnightly rates effective from		
1 September 2022	1 September 2023	1 September 2024
\$15.50	\$16.12	\$16.60

Eligible BEMS employees receive the allowance as outlined in the *Queensland Public Health Sector Certified Agreement (No. 11) 2022*.

History

Date	Change
15 June 2023	<ul style="list-style-type: none">Update to rates payableFormatted as part of the HR Policy review
Previous	<ul style="list-style-type: none">Additional information regarding allowance rates is available in the history section of the Mental Health allowance HR Policy C29.