



C29 (QH-POL-174:2013)

Mental Health Allowance – Administrative, Operational and BEMS Stream Employees

Human Resources Policy

Effective Date: March 2013

1 PURPOSE

To outline the mental health allowance payable to administrative, operational and building, engineering and maintenance services (BEMS) stream employees in Queensland Health.

2 APPLICATION

This policy applies to eligible administrative, operational and BEMS stream employees who work in acute units with high dependency beds in the following facilities:

- Bayside (Redlands Hospital)
- Bundaberg
- Cairns
- Logan
- Mackay
- Maryborough
- Nambour
- The Prince Charles Hospital
- Princess Alexandra Hospital
- Redcliffe/Caboolture
- Rockhampton
- Royal Brisbane and Women's Hospital
- Toowoomba
- Townsville
- West Moreton.

3 GUIDELINES

Guidelines may be developed to facilitate implementation of this policy. The guidelines must be consistent with this policy.

4 DELEGATION

The 'delegate' is as listed in the Queensland Health Departmental Human Resource (HR) Delegations Manual and Hospital and Health Services Human Resource (HR) Delegations Manual – HRM Functions of the Director-General Queensland Health, as amended from time to time.

5 REFERENCES

- Queensland Public Health Sector Certified Agreement (No. 8) 2011 (EB8)

- Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No.5) 2011
- Environmental Allowance – Mental Health High Security and Medium Secure Units HR Policy C30

6 SUPERSEDES

- IRM 2.1-15 Mental Health Allowance – Administrative and Operational Stream Employees

7 POLICY

The mental health allowance – operational stream employees (previously known as the neuropsychiatric allowance) has been extended to eligible administrative and BEMS employees.

The following table outlines the weekly allowance amounts payable in accordance with clause 9.5 of the Queensland Public Health Sector Certified Agreement (No.8) 2011 (EB8).

Weekly rates effective from		
1 September 2011	1 September 2012	1 September 2013
\$11.59	\$11.94	\$12.30

8 APPLYING THE POLICY

Eligible employees are to be employed in the identified acute units listed in section 2 of this policy, 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 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 employees are to be entitled to the allowance on a pro rata basis.

Employees may be eligible to receive either the mental health allowance, or the environmental allowance (refer Environmental Allowance - Mental Health High Security and Medium Secure 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.5) 2011.

9 HISTORY

March 2013	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.
June 2009	Protected IRM 2.1-15 reformatted as part of the HR policy consolidation project in accordance with EB7.
January 2008	IRM 2.1-15 amended to include Princess Alexandra Hospital as an acute unit.
March 2007	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	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	IRM 2.1-15 Mental Health Allowance – Operational Stream Employees.

A&TSIHW EB1, EB10 and HR Policy C29
Protected
Managing the risk of psychosocial hazards at work
Code of Practice 2022
applies 1 April 2023