







## Definitions:

Funding	Monies provided by Commonwealth or State authorities/entities as specified and generally not part of base budget allocations; includes National Health Reform Agreement.
Open merit	A merit based selection process whereby the applicant pool is not restricted. This is achieved through advertising a position internally (entry-level) and externally (non-entry-level) to Queensland Health. Open merit is to include an assessment of merit, and advertising in the open market. Open merit does not include internal expressions of interest.
Program	An initiative defined by the relevant funding arrangement for specific clinical or health related outcomes
Program area	A discrete area as defined by the program leader/manager which may be unique to a team, unit or location within a hospital and health service, a geographic region or Department of Health division.
Substantive appointment	The position to which an employee has been officially appointed.
Fixed term temporary engagements	Employed on a full-time or part-time basis as provided for under section 147 or section 148 of the <i>Public Service Act 2008</i> .
Vacancy	A position in which no employee is currently appointed.

## History:

December 2021	<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> <li>– include human rights decision making</li> </ul> </li> </ul>
October 2009	<ul style="list-style-type: none"> <li>Protected IRM 1.1-1 reformatted as a result of the HR policy consolidation project in accordance with EB7.</li> </ul>
September 2002	<ul style="list-style-type: none"> <li>IRM 1.1-1 Appointments – Permanent &amp;/or Temporary – Commonwealth &amp;/or State Funded Programs (clause 7.2 Queensland Public Health Sector Certified Agreement (No 4) 2000) amended.</li> </ul>