Bereavement Leave

Policy Number: C11 (QH-POL-107)
Publication date: June 2020
Purpose: To outline employee entitlements for bereavement leave.
Application: This policy applies to all Queensland Health employees.
Delegation: The ‘delegate’ is as listed in the Department of Health Human Resource (HR) Delegations Manual and the Hospital and Health Services Human Resource (HR) Delegations Manual – HRM Functions of the Director-General, as amended from time to time.

Legislative or other authority:
- Public Service Act 2008
- Directive 09/13 - Special Leave (Bereavement Leave provisions only)

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1 Policy statement

The bereavement leave provisions of Directive 09/13 Special leave are administratively applied.

2 Application of entitlements

2.1 Part-time employees

Bereavement leave entitlements for part-time employees are the same as those for full-time employees, i.e. leave is on a working day basis.

2.2 Casual employees

The bereavement leave policy applies to short and long term casual employees.

A decision is not to be made to not re-engage a casual employee only because they have taken bereavement leave.

2.3 Employee on approved leave

An employee currently on approved leave may seek approval for bereavement leave by:

- seeking approval to terminate or cancel the existing approved leave and
- applying for bereavement leave.

3 Satisfactory proof

The employee is to furnish evidence of the death or funeral arrangements that is satisfactory to the authorised delegate.

4 Entitlements

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>ENTITLEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>An employee is entitled to bereavement leave on full pay on the death of a member of the employee’s immediate family or household. The leave is to be granted for a death occurring either within Australia or overseas.</td>
<td>In relation to each deceased person – two days bereavement leave on full pay.</td>
</tr>
<tr>
<td>A casual employee is entitled to bereavement leave on the death of a member of the employee’s immediate family or household. The leave is to be granted for a death occurring either within Australia or overseas.</td>
<td>In relation to each deceased person – two days unpaid bereavement leave.</td>
</tr>
</tbody>
</table>
An employee (including a casual) may be granted additional bereavement leave without pay. | As determined by the delegate.

If an employee (including a casual) reasonably requires extra time to travel to and from the funeral or other ceremony for the death. | An amount of unpaid bereavement leave equal to the time reasonably required for the travel.

**Definitions:**

**Daily hours**
- The number of ordinary daily working hours of an employee as specified in an industrial instrument or
- In any other case – the number of hours specified in the relevant industrial instrument as the average number of hours per working day of an employee during a pay period or other period reasonable in the circumstances.

**Immediate family**
- The employee’s spouse; or
- A child, ex-nuptial child, step-child, adopted child, ex-foster child of the employee or employees’ spouse; or
- Parent, grandparent, grandchild, sister or brother of the employee and of the employee’s spouse (such as the employee’s mother-in-law, father-in-law, grandparent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law); or
- The list of family members provided for in this definition is not exhaustive. The delegate may also grant requests for leave in circumstances where the deceased is a person that occupied the same prominence in the employee’s life as a family member. Particular consideration should be given to cultural or other significant personal circumstances and such requests should not be unreasonably refused.

**Full pay**
- The employee’s ordinary rate of pay inclusive of any fixed allowances that are part of the regular fortnightly pay, excluding shift penalties and consolidated shift allowance payments.

**Spouse**
- Includes –
  - a former spouse
  - de facto spouse, including a spouse of the same sex as the employee
History:

<table>
<thead>
<tr>
<th>Date</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 2020</td>
<td>Policy application amended as a result of changes to the Hospital and Health Boards (Changes to Prescribed Services) Amendment Regulation 2019.</td>
</tr>
<tr>
<td>June 2014</td>
<td>Policy formatted as part of the HR Policy Simplification project. Attachment One removed due to duplication in the policy.</td>
</tr>
<tr>
<td>May 2009</td>
<td>Amended attachment one to remove clause 1.3.</td>
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<tr>
<td>July 2008</td>
<td>Amended to reflect Public Service Act 2008.</td>
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<tr>
<td>Previous</td>
<td>IRM 11.7-1 Leave – Family Responsibilities – Bereavement</td>
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