

Environmental allowance – High secure unit, secure mental health rehabilitation unit and mental health intensive care unit

Human Resources Policy C30 (QH-POL-131)

Purpose

To outline the environmental allowance payable to employees who work within high secure units, secure mental health rehabilitation units and mental health intensive care units in Queensland Health.

Application

This policy applies to employees working within eligible high secure units, secure mental health rehabilitation units and mental health intensive care units in Queensland Health and hospital and health services as listed in Attachment 1 - Environmental allowance – High secure unit, secure mental health rehabilitation unit and mental health intensive care unit – Eligible facilities list.

The allowance is not payable to:

- visiting medical staff
- employees who provide on-call services only or who provide general supervision to the facilities.

This policy does not apply to employees of Queensland Ambulance Service. Instead, Queensland Ambulance Service employees are to refer to their local policy/procedure.

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*
- *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB11) 2022*
- *Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No. 8) 2022*
- *Queensland Public Health Sector Certified Agreement (No. 11) 2022*

Related policy or documents

- *Health, safety and wellbeing policy HR Policy W1 (QH-POL-401)*
- *Managing the risk of psychosocial hazards at work Code of Practice 2022*
- *Mental health allowance HR Policy C29 (QH-POL-174)*
- *Work Health and Safety Act 2011*

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Policy

1. Principles

Nurses and midwives working in a high secure unit, secure mental health rehabilitation unit and mental health intensive care unit shall be paid the mental health environmental allowance each fortnight in accordance with Schedule 3 of the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB11) 2022*, which is reproduced at attachment 1 to this policy.

For all other eligible employees, the allowance is paid on the basis of an administrative arrangement and is applicable to employees specifically allocated to work at the eligible facilities listed in Attachment 1 - *Environmental allowance – High secure unit, secure mental health rehabilitation unit and mental health intensive care unit – Eligible facilities list*

Eligible part-time or casual employees are entitled to the allowance on a pro-rata basis based on the number of ordinary hours worked in the unit/s.

The allowance amounts payable to employees are in accordance with the respective enterprise agreements and outlined in Attachment 2 - *Environmental allowance rates*. Eligible BEMS employees receive the allowance as outlined in the *Queensland Public Health Sector Certified Agreement (No. 11) 2022*.

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,

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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

Payment of the allowance for employees, other than those already in receipt of this allowance, commenced from 1 April 2000 or from the date of opening, or deeming, of any future Eligible high secure unit, secure mental health rehabilitation unit and mental health intensive care unit.

Operational stream, clinical assistants, Aboriginal and Torres Strait Islander health workers and building, engineering and maintenance services (BEMS) employees may be eligible to receive either the environmental allowance or the mental health allowance (refer *Mental Health Allowance HR Policy C29*). Employees are not eligible to receive both allowances. When an employee is eligible for either the environmental allowance or the mental health allowance, the higher payment under the environmental allowance is to be applied.

Employees (excluding clinical assistants) engaged under the Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 4) 2022 who work in a high secure unit, secure mental health rehabilitation unit or mental health intensive care unit may also be eligible to receive the environmental allowance.

Where a new high secure unit, secure mental health rehabilitation unit or mental health intensive care unit is opened, the mental health environmental allowance will apply to employees working in those units. Eligible units are listed in Attachment 1 - Environmental allowance – High secure unit, secure mental health rehabilitation unit and mental health intensive care unit – Eligible facilities list.

Definitions

Term	Definition
High Secure Unit	means a public sector mental health service, or part of a public sector mental health service, declared by the Chief Psychiatrist to be a high security unit.
Mental Health Intensive Care Unit (MHICU)	means a designated, lockable area designed to facilitate the care of consumers who cannot be safely managed in a less contained environment and require more intensive mental health care. MHICUs are often referred to as high dependency units, or psychiatric intensive care units
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

Term	Definition
Secure Mental Health Rehabilitation Units	means a unit that provides a safe and structured environment for medium to long term recovery-oriented inpatient treatment and rehabilitation for consumers with persistent and severe symptoms of mental illness with precludes them receiving support safely in a less restrictive environment.

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, watermarks and naming conventions amended to include application to eligible: <ul style="list-style-type: none"> BEMS employees effective from 1 September 2011 clinical assistants* effective 18 August 2020 Aboriginal and Torres Strait Islander health workers effective 13 August 2020*. amended to clarify part-time and casual employee entitlement list of eligible facilities included as an attachment to HR Policy C30 list of allowance rates included as an attachment to HR Policy C30 <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>
11 June 2015	<ul style="list-style-type: none"> Policy version dated November 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	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
November 2009	Amended/updated: <ul style="list-style-type: none"> reference to Nurses and Midwives EB7 allowance rates reference to the Health Practitioners (Queensland Health) Certified Agreement (No. 1) 2007
June 2009	Protected IRM 2.1-20 reformatted as part of the HR policy consolidation project in accordance with EB7
May 2007	RM 2.1-20 Environmental Allowance – Mental Health High Security and Extended Secure Units – (Nurses (Queensland Health) Interim Agreement 2005, the Nurses (Queensland Health) Certified Agreement (No.6) 2006 and the Operational Stream Employees (Queensland Health) Certified Agreement 2006) amended
November 2003	IRM 2.1-20 Environmental Allowance – Mental Health High Security and Extended Secure Units – (clause 14.23 of the Queensland Public Health Sector Certified Agreement (No.4) 2000 and clause 29 of the Nurses (Queensland Health) Section 170MX 2003)

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Attachment 1 – Environmental allowance – High secure unit, secure mental health rehabilitation unit and mental health intensive care unit – Eligible facilities list

Purpose

The following are eligible facilities for the purposes of the *Environmental allowance – High secure unit, secure mental health rehabilitation unit and mental health intensive care unit HR Policy C30*:

Hospital and Health Service (HHS)	High secure units	Secure mental health rehabilitation units (SMHRU)	Mental health intensive care units (MHICU)
Metro South	PAH High Secure Unit		PAH – High Dependency Unit Logan – Ward 2L Redland Hospital – Yugaipa High Dependency Unit
Metro North		TPCH – SMHRU Red/Cab – SMRHU	RBWH – Psychiatric Emergency Centre (PEC) Red/Cab – Ward 2 Red/Cab – Ward 1 – Satellite PICU TPCH – East Wing TPCH – West Wing
Gold Coast			GCUH – Pandanus Unit GCUH – Melaleuca Unit Robina – Acacia Unit
Townsville		Alec Illin Secure Mental Health Rehabilitation Unit	Adult Acute Mental Health Unit
Mackay			Mackay Base Hospital Mental Health Unit – Psychiatry Intensive Care Unit (PICU)
Darling Downs		Baillie Henderson Hospital – Ridley Unit	AMHU – High Dependency Unit (including Jarroair unit)
Cairns and Hinterland			Psychiatry Intensive Care Unit (PICU)

Sunshine Coast			SCUH – MHICU Nambour General Hospital – Pandanus
West Moreton	High Secure Inpatient Service (HSIS) Statewide Service – The Park for Mental Health - Daintree, Franklin, Kuranda, Kondalilla, Tamborine, Sarabah	Specialist Mental Health Rehabilitation Unit (SMHRU) Statewide Service – The Park for Mental Health – Cassowary, Bilby, Bandicoot Extended Forensic Treatment Rehabilitation Unit (EFTRU) Statewide Service - The Park for Mental Health (Secured at night only)	Ipswich Hospital - High Dependency Unit
Wide Bay			Maryborough Inpatient Unit Bundaberg Inpatient Unit
Central Queensland			Mental Health Intensive Care Unit

History

Date	Policy change
15 June 2023	<ul style="list-style-type: none"> The list of eligible facilities has been amended to reflect the agreed definitions for high secure unit, secure mental health rehabilitation unit and mental health intensive care unit
Previous	<ul style="list-style-type: none"> Additional information regarding facilities is available in the history section of the Mental Health allowance HR Policy C29.

Attachment 2 – Environmental allowance rates

Purpose

The following tables outline the allowance amounts payable in accordance with the respective enterprise agreements and *Environmental allowance – High secure unit, secure mental health rehabilitation unit and mental health intensive care unit HR Policy C30*:

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

Weekly rates effective from			
1 September 2019	1 September 2021	1 March 2022	1 September 2022
\$26.70	\$27.37	\$28.05	\$29.17

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

Weekly rates effective from		
17 October 2022	17 October 2023	17 October 2024
\$29.17	\$30.34	\$31.25

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

Weekly rates effective from		
1 September 2022	1 September 2023	1 September 2024
\$29.17	\$30.34	\$31.25

Eligible BEMS employees receive the allowance as outlined in the *Queensland Public Health Sector Certified Agreement (No. 10) 2019*.

Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB11) 2022

Fortnightly rates effective from		
1 April 2022	1 April 2023	1 April 2024
\$56.99	\$59.27	\$61.05

History

Date	Policy change
15 June 2023	<ul style="list-style-type: none">Amended to update ratesFormatted as part of the HR Policy review

Date	Policy change
Previous	<ul style="list-style-type: none"> Additional information regarding allowance rates is available in the history section of the Environmental allowance – Mental health high security and secure mental health rehabilitation units HR Policy C31.

Protected A&T SIHWEB1, EB11, HPDO4 and NMEB17