



Environmental Allowance – Mental Health High Security and Medium Secure Units

Human Resources Policy

Effective Date: March 2013

1 PURPOSE

To outline the environmental allowance for all employees working in high security and/or medium secure mental health units in Queensland Health.

2 APPLICATION

This policy applies to all employees working in the following high security and/or medium secure mental health units in Queensland Health:

- Townsville (high security and medium secure)
- Prince Charles (medium secure)
- West Moreton (high security and medium secure)
- Toowoomba - Ridley Centre (medium secure).

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

- Nurses and Midwives (Queensland Health) Certified Agreement (EB8) 2012
- Queensland Public Health Sector Certified Agreement (No.8) 2011
- Health Practitioners (Queensland Health) Certified Agreement (No. 1) 2007
- Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No.5) 2011
- Mental Health Allowance – Administrative and Operational Stream Employees HR Policy C29

6 SUPERSEDES

- IRM 2.1-20 Environmental Allowance – Mental Health High Security and Extended Secure Units

7 POLICY

For Queensland Health nurses and midwives, the allowance is paid in accordance with clause 13.2 of the Nurses and Midwives (Queensland Health) Certified Agreement (EB8) 2012.

For all other eligible employees, the allowance is paid on the basis of an administrative arrangement and is applicable to staff specifically allocated to work at the nominated facilities.

It is not payable to staff who provide on-call services only or who provide general supervision from:

- Townsville Hospital
- The Prince Charles Hospital
- The Park – Centre For Mental Health
- Toowoomba Base Hospital.

The allowance is not payable to visiting medical staff.

The following tables outline the weekly allowance amounts payable in accordance with the respective enterprise agreements:

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

Weekly rates effective from		
1 September 2008	1 September 2009	1 September 2010
\$21.70	\$22.40	\$23.10

Nurses and Midwives (Queensland Health) Certified Agreement (EB8) 2012

Weekly rates effective from		
1 April 2012	1 April 2013	1 April 2014
\$21.72	\$22.37	\$23.04

8 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 high security and/or medium secure units.

Operational stream and building, maintenance and engineering services (BEMS) employees may be eligible to receive either the environmental allowance or the mental health allowance under the Mental Health Allowance –Administrative, Operational and BEMS Stream Employees 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 engaged under the Health Practitioners (Queensland Health) Certified Agreement (No. 1) 2007 who work in high security and/or medium secure mental health units may also be eligible to receive the environmental allowance.

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
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	IRM 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).