Environmental Allowance – Mental Health
High Security and Medium Secure Units

Human Resources Policy

Effective Date: November 2009

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 Human Resource Delegations Manual as amended from time to time.

5 REFERENCES

- Nurses and Midwives (Queensland Health) Certified Agreement (EB7) 2009
- Queensland Public Health Sector Certified Agreement (No.7) 2008
- Health Practitioners (Queensland Health) Certified Agreement (No. 1) 2007
- 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 11.2 of the Nurses and Midwives (Queensland Health) Certified Agreement (EB7) 2009.
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.7) 2008**

<table>
<thead>
<tr>
<th>Weekly rates effective from</th>
<th>1 September 2008</th>
<th>1 September 2009</th>
<th>1 September 2010</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>$19.50</td>
<td>$20.30</td>
<td>$21.10</td>
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</tbody>
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**Nurses and Midwives (Queensland Health) Certified Agreement (EB7) 2009**

<table>
<thead>
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<th>Weekly rates effective from</th>
<th>1 April 2009</th>
<th>1 April 2010</th>
<th>1 April 2011</th>
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<tbody>
<tr>
<td></td>
<td>$19.50</td>
<td>$20.28</td>
<td>$21.09</td>
</tr>
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</table>

### 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 employees may be eligible to receive either the environmental allowance or the mental health allowance under the Mental Health Allowance – Administrative and Operational 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.
<table>
<thead>
<tr>
<th>Date</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>November 2009</td>
<td>Amended/updated:</td>
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<tr>
<td></td>
<td>• reference to Nurses and Midwives EB7</td>
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<tr>
<td></td>
<td>• allowance rates</td>
</tr>
<tr>
<td></td>
<td>• reference to the Health Practitioners</td>
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<td>(Queensland Health) Certified Agreement (No. 1) 2007</td>
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<td>June 2009</td>
<td>Protected IRM 2.1-20 reformatted as part of the HR policy consolidation project in accordance with EB7.</td>
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