

The Payslip Glossary of Terms is designed to help Queensland Health employees understand the terms and codes on their payslips.

The glossary has been organised into four sections, corresponding to the three boxes on payslips in which the most unfamiliar terms or codes may appear — earnings table, deductions box, employer super contributions box, as well as other revised terms.

Click on the appropriate link below to view the relevant section in the glossary. Alternatively, page numbers for the sections can be found on the contents page (page 3).

- **Earnings table** — displays a breakdown of an employee's hours worked, leave taken, wages and allowances, for example, shift penalties, earned in the two-week paid period
- **Deductions box** — details deductions from an employee's pay, including income tax and superannuation contribution, plus other chosen deductions, such as private health insurance premium and salary sacrifice amounts
- **Employer Super Contributions box** — shows the employer's compulsory superannuation contributions
- **Other terms** — shows revised descriptions that may appear on payslips outside the above boxes

Each code or term is allocated a category. If the explanation column does not help you understand what the term or code relates to, you can also refer to the category column.

More detailed category descriptions have been developed to provide additional explanation on why terms or codes in that category are used.

The full list of categories is detailed below. Click on the relevant category to see the detailed explanation. Alternatively, page numbers for these terms/code categories can be found on the contents page.

Terms/code categories

- **Accommodation assistance**
- **All-purpose allowances**
- **Charity deductions**
- **Clinical/medical manager allowance**
- **Death benefits**
- **Employer super contributions**
- **Engineering and trade award allowances**
- **Full income tax**
- **Garnishments**
- **General allowances**
- **General earnings**
- **Health insurance premium deductions**
- **Insurance premium deductions**

- Laundry and uniform allowance
- Leave and hour adjustments
- Leave entitlements
- Location allowances
- Meal allowance
- Membership and union deductions
- On-call allowance
- Other deductions
- Other employee-requested deductions
- Overpayments
- Overtime
- Professional development and training allowances/expenses
- Recall allowance
- Relocation allowance
- Rostered day off allowances/accrual/payments
- Salary sacrifice
- Shift and penalty rates
- SMO award allowances
- Termination payment
- Transport and travel-related allowances
- Transport-related deductions
- Voluntary superannuation and salary sacrifice
- Working conditions allowance

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Terms/code categories

Accommodation assistance

Employees who are entitled to accommodation assistance under their award entitlements will have this paid to them upon approval.

All-purpose allowances

Employees receive various allowances that are entitlements under the relevant employee's award. Some allowances are calculated in an 'all-purpose' way, including base pay rate, overtime, leave loading and other general penalties.

All-purpose allowances, such as clinical advancement allowances and higher education allowances, may be available to employees who belong to the relevant awards/occupational groups, including the:

- District Health Services Award
- Public Service Award

Charity deductions

Employees can request an amount of their pay be paid directly to an external agency, such as a direct payment to a nominated charity.

Clinical/medical manager allowance

An allowance that may be available to clinical and medical managers

Death benefits

Benefits and separation payments to an appropriate recipient after an employee is deceased

Employer super contributions

Compulsory superannuation contributions paid by Queensland Health on behalf of employees and detailed on the payslip

Engineering and trade award allowances

Allowances that may be available to building, engineering and maintenance employees

Full income tax

Compulsory income tax contributions paid by Queensland Health on behalf of employees and detailed on the payslip. An employee can elect to have additional tax deducted above the compulsory income tax contributions.

Garnishments

Employees may be ordered by court to have an amount of their pay paid directly to an external agency, for example, to cover garnishments, such as child support payments.

Garnishments can be ongoing payments directed by a court (child support), or payments that occur until the debt is finalised (unpaid court fines).

General allowances

An allowance that employees receive specific to their award that does not fit into any other categories

Allowances that fall under the 'general allowances' category include:

- Cashier — \$500–\$2499.99: Specific allowance paid to an employee who handles 'cash'. This is part of their award conditions.
- Cashier — \$2500–\$2999.99: Specific allowance paid to an employee who handles 'cash'. This is part of their award conditions.
- Cashier — \$3000–\$3499.99: Specific allowance paid to an employee who handles 'cash'. This is part of their award conditions.
- Cashier — \$3500–\$3999.99: Specific allowance paid to an employee who handles 'cash'. This is part of their award conditions.
- Cashier — \$4000–4499.99: Specific allowance paid to an employee who handles 'cash'. This is part of their award conditions.
- Cashier — \$4500 and over: Specific allowance paid to an employee who handles 'cash'. This is part of their award conditions.
- First-aid — fortnightly (PS): Allowance paid to an employee designated as the first-aid officer in a specific work location.
- First-aid — daily (OPS): Allowance paid to an employee designated as the first-aid officer in a specific work location.
- SES market allowance: Allowance used when it is deemed appropriate in recruiting a senior executive service officer to 'top-up' their pay with an additional allowance to equal private sector market earnings
- Telephone allowance: Approved payment to an employee for the use of their telephone. This is not a finance reimbursement, but an allowance for general phone usage.

General earnings

Standard working hours that are paid, for example, base salary, guaranteed hours, daily ordinary hours.

Health insurance premium deductions

An employee's requested deductions paid directly to an external agency, for example, health insurance premiums, which are detailed on the payslip.

Insurance premium deductions

An employee's requested deductions paid directly to an external agency, for example, insurance premiums, which are detailed on the payslip.

Laundry and uniform allowance

Allowances paid to eligible employees to supplement their uniform and/or laundry costs

Leave and hour adjustments

Adjustments to leave and leave loading entitlements

Leave entitlements

Employees' leave entitlements that accrue over time, including recreational, long-service leave and sick leave, depending on employment category

Location allowances

Allowances paid to eligible employees who:

- travel away from their normal location to carry out their work duties
- work in regional areas with a recognised locality allowance

Meal allowances

Allowances paid to eligible employees to cover the cost of meals

Membership and union deductions

An employee's requested deductions paid directly to an external agency, for example, for union fees, social clubs or professional memberships, which are detailed on the payslip

On-call allowance

An allowance paid to eligible employees who are instructed to be on-call outside their ordinary or rostered working hours

Other deductions

Miscellaneous deductions, including corporate uniforms and departmental fines

Other employee-requested deductions

An employee's requested deduction, under approved deductions that Queensland Health can make on behalf of the employee

Wage types under the 'other employee-requested deductions' category are:

- Gladstone Regional Council — an approved deduction for an employee to pay a council debt, such as rates
- Murweh Shire Council — an approved deduction for an employee to pay a council debt, such as rates
- Telephone — an approved deduction as per employee's terms and conditions of employment
- Paroo Shire Council — an approved deduction for an employee to pay a council debt, such as rates
- Vaccinations — an approved deduction as per employee's terms and conditions of employment
- Quilpie Shire Council — an approved deduction for an employee to pay a council debt, such as rates
- Calliope Shire Council — an approved deduction for an employee to pay a council debt, such as rates
- Work-Around deduction — a generic code used to cater for a deduction type which had not been configured in the SAP payroll system at go-live

Overpayments

Employees who have been overpaid for time not worked will enter into a repayment agreement with Queensland Health. The amount of money that is being paid back in the current fortnight will appear on the payslip.

Overtime

Work performed over a standard shift — eligible employees will be paid in addition to their ordinary hourly rate, under rules that determine rates of pay and length of breaks between shifts

Professional development and training allowances/expenses

Allowances paid to eligible employees to cover professional development and training expenses

Recall allowance

An allowance (in addition to the ordinary rate of pay) for eligible employees who, while on call, are required to perform duties with the need to return to their workplace. Recall allowance can also be paid to employees required to perform duties offsite.

Relocation allowance

Allowances paid to eligible employees to cover the costs of relocating

Rostered day off /accrual/payments

A payment to eligible employees for accumulating an extra rostered day off (RDO) — the accrual of hours the employee has worked, but for which they have not been paid in their normal fortnight pay. When the time is taken as an accrued rostered day off, it is paid at a base rate and not an allowance or overtime.

Salary sacrifice

An employee's requested deductions paid directly to an external agency, for example, salary sacrificing and voluntary superannuation contributions

Shift and penalty rates

Employees may be eligible to be paid penalty rates in addition to their ordinary hourly rate.

SMO award allowances

Allowances that may be available to senior medical officers

Termination payment

Benefits and entitlements for eligible employees when they separate from with Queensland Health that are identified on their payslip

Transport and travel-related allowances

Allowances paid to eligible employees to cover transport and travel-related costs

Transport-related deductions

An employee's requested deductions paid directly to an external agency, for example, for transport-related costs, such as hospital car parking

Voluntary superannuation and salary sacrifice

Employees can request an amount of their pay be paid into their superannuation fund. Employees may also have a salary sacrifice agreement, under which approved expenses are taken from their salary before tax. The payslip will detail voluntary superannuation and salary sacrifice payments.

Working conditions allowance

Allowances paid to eligible employees, in recognition of their working conditions (excluding location), for example, working with asbestos, in mental health or correctional facilities, or undertaking coronial autopsies

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Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Abs - Top-Up Hours NP	Absence — no reason given for leave Top-up hours — discrepancy between rostered hours and contracted hours that is debited from balance of rostered days off	General earnings
Earnings table	AcclAdv Relieving-AdvCred	Accelerated advancement relieving advanced credentials — extra pay for higher education, in accordance with Human Resources Policy C16	Shift and penalty rates
Earnings table	AcclAdv Relieving-Cred	Accelerated advancement relieving credentials — extra pay for higher education, in accordance with HUMAN RESOURCES Policy C16	Shift and penalty rates
Earnings table	Additional Hours T1.0	Additional hours, times 1.0 — employee worked extra shifts	Shift and penalty rates
Earnings table	Adoption Leave	Leave taken by adoptive parents at full-pay, under the Parental Leave Policy	Leave entitlements
Earnings table	Adopt Lve-Debit Reclve	Adoption leave, debit recreational leave — leave taken by adoptive parents under the Parental Leave Policy	Leave entitlements
Earnings table	Adoption Prepaid Half PIA	Pre-adoption leave, half-pay, paid in advance — leave taken by adoptive parents under Parental Leave Policy	Leave entitlements
Earnings table	Adoption Prepaid PIA	Pre-adoption leave paid in advance — leave taken by adoptive parents under Parental Leave Policy	Leave entitlements
Earnings table	AdvRuralMedSup IRM 4.4-12	Allowance for working in rural and remote areas	Working conditions allowance
Earnings table	Allow N/Tax Adjust NS OTE	Allowance, no tax adjustment, no superannuation, ordinary time and earnings — a manual payment when an allowance is not automatically paid by the payroll system; governed by legislation	Leave and hour adjustments
Earnings table	Allow N/Tax Adjust NS NOTE	Allowance, no tax adjustment, no superannuation, non-ordinary time and earning — a manual payment when an allowance is not automatically paid by the payroll system; governed by legislation	Leave and hour adjustments
Earnings table	Allow Tax Adjust NS OTE	Allowance, taxable adjustment, no superannuation, ordinary time and earning — a manual payment when an allowance is not automatically paid by the payroll	Leave and hour adjustments

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
		system; governed by legislation	
Earnings table	Allow Tax Adjust NS NOTE	Allowance, taxable adjustment, no superannuation, non-ordinary time and earning — a manual payment when an allowance is not automatically paid by the payroll system; governed by legislation	Leave and hour adjustments
Earnings table	Allow tax Adjust Sup NOTE	Allowance, taxable adjustment superannuation, non-ordinary time and earning — a manual payment when an allowance is not automatically paid by the payroll system; governed by legislation	Leave and hour adjustments
Earnings table	Allow N/Taxable AdjustOTE	Allowance, non-taxable adjustment ordinary time earnings — a manual payment when an allowance is not automatically paid by the payroll system; governed by legislation	Leave and hour adjustments
Earnings table	Allow taxable AdjustOTE	Allowance, taxable adjustment, ordinary time earnings — a manual payment when an allowance is not automatically paid by the payroll system; governed by legislation	Leave and hour adjustments
Earnings table	APA-HP2 HighEduIncentAdv	All-purpose allowance, health practitioner 2 higher education incentive advanced — extra pay incentive for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-HP2 HighEduIncent	All-purpose allowance, health practitioner 2 higher education incentive — extra pay incentive for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-HP3 HighEduIncentAdv	All-purpose allowance, health practitioner 3 higher education incentive advanced — extra pay incentive for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-HP3 HighEduIncent	All-purpose allowance, health practitioner 3 higher education incentive — extra pay incentive for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA - AAIN Cert Level 3	All-purpose allowance, advanced assistant in nursing, certificate level 3 — extra pay incentive for higher education, in accordance with Human Resources Policy C16	All-purpose allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	APA - AIN Cert Level 3	All-purpose allowance, assistant in nursing certificate level 3 — extra pay incentive for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-OO2 Cert 3	All-purpose allowance, OO2 certificate level 3 District Health Service Award — extra pay incentive for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-OO3 Cert 4	All-purpose allowance, OO3 certificate level 4 District Health Service Award — extra pay incentive for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA C&SS Autopsy Allowanc	Allowance paid to Clinical and Statewide Services staff who perform autopsies	All-purpose allowance
Earnings table	APA-NrsSecB Special Pay	All-purpose allowance for nurses who work in psychiatric hospitals	All-purpose allowance
Earnings table	APA-NrsSecD Special Pay	All-purpose allowance for nurses who work in psychiatric hospitals	All-purpose allowance
Earnings table	APA-AO2 Cert 3-District	All-purpose allowance, AO2 certificate 3, District Health Services Award — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-AO2 Cert 3-Pub Serv	All-purpose allowance, AO2 certificate 3, Public Service Award — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-AO3 Cert 4-District	All-purpose allowance, AO3 certificate 4, District Health Services Award — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-AO3 Cert 4-Pub Serv	All-purpose allowance, AO3 certificate 4, Public Service Award — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-AO4 Cert 5-District	All-purpose allowance, AO4 certificate 5, District Health Service Award — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-AO4 Cert 5-Pub Serv	All-purpose allowance, AO4 certificate 5, Public Service Award — extra pay for	All-purpose allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
		higher education, in accordance with Human Resources Policy C16	
Earnings table	APA-OO2 Cert 3-Pub Serv	All-purpose allowance, OO2 certificate 3, Public Service — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-OO3 Cert 4-Pub Serv	All-purpose allowance, OO3 certificate 4, Public Service — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-OO3 Cert 3	All-purpose allowance, OO3 certificate level 3, District Health Service Award — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-OO4 Cert 4 PS	All-purpose allowance, OO4 certificate level 4, Public Service — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-OO4 Cert 4	All-purpose allowance, OO4 certificate level 4, District Health Service Award — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-OO4 Dip/Cert 5 PS	All-purpose allowance, OO4 diploma/certificate level 5, Public Service — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-OO4 Dip/Cert 5	All-purpose allowance, OO4 diploma/certificate level 5 — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(1)toPO4(1)ClinAdv	All-purpose allowance, PO3(1) to PO4(1) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(2)toPO4(1)ClinAdv	All-purpose allowance, PO3(2) to PO4(1) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(2)toPO4(2)ClinAdv	All-purpose allowance, PO3(2) to PO4(2) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(3)toPO4(1)ClinAdv	All-purpose allowance, PO3(3) to PO4(1) clinical advancement — extra pay for higher	All-purpose allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
		education, in accordance with Human Resources Policy C16	
Earnings table	APA-PO3(3)toPO4(2)ClinAdv	All-purpose allowance, PO3(3) to PO4(2) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(3)toPO4(3)ClinAdv	All-purpose allowance, PO3(3) to PO4(3) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(4)toPO4(1)ClinAdv	All-purpose allowance, PO3(4) to PO4(1) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(4)toPO4(2)ClinAdv	All-purpose allowance, PO3(4) to PO4(2) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(4)toPO4(3)ClinAdv	All-purpose allowance, PO3(4) to PO4(3) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(4)toPO4(4)ClinAdv	All-purpose allowance, PO3(4) to PO4(4) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(4)toPO5(1)ClinAdv	All-purpose allowance, PO3(4) to PO5(1) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(4)toPO5(2)ClinAdv	All-purpose allowance, PO3(4) to PO5(2) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(4)toPO5(3)ClinAdv	All-purpose allowance, PO3(4) to PO5(3) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO3(4)toPO5(4)ClinAdv	All-purpose allowance, PO3(4) to PO5(4) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO4(1)toPO5(1)ClinAdv	All-purpose allowance, PO4(1) to PO5(1) clinical advancement — extra pay for higher education, in accordance with Human	All-purpose allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
		Resources Policy C16	
Earnings table	APA-PO4(1)toPO5(2)ClinAdv	All-purpose allowance, PO4(1) to PO5(2) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO4(1)toPO5(3)ClinAdv	All-purpose allowance, PO4(1) to PO5(3) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO4(1)toPO5(4)ClinAdv	All-purpose allowance, PO4(1) to PO5(4) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO4(2)toPO5(1)ClinAdv	All-purpose allowance, PO4(2) to PO5(1) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO4(2)toPO5(2)ClinAdv	All-purpose allowance, PO4(2) to PO5(2) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
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Earnings table	APA-PO4(3)toPO5(1)ClinAdv	All-purpose allowance, PO4(3) to PO5(1) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO4(3)toPO5(2)ClinAdv	All-purpose allowance, PO4(3) to PO5(2) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
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Earnings table	APA-PO4(3)toPO5(4)ClinAdv	All-purpose allowance, PO4(3) to PO5(4) clinical advancement — extra pay for higher education, in accordance with Human	All-purpose allowances

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Earnings table	APA-PO4(4)toPO5(4)ClinAdv	All-purpose allowance, PO4(4) to PO5(4) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO4(4)toPO6(1)ClinAdv	All-purpose allowance, PO4(4) to PO6(1) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO4(4)toPO6(2)ClinAdv	All-purpose allowance, PO4(4) to PO6(2) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO4(4)toPO6(3)ClinAdv	All-purpose allowance, PO4(4) to PO6(3) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO5(1)toPO6(1)ClinAdv	All-purpose allowance, PO5(1) to PO6(1) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO5(1)toPO6(2)ClinAdv	All-purpose allowance, PO5(1) to PO6(2) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
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Earnings table	APA-PO5(1)toPO6(4)ClinAdv	All-purpose allowance, PO5(1)toPO6(4) clinical advancement — extra pay for higher education, in accordance with Human	All-purpose allowances

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Earnings table	APA-PO5(2)toPO6(4)ClinAdv	All-purpose allowance, PO5(2) to PO6(4) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	APA-PO5(3)toPO6(1)ClinAdv	All-purpose allowance, PO5(3) to PO6(1) clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
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Earnings table	APA-PO5(4)toPO6(3)ClinAdv	All-purpose allowance, PO5(4) to PO6(3) clinical advancement — extra pay for higher education, in accordance with Human	All-purpose allowances

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		Resources Policy C16	
Earnings table	APA-PO5(4)toPO6(4)ClinAdv	All-purpose allowance, PO5(4) to PO6(4) Clinical advancement — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	AP-Nurse Edu Allowance	All-purpose allowance, nurse continuing education credential — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	AP-Nurse Edu AllowanceAdv	All-purpose allowance, nurse continuing education credential advanced — extra pay for higher education, in accordance with Human Resources Policy C16	All-purpose allowances
Earnings table	Banked RDO Adjust	Adjustment made to an accrued rostered day off after the pay period	Leave and hour adjustments
Earnings table	Bereavement Leave	Bereavement leave taken by staff at full-pay, in accordance with Human Resources Policy C11	Leave entitlements
Earnings table	Board Members Remunerat'n	Payment to specific board members	General earnings
Earnings table	Bring Nurse BackAllow 18m	Incentive paid to nurses returning to the workforce	Shift and penalty rates
Earnings table	Bring Nurse Back Allow 6m	Incentive paid to nurses returning to the workforce	Shift and penalty rates
Earnings table	Broken Shift Allow DHSEA	Allowance paid to general staff who perform broken shifts, under the District Health Services Employees Award	Shift and penalty rates
Earnings table	Broken Shift Allow Nrs	Allowance paid to nurses who perform broken shifts	Shift and penalty rates
Earnings table	Broken work (OPS)	Allowance paid to staff who perform broken shifts — not under the Public Service Award	Working conditions allowance
Earnings table	Cancelled Shift - Casuals	Casual shift was cancelled	Shift and penalty rates
Earnings table	Carer Leave	Carer leave — time taken off to care for member of immediate family, in accordance with Human Resources Policy C9	Leave entitlements

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Carer Leave HP	Carer leave half-pay — time taken off to care for member of immediate family, in accordance with Human Resources Policy C9	Leave entitlements
Earnings table	Carer's Lve Debit Reclve	Leave taken, at full pay, to care for member of immediate family and debited from recreational leave, in accordance with Human Resources Policy C9	Leave entitlements
Earnings table	Carer's Lv -Db Sick Lv	Leave taken, at full pay, to care for member of immediate family and debited from sick leave, in accordance with Human Resources Policy C9	Leave entitlements
Earnings table	Cashier — \$500 to \$2499.99(PS)	Allowance paid to staff who handle 'cash' (\$500–\$2499.99), under their award conditions	General allowances
Earnings table	Cashier > \$4500 (PS)	Allowance paid to staff who handle 'cash' (more than \$4500), under their award conditions	General allowances
Earnings table	Cashier — \$2500 to \$2999.99	Allowance paid to staff who handle 'cash' (\$2500–\$2999.99), under their award conditions	General allowances
Earnings table	Cashier — \$2500 to \$2999.99(PS)	Allowance paid to staff who handle 'cash' (\$2500–\$2999.99), under their award conditions	General allowances
Earnings table	Cashier — \$3000 to \$3499.99	Allowance paid to staff who handle 'cash' (\$3000–\$3499.99), under their award conditions	General allowances
Earnings table	Cashier — \$3000 to 3499.99(PS)	Allowance paid to staff who handle 'cash' (\$3000–\$3499.99), under their award conditions	General allowances
Earnings table	Cashier — \$3500 to \$3999.99	Allowance paid to staff who handle 'cash' (\$3500–\$3999.99), under their award conditions	General allowances
Earnings table	Cashier — \$3500 to 3999.99(PS)	Allowance paid to staff who handle 'cash' (\$3500–\$3999.99), under their award conditions	General allowances
Earnings table	Cashier — \$4000 to \$4499.99	Allowance paid to staff who handle 'cash' (\$4000–\$4999.99), under their award conditions	General allowances
Earnings table	Cashier — \$4000 to \$4499.99(PS)	Allowance paid to staff who handle 'cash' (\$4000–\$4999.99), under their award conditions	General allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Cashier — \$4500 and over	Allowance paid to staff who handle 'cash' (\$4500 and above), under their award conditions	General allowances
Earnings table	Cashier — \$500 to \$2499.99	Allowance paid to staff who handle 'cash' (\$500–\$2499.99), under their award conditions	General allowances
Earnings table	Casual Loading	23 per cent loading on top of ordinary full-time hourly rate paid to casual employees	General earnings
Earnings table	Casual ord hours	Ordinary hours worked by casual staff	General earnings
Earnings table	Cheque Payment	Payment made by cheque to employee	General earnings
Earnings table	Clerical Allowance PT	Allowance paid to hospital directors of nursing or registered nurses (if there is no DON) in isolated areas, who perform clerical duties due to a lack of clerical assistance	Working conditions allowance
Earnings table	Clinical Coders Allow	Allowance paid to staff entering medical data on a patient's record	All-purpose allowances
Earnings table	Clinical Manager Allow 1	Allowance paid to medical officers appointed to the position of director/deputy director/assistant director with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Clinical Manager Allow 2	Allowance paid to a medical officer appointed to the position of director/deputy director/assistant director with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Clinical Manager Allow 3	Allowance paid to a medical officer appointed to the position of director/deputy director/assistant director with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Clinical Manager Allow 4	Allowance paid to a medical officer appointed to the position of director/deputy director/assistant director with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Clinical Manager Allow 5	Allowance paid to a medical officer appointed to the position of director/deputy director/assistant director with managerial, financial and human resources responsibilities	Clinical/medical manager allowance

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Clinical Manager Allow 6	Allowance paid to a medical officer appointed to the position of director/deputy director/assistant director with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Clinical Manager Allow 7	Allowance paid to a medical officer appointed to the position of director/deputy director/assistant director with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Committee Members — Annual	Annual fees paid to committee members whose committee work commitment is three or more days a fortnight	General earnings
Earnings table	Committee Members — Meeting	Daily fees paid to committee members whose committee work commitment is less than three days a fortnight	General earnings
Earnings table	Committee Members — SpecAss	Payment to committee members for special assignments (not related to meetings), including conferences, seminars, inspections, interstate/overseas visits, consultations, investigations, or reports	General earnings
Earnings table	Concession Lve-Isolat Ctr	Concession leave — five working days each year — in recognition of the need for staff and their families to be relieved of the hardship and disabilities of living in remote and isolated areas	Leave entitlements
Earnings table	Concessional leave	Extra day of leave over the Christmas/New Year period that is not debited from an employee's leave balance	Leave entitlements
Earnings table	Concessional leave ½ pay	Leave for concessional day taken at half-pay for the Christmas/New Year period	Leave entitlements
Earnings table	CondAdvance TO3(4)-TO4(1)	Conditional advancement, subject to application, for technical officers working 76 hours a fortnight, pay level T03/4 to T04/1, under Human Resources Policy C16	Working conditions allowance
Earnings table	CondAdvance TO3(4)-TO4(2)	Conditional advancement, subject to application, for technical officers working 76 hours a fortnight, pay level T03/4 to T04/2, under Human Resources Policy C16	Working conditions allowance
Earnings table	CondAdvance TO3(4)-TO4(3)	Conditional advancement, subject to application, for technical officers working 76 hours a fortnight, pay level T03/4 to T04/3, under Human Resources Policy C16	Working conditions allowance
Earnings table	Continuation of Duty — VMO	Payment for visiting medical officers working more hours than their contracted	General earnings

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
		session	
Earnings table	Coronial Autopsy Allow	Allowance to assist with a coronial autopsy	Working conditions allowance
Earnings table	Course Attend.leave<1 Day	Leave taken to attend professional development and training of less than one day	Leave entitlements
Earnings table	Course Attendance leave	Leave taken to attend professional development and training	Leave entitlements
Earnings table	Court Attend-Debit RecLve	Leave taken to attend court and debited from recreational leave	Leave entitlements
Earnings table	Daily Ordinary Hour	Hourly rate of pay for contracted hours	General earnings
Earnings table	Death Benefit — Trustee	Entitlements of deceased employee paid to trustee	Death benefits
Earnings table	Death Benefit D 46.5%	Death benefit paid as a lump sum cash payment to a nominated dependant — up to the eligible termination payment cap of \$160,000 is not taxed; any dollar figure above this amount is taxed at 46.5 per cent to non-dependants	Death benefits
Earnings table	Death Benefit ND 31.5%	Death benefit paid as a lump sum cash payment to a non-dependant, untaxed element — up to the eligible termination payment cap of \$160,000 is not taxed; any dollar figure above this amount is taxed at 31.5 per cent to non-dependants	Death benefits
Earnings table	Death Benefit ND 46.5%	Death benefit paid as a lump sum cash payment to a non-dependant, untaxed element — up to the eligible termination payment cap of \$160,000 is not taxed; any dollar figure above this amount is taxed at 46.5 per cent to non-dependants	Death benefits
Earnings table	DHSEA Ment Hlth Allow	Allowance paid to staff who work in mental health facilities, under the District Health Services Employees Award	Working conditions allowance
Earnings table	DHSEA-AccomodAssist-R&R	Accommodation assistance paid to staff who work in rural and remote areas, under the District Health Services Employees Award	Location allowances
Earnings table	DHSEA-DentRuralIncSch-Zn1	Allowance paid to district health employees, under the Dental Rural Incentive Scheme Zone 1	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	DHSEA-DentRurallncSch-Zn2	Allowance paid to district health employees, under the Dental Rural Incentive Scheme Zone 2	Location allowances
Earnings table	DHSEA-DentRurallncSch-Zn3	Allowance paid to district health employees under the Dental Rural Incentive Scheme Zone 3	Location allowances
Earnings table	DHSEA-DO-ProfDevAllow	Allowance paid to dental officers for professional development and training	Professional development and training allowances/expenses
Earnings table	DHSEA-DO-ProfDevAllow A	Allowance paid to dental officers for professional development and training, under location category A	Professional development and training allowances/expenses
Earnings table	DHSEA-DO-ProfDevAllow B	Allowance paid to dental officers for professional development and training, under location category B	Professional development and training allowances/expenses
Earnings table	DHSEA-HP-ProfDevAllow	Allowance paid to health practitioners for professional development and training	Professional development and training allowances/expenses
Earnings table	DHSEA-HP-ProfDevAllow A	Allowance paid to health practitioners for professional development and training, under location category A	Professional development and training allowances/expenses
Earnings table	DHSEA-HP-ProfDevAllow B	Allowance paid to health practitioners for professional development and training, under location category B	Professional development and training allowances/expenses
Earnings table	DHSEA-IA-Truck Driver	Industry allowance paid to operation officer level 3 truck drivers with a heavy rigid licence, who drive a truck of at least six tonnes gross vehicle mass	Working conditions allowance
Earnings table	DHSEA-IndigenousCadetship	Allowance paid to Indigenous cadets on unpaid study leave, when employed during a semester break	Working conditions allowance
Earnings table	DHSEA-Laundry Allow-Daily	Daily allowance (to supplement laundry costs) paid to staff required to wear uniforms	Laundry and uniform allowance
Earnings table	DHSEA-PDP-IndigenousHlth	Allowance paid to Indigenous health workers for professional development	Professional development and training allowances/expenses

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	DHSEA-POTOHP-Rural CategA	Allowance paid to employees in category A rural areas, at half-pay, under the District Health Services Employees Award (Professional, Technical)	Location allowances
Earnings table	DHSEA-POTOHP-Rural CategB	Allowance paid to employees in category B rural areas, at half-pay, under the District Health Services Employees Award (Professional, Technical)	Location allowances
Earnings table	DHSEA-POTO-ProfDevIncent	Incentive allowance paid to permanent staff who work at least 15.2 hours per fortnight, for professional development and training, under District Health Services Employees Award (Professional, Technical)	Professional development and training allowances/expenses
Earnings table	DHSEA-POTO-ProfDevIncentA	Incentive allowance paid to permanent staff who work at least 15.2 hours per fortnight, for professional development and training, under District Health Services Employees Award (Professional, Technical)	Professional development and training allowances/expenses
Earnings table	DHSEA-POTO-ProfDevIncentB	Incentive allowance paid to permanent staff who work at least 15.2 hours per fortnight, for professional development and training, under District Health Services Employees Award (Professional, Technical)	Professional development and training allowances/expenses
Earnings table	DHSEA Radiat Therapy Div	Allowance paid to permanent staff who work in radiation therapy, under the District Health Services Employees Award	Working conditions allowance
Earnings table	DHSEA-Sole Practitioner	Allowance paid to eligible radiographers or sonographers, under the District Health Services Employees Award	Working conditions allowance
Earnings table	DHSEA-Stu Supervis	Allowance paid to dental supervisors (excluding educators), who supervise undergraduate and graduate-entry students, under the District Health Services Employees Award	Working conditions allowance
Earnings table	DHSEA-Uniform HADS-1stYr	Allowance paid to first-year Alcohol and Drug Dependency Service staff to supplement the cost of their uniforms, under the District Health Services Employees Award	Laundry and uniform allowance
Earnings table	DHSEA-Uniform-1stYear	Allowance paid to first-year staff to supplement their uniform cost, under the District Health Services Employees Award	Laundry and uniform allowance
Earnings table	DHSEA-UniformHADS-SubsYrs	Allowance paid to subsequent-year Alcohol and Drug Dependency Service staff to supplement their uniform cost, under the District Health Services Employees Award	Laundry and uniform allowance

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	DHSEA-Uniform-Subs years	Allowance paid to staff after the first year of employment to supplement their uniform cost, under the District Health Services Employees Award	Laundry and uniform allowance
Earnings table	Dispensing Allowance	Allowance paid to any director of nursing or registered nurse required to perform dispensing work in a hospital in which a dispenser is not employed	Working conditions allowance
Earnings table	Dist-Nth Div East BlgHBEA	District allowance paid to staff in the North Division East District, under the Building and Engineering Award	Location allowances
Earnings table	Dist-Nth Div West BlgHBEA	District allowance paid to staff in the North Division West District, under the Building and Engineering Award	Location allowances
Earnings table	Dist-SthDivWestBlgHBEA	District allowance paid to staff in the South Division West District, under the Building and Engineering Award	Location allowances
Earnings table	Dist — Mackay	District allowance paid to staff in the Mackay District, including senior medical officers, resident medical officers, nurses, district health services staff, medical superintendents with right of practice, under their award conditions	Location allowances
Earnings table	Dist-Mackay BlgHBEA	District allowance paid to staff in the Mackay District, under the Building and Engineering Award	Location allowances
Earnings table	Dist-Mackay Jnr Nse	District allowance paid to junior nurses in the Mackay District	Location allowances
Earnings table	Dist-Nth Div East	District allowance paid to staff in the North Division East District, including senior medical officers, resident medical officers, nurses, district health services employees, or medical superintendents with right of private practice, under their award conditions	Location allowances
Earnings table	Dist-Nth Div West	District allowance paid to staff in North Division West District, including senior medical officers, resident medical officers, nurses, district health services employees, or medical superintendents with right of private practice, under their award conditions	Location allowances
Earnings table	Dist-NthDivEastJnrNse	District allowance paid to junior nurses in North Division East District	Location allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Dist-NthDivWest Jnr Nse	District allowance paid to junior nurses in North Division West District	Location allowances
Earnings table	Dist-Sth Div West	District allowance paid to staff in South Division West District, including senior medical officers, resident medical officers, nurses, district health services employees, or medical superintendents with right of private practice, under their award conditions	Location allowances
Earnings table	Dist-SthDivEast Jnr Nse	District allowance paid to junior nurses in South Division East District	Location allowances
Earnings table	Early Start	Additional 15 per cent allowance for time worked before 6am, paid to staff employed under shift work arrangements, who start their day shift before 6am	Working conditions allowance
Earnings table	Election Lve-Debit RecLve	Recreational leave taken by staff contesting a state or local election for campaigning purposes	Leave entitlements
Earnings table	Ely-Late OT-Penalty Adj	Early/late overtime penalty — a penalty payment for early starts or late finishes	Leave and hour adjustments
Earnings table	Emergent Leave	Leave granted in the event of a family emergency or unexpected situation	Leave entitlements
Earnings table	Eng-L/Hand Plumber-01	Allowance for plumbers who supervise one staff member, under the engineering award	Engineering and trade award allowances
Earnings table	Eng-L/Hand Plumber 02-04	Allowance for plumbers who supervise two to four staff, under the engineering award	Engineering and trade award allowances
Earnings table	Eng-L/Hand Plumber 05+	Allowance for plumbers who supervise five or more staff, under the engineering award	Engineering and trade award allowances
Earnings table	Eng-L/Hand Trades-01	Allowance for trades employees who supervise one staff member, under the engineering award	Engineering and trade award allowances
Earnings table	Eng-L/Hand Trades 02-05	Allowance for trades employees who supervise two to five staff, under the engineering award	Engineering and trade award allowances
Earnings table	Eng-L/Hand Trades 06-10	Allowance for trades employees who supervise six to 10 staff, under the engineering award	Engineering and trade award allowances
Earnings table	Eng-L/Hand Trades 11+	Allowance for trades employees who supervise 11 or more staff, under the engineering award	Engineering and trade award allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Eng-TradeCo-Ord20%ofHBEA8	A 20 per cent industry allowance for trade coordinators, calculated in payment of overtime, annual leave, sick leave, statutory holidays, weekend work and superannuation	Engineering and trade award allowances
Earnings table	Escort - No Patient	Refers to travelling time for staff who travel to or from a hospital without a patient in their care, paid at single time	General earnings
Earnings table	Escort No Patient Unpaid	Refers to unpaid travelling time for staff who travel to or from a hospital without a patient in their care	General earnings
Earnings table	Exam Leave	Leave taken to attend an examination, including travel time, when an examination occurs during work hours	Leave entitlements
Earnings table	Excess Trav Time Adjust	Excess travel time granted as time off in lieu for an employee required to travel on official business outside ordinary hours	Leave and hour adjustments
Earnings table	(FAO) Paid Parental Leave	Family Assistance Office Federal Government paid parental leave scheme	Leave entitlements
Earnings table	Fatigue Leave	Leave taken by staff who have not had their required break between shifts	Leave entitlements
Earnings table	Fatigue Lve No Cas Load	Leave taken by casual staff who have not had their required break between shifts	Leave entitlements
Earnings table	Fatigue Penalty @1.0	Penalty payment at single time for staff who have not had their required break between shifts	Working conditions allowance
Earnings table	Fatigue Penalty @2.0	Penalty payment at double-time for staff who have not had their required break between shifts	Working conditions allowance
Earnings table	First Aid - Daily (nonPS)	Daily allowance paid to designated first-aid officers in specific work locations, other than public service	General allowances
Earnings table	First Aid Allowance-Daily	Daily allowance paid to designated first-aid officers in specific work locations	General allowance
Earnings table	First Aid-Fortnightly(PS)	Fortnightly allowance paid to designated first-aid officers in specific work locations	General allowances
Earnings table	Fortnight Salary (S24/70)	Fortnightly salary paid to Queensland Health contract officers, under the Public Sector Act	General earnings
Earnings table	Fortnightly Adjustment	Adjustment to a previous pay	General earnings

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Fortnightly Salary	An employee's standard base salary	General earnings
Earnings Table	Foul Linen Allw	Allowance applicable for working with foul linen conditions.	General allowance
Earnings table	FoulLinen-Day/PartThereof	Allowance (or part thereof) paid to staff working with foul linen conditions	General allowance
Earnings table	Grease Trap Allowance	Allowance paid to staff who clean grease traps	Working conditions allowance
Earnings table	Guaranteed Hours	Salary paid to staff for their contracted guaranteed hours, when they have been rostered to work less than their minimum award provisions — the amount represents the difference between hours worked and the minimum number of hours to be paid	General earnings
Earnings table	HBEA-Elec-Test&Tag	Allowance for building services staff who undertake testing and tagging of high-voltage equipment	Engineering and trade award allowances
Earnings table	HBEA Fares & Travel	Temporary manual adjustment to ensure correct payment of fare and travel expenses for building, engineering and maintenance staff	Transport and travel-related allowances
Earnings table	HBEA-Tool-BrickJointLines	Tool allowance for tradespeople (bricklayer, joiner, linesman) who are required to supply and use their own tools	Engineering and trade award allowances
Earnings table	HBEA-Tool-CarpJoinFittPlu	Tool allowance for tradespeople (carpenters, joiners, fitters, plumbers, gasfitters, electrical mechanics, refrigeration mechanics, servicemen) who are required to supply and use their own tools	Engineering and trade award allowances
Earnings table	HBEA-Tool-DrainSignPaintG	Tool allowance for tradespeople (licensed drainers, signwriters, painters, glaziers) who are required to supply and use their own tools	Engineering and trade award allowances
Earnings table	HBEA-Tool-Plasterer Tiler	Tool allowance for tradespeople (plasterers and tilers) who are required to supply and use their own tools	Engineering and trade award allowances
Earnings table	HBEA-Tool-RadioTVTurnWeld	Tool allowance for tradespeople (radio mechanics, television mechanics, turners and welders) who are required to supply and use their own tools	Engineering and trade award allowances
Earnings table	Health Practitioner 3 Retention Pay 72.5	Fortnightly retention payment to radiographers, medical imaging technologists, breast imaging	General earnings

Earnings table

Payslip section	Payslip term/code	Explanation	Category
		radiographers, sonographers, radio chemists and pharmacists	
Earnings table	Health Practitioner 3 Retention Pay 76	Fortnightly retention payment to radiographers, medical imaging technologists, breast imaging radiographers, sonographers, radio chemists and pharmacists	General earnings
Earnings table	Health Practitioner 4 Retention Pay 72.5	Fortnightly retention payment to radiographers, medical imaging technologists, breast imaging radiographers, sonographers, radio chemists and pharmacists	General earnings
Earnings table	Health Practitioner 4 Retention Pay 76	Fortnightly retention payment to radiographers, medical imaging technologists, breast imaging radiographers, sonographers, radio chemists and pharmacists	General earnings
Earnings table	HP Adoption Leave	Adoption leave taken at half-pay buy adoptive parents under the Parental Leave Policy	Leave entitlements
Earnings table	HPCarer'sLve-Debit ReCLve	Carer's leave taken at half-pay and debited from recreational leave	Leave entitlements
Earnings table	HPCarer'sLve-DebitSickLve	Carer's leave taken at half-pay to care for member of immediate family and debited from sick leave	Leave entitlements
Earnings table	HP Enviro Allow	Environmental allowance paid to eligible health practitioners who work in high-security and/or medium-security mental health units	Working conditions allowance
Earnings table	HP LSL	Long-service leave taken at half-pay	Leave entitlements
Earnings table	HP LSL pending WorkCover	Long-service leave taken at half-pay pending WorkCover	Leave entitlements
Earnings table	HP LSL VMO	Long-service leave taken at half-pay for visiting medical officer	Leave entitlements
Earnings table	HP Maternity Leave	Maternity leave taken at half-pay	Leave entitlements
Earnings table	Health Practitioner Physicist Retent Pay	Fortnightly retention payment to health and medical physicists in biomedical technology services, nuclear medicine, forensic and scientific services and radiation health	General earnings

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	HP Public Holiday	Public holiday taken at half-pay	Leave entitlements
Earnings table	HP Rec Leave	Recreational leave taken at half-pay	Leave entitlements
Earnings table	HP Rec Lve Pend Workcover	Recreational leave taken at half-pay pending WorkCover	Leave entitlements
Earnings table	HP Rec Leave VMO	Recreational leave taken at half-pay for visiting medical officer	Leave entitlements
Earnings table	HP Sick Leave	Sick leave taken at half-pay	Leave entitlements
Earnings table	HP SickLve -Debit RecLve	Sick leave taken at half-pay, debited from recreational leave	Leave entitlements
Earnings table	HP SickLve Pend Workcover	Sick leave taken at half-pay, pending WorkCover	Leave entitlements
Earnings table	HP Spousal Leave	Spousal leave taken at half-pay	Leave entitlements
Earnings table	HP Study Lve-Debit RecLve	Study leave taken at half-pay, debited from recreational leave	Leave entitlements
Earnings table	Higher Duty Adjustment	Adjustment for AO2 staff performing higher duties in an AO3 role	Leave and hour adjustments
Earnings table	Hours Reduction	Reduction in hours when staff work more than their contracted hours in a fortnight to ensure total fortnightly hours balance	Rostered Day off allowances/accrual/ payments
Earnings table	Hours Top-Up	Top-up in hours when staff work less than their contracted hours in a fortnight to ensure total fortnightly hours balance	Rostered Day off allowances/accrual/ payments
Earnings table	Hours Top-Up NP	Hours top-up for staff on leave without pay whose normal total contracted hours are missing from the roster at the final pay run in a fortnight	Shift and penalty rates
Earnings table	HP Uniform 1st yr	Allowance paid to staff in first year to supplement their uniform cost	Laundry and uniform allowance
Earnings table	HP Uniform 2nd yr	Allowance paid to staff in second year to supplement their uniform cost, paid at half-pay	Laundry and uniform allowance

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Hyperbaric Chamber Allow	Allowance paid to staff working in hyperbaric chambers	Working conditions allowance
Earnings table	Jury Service	Leave taken to participate in jury service	Leave entitlements
Earnings table	Laundry- Uniform(OPS)	Allowance paid to staff to supplement their uniform laundry costs, under Other Than Public Service Award	Laundry and uniform allowance
Earnings table	Leading Hand OT Allow 1.5	Overtime paid at time-and-a-half to a leading hand who supervises other staff	Overtime
Earnings table	Leading Hand OT Allow 2	Overtime paid at double-time to a leading hand who supervises other staff	Overtime
Earnings table	Leading Hand OT Allow 2.5	Overtime paid at double time-and-a-half to a leading hand who supervises other staff	Overtime
Earnings table	Leading Hand OT Allow 3.0	Overtime paid at triple time to a leading hand who supervises other staff	Overtime
Earnings table	Leading Hand OT Allow 4.0	Overtime paid at quadruple time to a leading hand who supervises other staff	Overtime
Earnings table	Leave Loading Adjustment	Adjustment to loading on leave entitlements	Leave and hour adjustments
Earnings table	Left Late	Overtime payment for staff who exceed their day's contracted working hours	Working conditions allowance
Earnings table	Life Benefit ETP 16.5%	Eligible termination payment, including rostered days off, amounts in lieu of notice, gratuity, and payment for permanent disability, other than compensation for personal injury, with 16.5 per cent tax	Termination payment
Earnings table	Life Benefit ETP 31.5%	Eligible termination payment, including rostered days off, amounts in lieu of notice, gratuity, and payment for permanent disability, other than compensation for personal injury, with 31.5 per cent tax	Termination payment
Earnings table	Life Benefit ETP 46.5%	Eligible termination payment, including rostered days off, amounts in lieu of notice, gratuity, and payment for permanent disability, other than compensation for personal injury, with 46.5 per cent tax	Termination payment
Earnings table	Live Sewerage Allowance	Allowance paid to building, engineering and maintenance services staff who come in contact with live sewerage when repairing	Working conditions allowance

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
		sewerage installations, paid at time-and-a-half for a minimum of four hours	
Earnings table	Loading 14% Payout	14 per cent leave loading paid out	Leave entitlements
Earnings table	Loading 17.5% Payout	17.5 per cent leave loading paid out	Leave entitlements
Earnings table	LveLoad 11.67% Adjust	11.67 per cent annual leave loading adjustment	Leave and hour adjustments
Earnings table	LveLoad 14% Adjust	14 per cent annual leave loading adjustment	Leave and hour adjustments
Earnings table	LveLoad 14.58% Adjust	14.58 per cent annual leave loading adjustment	Leave and hour adjustments
Earnings table	LveLoad 16.67% Adjust	16.67 per cent annual leave loading adjustment	Leave and hour adjustments
Earnings table	LveLoad 17.5% Adjust	17.5 per cent annual leave loading adjustment	Leave and hour adjustments
Earnings table	LveLoad 20% Adjust	20 per cent annual leave loading adjustment	Leave and hour adjustments
Earnings table	LveLoad 22.92% Adjust	22.92 per cent annual leave loading adjustment	Leave and hour adjustments
Earnings table	LveLoad 27.5% Adjust	27.5 per cent annual leave loading adjustment	Leave and hour adjustments
Earnings table	Locality -Alpha (F)	District allowance paid at full-rate to staff in Aplha	Location allowances
Earnings table	Locality -Alpha (H)	District allowance paid at half-rate to staff in Aplha	Location allowances
Earnings table	Locality -Aramac (F)	District allowance paid at full-rate to staff in Aramac	Location allowances
Earnings table	Locality -Aramac (H)	District allowance paid at half-rate to staff in Aramac	Location allowances
Earnings table	Locality -Atherton (F)	District allowance paid at full-rate to staff in Atherton	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Atherton (H)	District allowance paid at half-rate to staff in Atherton	Location allowances
Earnings table	Locality -Augathella (F)	District allowance paid at full-rate to staff in Augathella	Location allowances
Earnings table	Locality -Augathella (H)	District allowance paid at half-rate to staff in Augathella	Location allowances
Earnings table	Locality -Aurukun (F)	District allowance paid at full-rate to staff in Aurukun	Location allowances
Earnings table	Locality -Aurukun (H)	District allowance paid at half-rate to staff in Aurukun	Location allowances
Earnings table	Locality -Ayr (F)	District allowance paid at full-rate to staff in Ayr	Location allowances
Earnings table	Locality -Ayr (H)	District allowance paid at half-rate to staff in Ayr	Location allowances
Earnings table	Locality -Babinda (F)	District allowance paid at full-rate to staff in Babinda	Location allowances
Earnings table	Locality -Babinda (H)	District allowance paid at half-rate to staff in Babinda	Location allowances
Earnings table	Locality -Bamaga (F)	District allowance paid at full-rate to staff in Bamaga	Location allowances
Earnings table	Locality -Bamaga (H)	District allowance paid at half-rate to staff in Bamaga	Location allowances
Earnings table	Locality -Baralaba (F)	District allowance paid at full-rate to staff in Baralaba	Location allowances
Earnings table	Locality -Baralaba (H)	District allowance paid at half-rate to staff in Baralaba	Location allowances
Earnings table	Locality -Barcaldine (F)	District allowance paid at full-rate to staff in Barcaldine	Location allowances
Earnings table	Locality -Barcaldine (H)	District allowance paid at half-rate to staff in Barcaldine	Location allowances
Earnings table	Locality -Biloela (F)	District allowance paid at full-rate to staff in Biloela	Location allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Biloela (H)	District allowance paid at half-rate to staff in Biloela	Location allowances
Earnings table	Locality -Blackall (F)	District allowance paid at full-rate to staff in Blackall	Location allowances
Earnings table	Locality -Blackall (H)	District allowance paid at half-rate to staff in Blackall	Location allowances
Earnings table	Locality -Blackwater (F)	District allowance paid at full-rate to staff in Blackwater	Location allowances
Earnings table	Locality -Blackwater (H)	District allowance paid at half-rate to staff in Blackwater	Location allowances
Earnings table	Locality -Boulia (F)	District allowance paid at full-rate to staff in Boulia	Location allowances
Earnings table	Locality -Boulia (H)	District allowance paid at half-rate to staff in Boulia	Location allowances
Earnings table	Locality -Bowen (F)	District allowance paid at full-rate to staff in Bowen	Location allowances
Earnings table	Locality -Bowen (H)	District allowance paid at half-rate to staff in Bowen	Location allowances
Earnings table	Locality -Burketown (F)	District allowance paid at full-rate to staff in Burketown	Location allowances
Earnings table	Locality -Burketown (H)	District allowance paid at half-rate to staff in Burketown	Location allowances
Earnings table	Locality -Cairns (F)	District allowance paid at full-rate to staff in Cairns	Location allowances
Earnings table	Locality -Cairns (H)	District allowance paid at half-rate to staff in Cairns	Location allowances
Earnings table	Locality -Camooweal (F)	District allowance paid at full-rate to staff in Camooweal	Location allowances
Earnings table	Locality -Camooweal (H)	District allowance paid at half-rate to staff in Camooweal	Location allowances
Earnings table	Locality -Capella (F)	District allowance paid at full-rate to staff in Capella	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Capella (H)	District allowance paid at half-rate to staff in Capella	Location allowances
Earnings table	Locality -Charleville (F)	District allowance paid at full-rate to staff in Charleville	Location allowances
Earnings table	Locality -Charleville (H)	District allowance paid at half-rate to staff in Charleville	Location allowances
Earnings table	Locality -Charters Towers (F)	District allowance paid at full-rate to staff in Charters Towers	Location allowances
Earnings table	Locality -Charters Towers (H)	District allowance paid at half-rate to staff in Charters Towers	Location allowances
Earnings table	Locality -Cherbourg (F)	District allowance paid at full-rate to staff in Cherbourg	Location allowances
Earnings table	Locality -Cherbourg (H)	District allowance paid at half-rate to staff in Cherbourg	Location allowances
Earnings table	Locality -Chillagoe (F)	District allowance paid at full-rate to staff in Chillagoe	Location allowances
Earnings table	Locality -Chillagoe (H)	District allowance paid at half-rate to staff in Chillagoe	Location allowances
Earnings table	Locality -Chinchilla (F)	District allowance paid at full-rate to staff in Chinchilla	Location allowances
Earnings table	Locality -Chinchilla (H)	District allowance paid at half-rate to staff in Chinchilla	Location allowances
Earnings table	Locality -Clermont (F)	District allowance paid at full-rate to staff in Clermont	Location allowances
Earnings table	Locality -Clermont (H)	District allowance paid at half-rate to staff in Clermont	Location allowances
Earnings table	Locality -Cloncurry (F)	District allowance paid at full-rate to staff in Cloncurry	Location allowances
Earnings table	Locality -Cloncurry (H)	District allowance paid at half-rate to staff in Cloncurry	Location allowances
Earnings table	Locality -Coen (F)	District allowance paid at full-rate to staff in Coen	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Coen (H)	District allowance paid at half-rate to staff in Coen	Location allowances
Earnings table	Locality -Collinsville (F)	District allowance paid at full-rate to staff in Collinsville	Location allowances
Earnings table	Locality -Collinsville (H)	District allowance paid at half-rate to staff in Collinsville	Location allowances
Earnings table	Locality -Cooktown (F)	District allowance paid at full-rate to staff in Cooktown	Location allowances
Earnings table	Locality -Cooktown (H)	District allowance paid at half-rate to staff in Cooktown	Location allowances
Earnings table	Locality -Cracow (F)	District allowance paid at full-rate to staff in Cracow	Location allowances
Earnings table	Locality -Cracow (H)	District allowance paid at half-rate to staff in Cracow	Location allowances
Earnings table	Locality -Croydon (F)	District allowance paid at full-rate to staff in Croydon	Location allowances
Earnings table	Locality -Croydon (H)	District allowance paid at half-rate to staff in Croydon	Location allowances
Earnings table	Locality -Cunnamulla (F)	District allowance paid at full-rate to staff in Cunnamulla	Location allowances
Earnings table	Locality -Cunnamulla (H)	District allowance paid at half-rate to staff in Cunnamulla	Location allowances
Earnings table	Locality -Dalby (F)	District allowance paid at full-rate to staff in Dalby	Location allowances
Earnings table	Locality -Dalby (H)	District allowance paid at half-rate to staff in Dalby	Location allowances
Earnings table	Locality -Dimbulah (F)	District allowance paid at full-rate to staff in Dimbulah	Location allowances
Earnings table	Locality -Dimbulah (H)	District allowance paid at half-rate to staff in Dimbulah	Location allowances
Earnings table	Locality -Dingo (F)	District allowance paid at full-rate to staff in Dingo	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Dingo (H)	District allowance paid at half-rate to staff in Dingo	Location allowances
Earnings table	Locality -Dirranbandi (F)	District allowance paid at full-rate to staff in Dirranbandi	Location allowances
Earnings table	Locality -Dirranbandi (H)	District allowance paid at half-rate to staff in Dirranbandi	Location allowances
Earnings table	Locality -Doomadgee (F)	District allowance paid at full-rate to staff in Doomadgee	Location allowances
Earnings table	Locality -Doomadgee (H)	District allowance paid at half-rate to staff in Doomadgee	Location allowances
Earnings table	Locality -Dysart (F)	District allowance paid at full-rate to staff in Dysart	Location allowances
Earnings table	Locality -Dysart (H)	District allowance paid at half-rate to staff in Dysart	Location allowances
Earnings table	Locality -Eidsvold (F)	District allowance paid at full-rate to staff in Eidsvold	Location allowances
Earnings table	Locality -Eidsvold (H)	District allowance paid at half-rate to staff in Eidsvold	Location allowances
Earnings table	Locality -Emerald (F)	District allowance paid at full-rate to staff in Emerald	Location allowances
Earnings table	Locality -Emerald (H)	District allowance paid at half-rate to staff in Emerald	Location allowances
Earnings table	Locality -Forsayth (F)	District allowance paid at full-rate to staff in Forsayth	Location allowances
Earnings table	Locality -Forsayth (H)	District allowance paid at half-rate to staff in Forsayth	Location allowances
Earnings table	Locality -Gayndah (F)	District allowance paid at full-rate to staff in Gayndah	Location allowances
Earnings table	Locality -Gayndah (H)	District allowance paid at half-rate to staff in Gayndah	Location allowances
Earnings table	Locality -Georgetown (F)	District allowance paid at full-rate to staff in Georgetown	Location allowances

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Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Georgetown (H)	District allowance paid at half-rate to staff in Georgetown	Location allowances
Earnings table	Locality -Gladstone (F)	District allowance paid at full-rate to staff in Gladstone	Location allowances
Earnings table	Locality -Gladstone (H)	District allowance paid at half-rate to staff in Gladstone	Location allowances
Earnings table	Locality -Glenden (F)	District allowance paid at full-rate to staff in Glenden	Location allowances
Earnings table	Locality -Glenden (H)	District allowance paid at half-rate to staff in Glenden	Location allowances
Earnings table	Locality -Goondiwindi (F)	District allowance paid at full-rate to staff in Goondiwindi	Location allowances
Earnings table	Locality -Goondiwindi (H)	District allowance paid at half-rate to staff in Goondiwindi	Location allowances
Earnings table	Locality -Gordonvale (F)	District allowance paid at full-rate to staff in Gordonvale	Location allowances
Earnings table	Locality -Gordonvale (H)	District allowance paid at half-rate to staff in Gordonvale	Location allowances
Earnings table	Locality -Herberton (F)	District allowance paid at full-rate to staff in Herberton	Location allowances
Earnings table	Locality -Herberton (H)	District allowance paid at half-rate to staff in Herberton	Location allowances
Earnings table	Locality -Home Hill (F)	District allowance paid at full-rate to staff in Home Hill	Location allowances
Earnings table	Locality -Home Hill (H)	District allowance paid at half-rate to staff in Home Hill	Location allowances
Earnings table	Locality -Hughenden (F)	District allowance paid at full-rate to staff in Hughenden	Location allowances
Earnings table	Locality -Hughenden (H)	District allowance paid at half-rate to staff in Hughenden	Location allowances
Earnings table	Locality -Ingham (F)	District allowance paid at full-rate to staff in Ingham	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Ingham (H)	District allowance paid at half-rate to staff in Ingham	Location allowances
Earnings table	Locality -Inglewood (F)	District allowance paid at full-rate to staff in Inglewood	Location allowances
Earnings table	Locality -Inglewood (H)	District allowance paid at half-rate to staff in Inglewood	Location allowances
Earnings table	Locality -Injune (F)	District allowance paid at full-rate to staff in Injune	Location allowances
Earnings table	Locality -Injune (H)	District allowance paid at half-rate to staff in Injune	Location allowances
Earnings table	Locality -Innisfail (F)	District allowance paid at full-rate to staff in Innisfail	Location allowances
Earnings table	Locality -Innisfail (H)	District allowance paid at half-rate to staff in Innisfail	Location allowances
Earnings table	Locality -Isisford (F)	District allowance paid at full-rate to staff in Isisford	Location allowances
Earnings table	Locality -Isisford (H)	District allowance paid at half-rate to staff in Isisford	Location allowances
Earnings table	Locality -Jandowae (F)	District allowance paid at full-rate to staff in Jandowae	Location allowances
Earnings table	Locality -Jandowae (H)	District allowance paid at half-rate to staff in Jandowae	Location allowances
Earnings table	Locality -Julia Creek (F)	District allowance paid at full-rate to staff in Julia Creek	Location allowances
Earnings table	Locality -Julia Creek (H)	District allowance paid at half-rate to staff in Julia Creek	Location allowances
Earnings table	Locality -Jundah (F)	District allowance paid at full-rate to staff in Jundah	Location allowances
Earnings table	Locality -Jundah (H)	District allowance paid at half-rate to staff in Jundah	Location allowances
Earnings table	Locality -Karumba (F)	District allowance paid at full-rate to staff in Karumba	Location allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Karumba (H)	District allowance paid at half-rate to staff in Karumba	Location allowances
Earnings table	Locality -Kingaroy (F)	District allowance paid at full-rate to staff in Kingaroy	Location allowances
Earnings table	Locality -Kingaroy (H)	District allowance paid at half-rate to staff in Kingaroy	Location allowances
Earnings table	Locality -Kowanyama (F)	District allowance paid at full-rate to staff in Kowanyama	Location allowances
Earnings table	Locality -Kowanyama (H)	District allowance paid at half-rate to staff in Kowanyama	Location allowances
Earnings table	Locality -Laura (F)	District allowance paid at full-rate to staff in Laura	Location allowances
Earnings table	Locality -Laura (H)	District allowance paid at half-rate to staff in Laura	Location allowances
Earnings table	Locality -Lockhart River (F)	District allowance paid at full-rate to staff in Lockhart River	Location allowances
Earnings table	Locality -Lockhart River (H)	District allowance paid at half-rate to staff in Lockhart River	Location allowances
Earnings table	Locality -Longreach (F)	District allowance paid at full-rate to staff in Longreach	Location allowances
Earnings table	Locality -Longreach (H)	District allowance paid at half-rate to staff in Longreach	Location allowances
Earnings table	Locality -Mackay (F)	District allowance paid at full-rate to staff in Mackay	Location allowances
Earnings table	Locality -Mackay (H)	District allowance paid at half-rate to staff in Mackay	Location allowances
Earnings table	Locality -Magnetic Island (F)	District allowance paid at full-rate to staff in Magnetic Island	Location allowances
Earnings table	Locality -Magnetic Island (H)	District allowance paid at half-rate to staff in Magnetic Island	Location allowances
Earnings table	Locality -Malanda (F)	District allowance paid at full-rate to staff in Malanda	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Malanda (H)	District allowance paid at half-rate to staff in Malanda	Location allowances
Earnings table	Locality -Mapoon (F)	District allowance paid at full-rate to staff in Mapoon	Location allowances
Earnings table	Locality -Mapoon (H)	District allowance paid at half-rate to staff in Mapoon	Location allowances
Earnings table	Locality -Mareeba (F)	District allowance paid at full-rate to staff in Mareeba	Location allowances
Earnings table	Locality -Mareeba (H)	District allowance paid at half-rate to staff in Mareeba	Location allowances
Earnings table	Locality -Meandarra (F)	District allowance paid at full-rate to staff in Meandarra	Location allowances
Earnings table	Locality -Meandarra (H)	District allowance paid at half-rate to staff in Meandarra	Location allowances
Earnings table	Locality -Middlemount (F)	District allowance paid at full-rate to staff in Middlemount	Location allowances
Earnings table	Locality -Middlemount (H)	District allowance paid at half-rate to staff in Middlemount	Location allowances
Earnings table	Locality -Miles (F)	District allowance paid at full-rate to staff in Miles	Location allowances
Earnings table	Locality -Miles (H)	District allowance paid at half-rate to staff in Miles	Location allowances
Earnings table	Locality -Millaa Millaa (F)	District allowance paid at full-rate to staff in Millaa Millaa	Location allowances
Earnings table	Locality -Millaa Millaa (H)	District allowance paid at half-rate to staff in Millaa Millaa	Location allowances
Earnings table	Locality -Mitchell (F)	District allowance paid at full-rate to staff in Mitchell	Location allowances
Earnings table	Locality -Mitchell (H)	District allowance paid at half-rate to staff in Mitchell	Location allowances
Earnings table	Locality -Monto (F)	District allowance paid at full-rate to staff in Monto	Location allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Monto (H)	District allowance paid at half-rate to staff in Monto	Location allowances
Earnings table	Locality -Moonie (F)	District allowance paid at full-rate to staff in Moonie	Location allowances
Earnings table	Locality -Moonie (H)	District allowance paid at half-rate to staff in Moonie	Location allowances
Earnings table	Locality -Moranbah (F)	District allowance paid at full-rate to staff in Moranbah	Location allowances
Earnings table	Locality -Moranbah (H)	District allowance paid at half-rate to staff in Moranbah	Location allowances
Earnings table	Locality -Morningson Isla (F)	District allowance paid at full-rate to staff in Morningson Island	Location allowances
Earnings table	Locality -Morningson Isla (H)	District allowance paid at half-rate to staff in Morningson Island	Location allowances
Earnings table	Locality -Morven (F)	District allowance paid at full-rate to staff in Morven	Location allowances
Earnings table	Locality -Morven (H)	District allowance paid at half-rate to staff in Morven	Location allowances
Earnings table	Locality -Mossman (F)	District allowance paid at full-rate to staff in Mossman	Location allowances
Earnings table	Locality -Mossman (H)	District allowance paid at half-rate to staff in Mossman	Location allowances
Earnings table	Locality -Mount Garnet (F)	District allowance paid at full-rate to staff in Mount Garnet	Location allowances
Earnings table	Locality -Mount Garnet (H)	District allowance paid at half-rate to staff in Mount Garnet	Location allowances
Earnings table	Locality -Mount Morgan (F)	District allowance paid at full-rate to staff in Mount Morgan	Location allowances
Earnings table	Locality -Mount Morgan (H)	District allowance paid at half-rate to staff in Mount Morgan	Location allowances
Earnings table	Locality -Mount Perry (F)	District allowance paid at full-rate to staff in Mount Perry	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Mount Perry (H)	District allowance paid at half-rate to staff in Mount Perry	Location allowances
Earnings table	Locality -Moura (F)	District allowance paid at full-rate to staff in Moura	Location allowances
Earnings table	Locality -Moura (H)	District allowance paid at half-rate to staff in Moura	Location allowances
Earnings table	Locality -Mt Isa (F)	District allowance paid at full-rate to staff in Mount Isa	Location allowances
Earnings table	Locality -Mt Isa (H)	District allowance paid at half-rate to staff in Mount Isa	Location allowances
Earnings table	Locality -Mundubbera (F)	District allowance paid at full-rate to staff in Mundubbera	Location allowances
Earnings table	Locality -Mundubbera (H)	District allowance paid at half-rate to staff in Mundubbera	Location allowances
Earnings table	Locality -Mungindi (F)	District allowance paid at full-rate to staff in Mungindi	Location allowances
Earnings table	Locality -Mungindi (H)	District allowance paid at half-rate to staff in Mungindi	Location allowances
Earnings table	Locality -Murgon (F)	District allowance paid at full-rate to staff in Murgon	Location allowances
Earnings table	Locality -Murgon (H)	District allowance paid at half-rate to staff in Murgon	Location allowances
Earnings table	Locality -Muttaborra (F)	District allowance paid at full-rate to staff in Muttaborra	Location allowances
Earnings table	Locality -Muttaborra (H)	District allowance paid at half-rate to staff in Muttaborra	Location allowances
Earnings table	Locality -Napranum (F)	District allowance paid at full-rate to staff in Napranum	Location allowances
Earnings table	Locality -Napranum (H)	District allowance paid at half-rate to staff in Napranum	Location allowances
Earnings table	Locality -Normanton (F)	District allowance paid at full-rate to staff in Normanton	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Normanton (H)	District allowance paid at half-rate to staff in Normanton	Location allowances
Earnings table	Locality -Palm Island (F)	District allowance paid at full-rate to staff in Palm Island	Location allowances
Earnings table	Locality -Palm Island (H)	District allowance paid at half-rate to staff in Palm Island	Location allowances
Earnings table	Locality -Pompuraaw (F)	District allowance paid at full-rate to staff in Pompuraaw	Location allowances
Earnings table	Locality -Pompuraaw (H)	District allowance paid at half-rate to staff in Pompuraaw	Location allowances
Earnings table	Locality -Proserpine (F)	District allowance paid at full-rate to staff in Proserpine	Location allowances
Earnings table	Locality -Proserpine (H)	District allowance paid at half-rate to staff in Proserpine	Location allowances
Earnings table	Locality -Proston (F)	District allowance paid at full-rate to staff in Proston	Location allowances
Earnings table	Locality -Proston (H)	District allowance paid at half-rate to staff in Proston	Location allowances
Earnings table	Locality -Quilpie (F)	District allowance paid at full-rate to staff in Quilpie	Location allowances
Earnings table	Locality -Quilpie (H)	District allowance paid at half-rate to staff in Quilpie	Location allowances
Earnings table	Locality -Ravenshoe (F)	District allowance paid at full-rate to staff in Ravenshoe	Location allowances
Earnings table	Locality -Ravenshoe (H)	District allowance paid at half-rate to staff in Ravenshoe	Location allowances
Earnings table	Locality -Richmond (F)	District allowance paid at full-rate to staff in Richmond	Location allowances
Earnings table	Locality -Richmond (H)	District allowance paid at half-rate to staff in Richmond	Location allowances
Earnings table	Locality -Rockhampton (F)	District allowance paid at full-rate to staff in Rockhampton	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Rockhampton (H)	District allowance paid at half-rate to staff in Rockhampton	Location allowances
Earnings table	Locality -Roma (F)	District allowance paid at full-rate to staff in Roma	Location allowances
Earnings table	Locality -Roma (H)	District allowance paid at half-rate to staff in Roma	Location allowances
Earnings table	Locality -Sarina (F)	District allowance paid at full-rate to staff in Sarina	Location allowances
Earnings table	Locality -Sarina (H)	District allowance paid at half-rate to staff in Sarina	Location allowances
Earnings table	Locality -Springsure (F)	District allowance paid at full-rate to staff in Springsure	Location allowances
Earnings table	Locality -Springsure (H)	District allowance paid at half-rate to staff in Springsure	Location allowances
Earnings table	Locality -St George (F)	District allowance paid at full-rate to staff in St George	Location allowances
Earnings table	Locality -St George (H)	District allowance paid at half-rate to staff in St George	Location allowances
Earnings table	Locality -Stanthorpe (F)	District allowance paid at full-rate to staff in Stanthorpe	Location allowances
Earnings table	Locality -Stanthorpe (H)	District allowance paid at half-rate to staff in Stanthorpe	Location allowances
Earnings table	Locality -Stuart (F)	District allowance paid at full-rate to staff in Stuart	Location allowances
Earnings table	Locality -Stuart (H)	District allowance paid at half-rate to staff in Stuart	Location allowances
Earnings table	Locality -Surat (F)	District allowance paid at full-rate to staff in Surat	Location allowances
Earnings table	Locality -Surat (H)	District allowance paid at half-rate to staff in Surat	Location allowances
Earnings table	Locality -Tambo (F)	District allowance paid at full-rate to staff in Tambo	Location allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Tambo (H)	District allowance paid at half-rate to staff in Tambo	Location allowances
Earnings table	Locality -Tara (F)	District allowance paid at full-rate to staff in Tara	Location allowances
Earnings table	Locality -Tara (H)	District allowance paid at half-rate to staff in Tara	Location allowances
Earnings table	Locality -Taroom (F)	District allowance paid at full-rate to staff in Taroom	Location allowances
Earnings table	Locality -Taroom (H)	District allowance paid at half-rate to staff in Taroom	Location allowances
Earnings table	Locality -Texas (F)	District allowance paid at full-rate to staff in Texas	Location allowances
Earnings table	Locality -Texas (H)	District allowance paid at half-rate to staff in Texas	Location allowances
Earnings table	Locality -Thargomindah (F)	District allowance paid at full-rate to staff in Thargomindah	Location allowances
Earnings table	Locality -Thargomindah (H)	District allowance paid at half-rate to staff in Thargomindah	Location allowances
Earnings table	Locality -The Caves (F)	District allowance paid at full-rate to staff in The Caves	Location allowances
Earnings table	Locality -The Caves (H)	District allowance paid at half-rate to staff in The Caves	Location allowances
Earnings table	Locality -Theodore (F)	District allowance paid at full-rate to staff in Theodore	Location allowances
Earnings table	Locality -Theodore (H)	District allowance paid at half-rate to staff in Theodore	Location allowances
Earnings table	Locality -Thursday Is (F)	District allowance paid at full-rate to staff in Thursday Island	Location allowances
Earnings table	Locality -Thursday Is (H)	District allowance paid at half-rate to staff in Thursday Island	Location allowances
Earnings table	Locality -Tieri (F)	District allowance paid at full-rate to staff in Tieri	Location allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Tieri (H)	District allowance paid at half-rate to staff in Tieri	Location allowances
Earnings table	Locality -Torres (F)	District allowance paid at full-rate to staff in Torres	Location allowances
Earnings table	Locality -Torres (H)	District allowance paid at half-rate to staff in Torres	Location allowances
Earnings table	Locality -Townsville (F)	District allowance paid at full-rate to staff in Townsville	Location allowances
Earnings table	Locality -Townsville (H)	District allowance paid at half-rate to staff in Townsville	Location allowances
Earnings table	Locality -Tully (F)	District allowance paid at full-rate to staff in Tully	Location allowances
Earnings table	Locality -Tully (H)	District allowance paid at half-rate to staff in Tully	Location allowances
Earnings table	Locality -Walkamin (F)	District allowance paid at full-rate to staff in Walkamin	Location allowances
Earnings table	Locality -Walkamin (H)	District allowance paid at half-rate to staff in Walkamin	Location allowances
Earnings table	Locality -Wallumbilla (F)	District allowance paid at full-rate to staff in Wallumbilla	Location allowances
Earnings table	Locality -Wallumbilla (H)	District allowance paid at half-rate to staff in Wallumbilla	Location allowances
Earnings table	Locality -Wandoan (F)	District allowance paid at full-rate to staff in Wandoan	Location allowances
Earnings table	Locality -Wandoan (H)	District allowance paid at half-rate to staff in Wandoan	Location allowances
Earnings table	Locality -Weipa (F)	District allowance paid at full-rate to staff in Weipa	Location allowances
Earnings table	Locality -Weipa (H)	District allowance paid at half-rate to staff in Weipa	Location allowances
Earnings table	Locality -Windorah (F)	District allowance paid at full-rate to staff in Windorah	Location allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Locality -Windorah (H)	District allowance paid at half-rate to staff in Windorah	Location allowances
Earnings table	Locality -Winton (F)	District allowance paid at full-rate to staff in Winton	Location allowances
Earnings table	Locality -Winton (H)	District allowance paid at half-rate to staff in Winton	Location allowances
Earnings table	Locality -Wondai (F)	District allowance paid at full-rate to staff in Wondai	Location allowances
Earnings table	Locality -Wondai (H)	District allowance paid at half-rate to staff in Wondai	Location allowances
Earnings table	Locality -Woorabinda (F)	District allowance paid at full-rate to staff in Woorabinda	Location allowances
Earnings table	Locality -Woorabinda (H)	District allowance paid at half-rate to staff in Woorabinda	Location allowances
Earnings table	Locality -Yaraka (F)	District allowance paid at full-rate to staff in Yaraka	Location allowances
Earnings table	Locality -Yaraka (H)	District allowance paid at half-rate to staff in Yaraka	Location allowances
Earnings table	Locality -Yarrabah (F)	District allowance paid at full-rate to staff in Yarrabah	Location allowances
Earnings table	Locality -Yarrabah (H)	District allowance paid at half-rate to staff in Yarrabah	Location allowances
Earnings table	Locality -Yeppoon (F)	District allowance paid at full-rate to staff in Yeppoon	Location allowances
Earnings table	Locality -Yeppoon (H)	District allowance paid at half-rate to staff in Yeppoon	Location allowances
Earnings table	Locality Allow-ATSIHWrk	District allowance paid to Aboriginal and Torres Strait Islander health workers	Location allowances
Earnings table	Lp Sum C Pre 1983	Superannuation component of a termination payment accrued before 1983 and taxed at 5 per cent	Termination payment
Earnings table	Lp Sum C Rolled Over	Superannuation component of a termination payment accrued before 1983 which is being rolled over to a retirement fund	Termination payment

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Lp Sum C<55 yrs post 6/83	Payment for staff under 55 years of total lump-sum superannuation included as assessable income, taxed at a rate not exceeding 20 per cent, plus Medicare	Termination payment
Earnings table	Lp Sum C>55 yrs post 6/83	Payment for staff over 55 years of any lump-sum superannuation up to the low tax threshold which is tax-free, and amounts over the threshold fully assessable income taxed at a rate not exceeding 15 per cent, plus Medicare	Termination payment
Earnings table	Lp Sum D No Tax	Any early retirement scheme payment and redundancy payment shown as lump sum D often paid at the same time as employment termination payment and not taxed or shown as income on tax return	Termination payment
Earnings table	Lp Sum E < \$400	Lump-sum earnings that relate to earlier income or income years	General earnings
Earnings table	Lp Sum E > or = \$400	Lump-sum earnings that relate to earlier income or income years	General earnings
Earnings table	LSC no tax on death	Superannuation component of termination payment accrued before 1983 and not taxed when paid to estate	Termination payment
Earnings table	LSL	Long-service leave taken at full pay	Leave entitlements
Earnings table	LSL-Election Leave	Long-service leave taken, at full pay, by staff contesting a state or local government election for campaigning purposes	Leave entitlements
Earnings table	LSL Half PIA	Long-service leave taken at half-pay, paid in advance	Leave entitlements
Earnings table	LSL PIA	Long-service leave paid in advance	Leave entitlements
Earnings table	LSL Adjustment	Retrospective long-service leave adjustment, for example, if employee paid in error	Leave and hour adjustments
Earnings table	LSL-No Casual Loading	Long-service leave taken by casual staff, at full pay, without the casual loading	Leave entitlements
Earnings table	LSL LSA Post 78	Long-service leave paid out at termination of employment from the lump-sum post-78 balance	Leave entitlements
Earnings table	LSL LSA Post 93	Long-service leave paid out at termination of employment from the lump-sum post-93 balance	Leave entitlements

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	LSL LSB Pre 78	Long-service leave paid out at termination of employment from the lump-sum before-78 balance	Leave entitlements
Earnings table	LSL Post 93	Long-service leave paid out at termination of employment from the post-93 balance	Leave entitlements
Earnings table	LSL Term - No Tax	Long-service leave paid on termination, which is not taxed	Leave entitlements
Earnings table	LSL pendg WrkComp	Code used to distinguish leave, at full pay, when a WorkCover claim is pending	Leave entitlements
Earnings table	LSL VMO	Long-service leave taken by visiting medical officer, at full pay	Leave entitlements
Earnings table	LSL VMO Half PIA	Long-service leave for visiting medical officers taken at half-pay, paid in advance	Leave entitlements
Earnings table	LSL VMO PIA	Long-service leave for visiting medical officers, paid in advance	Leave entitlements
Earnings table	Lv Load 17.50% VMO HP PIA	17.5 per cent annual leave loading for visiting medical officers at half-pay, paid in advance	Leave entitlements
Earnings table	Lve Ldg - Proj Penalties	Entitlements received by employees, under specific award conditions, who receive the greater between leave loading or shift penalties from their projected roster while on annual leave	Leave entitlements
Earnings table	Lve Load Hlf Proj Pen PIA	Annual leave loading with projected roster penalties, at half-pay, paid in advance Entitlements received by employees, under specific award conditions, who receive the greater between leave loading or shift penalties from their projected roster while on annual leave — at half-pay in advance	Leave entitlements
Earnings table	Lve Load Half Proj Pen	Annual leave loading with projected roster penalties, at half-pay Entitlements received by employees, under specific award conditions, who receive the greater between leave loading or shift penalties from their projected roster while on annual leave — at half-pay	Leave entitlements
Earnings table	Lve Load-Proj Pen PIA	Annual leave loading with projected roster penalties Entitlements received by employees, under specific award conditions, who receive the	Leave entitlements

Earnings table

Payslip section	Payslip term/code	Explanation	Category
		greater between leave loading or shift penalties from their projected roster while on annual leave — paid in advance	
Earnings table	Lve Loading 11.67%	11.67 per cent annual leave loading, under staff award conditions	Leave entitlements
Earnings table	Lve Loading 11.67% HP	11.67 per cent annual leave loading, under staff award conditions, at half-pay	Leave entitlements
Earnings table	Lve Loading 11.67% HP PIA	11.67 per cent annual leave loading, under staff award conditions, at half-pay, paid in advance	Leave entitlements
Earnings table	Lve Loading 11.67% Payout	11.67 per cent annual leave loading, under staff award conditions, at half-pay	Leave entitlements
Earnings table	Lve Loading 11.67% PIA	11.67 per cent annual leave loading, under staff award conditions, paid in advance	Leave entitlements
Earnings table	Lve Loading 14%	14 per cent annual leave loading paid to staff who receive five weeks annual recreation leave, under their award conditions	Leave entitlements
Earnings table	Lve Loading 14% HP	14 per cent annual leave loading paid to staff who receive five weeks annual recreation leave, under their award conditions, at half-pay	Leave entitlements
Earnings table	Lve Loading 14% HP PIA	14 per cent annual leave loading, under staff award conditions, at half-pay, paid in advance	Leave entitlements
Earnings table	Lve Loading 14% Payout	14 per cent annual leave loading, under staff award conditions, paid out on termination	Leave entitlements
Earnings table	Lve Loading 14% PIA	14 per cent annual leave loading, under staff award conditions, paid in advance	Leave entitlements
Earnings table	Lve Loading 14% VMO	14 per cent annual leave loading, under staff award conditions, for visiting medical officer	Leave entitlements
Earnings table	Lve Loading 14% VMO HP	14 per cent annual leave loading, under staff award conditions, for visiting medical officer, at half-pay	Leave entitlements
Earnings table	Lve Loading 14% VMO PIA	14 per cent annual leave loading, under staff award conditions, for visiting medical officer, paid in advance	Leave entitlements

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Lve Loading 14.58%	14.58 per cent annual leave loading, under staff award conditions	Leave entitlements
Earnings table	Lve Loading 14.58% HP	14.58 per cent annual leave loading, under staff award conditions, at half-pay	Leave entitlements
Earnings table	Lve Loading 14.58% Payout	14.58 per cent annual leave loading, under staff award conditions, paid out on termination	Leave entitlements
Earnings table	Lve Loading 14.58% PIA	14.58 per cent annual leave loading, under staff award conditions, paid in advance	Leave entitlements
Earnings table	Lve Loading 16.67%	16.67 per cent annual leave loading, under staff award conditions	Leave entitlements
Earnings table	Lve Loading 16.67% HP	16.67 per cent annual leave loading, under staff award conditions, at half-pay	Leave entitlements
Earnings table	Lve Loading 16.67% HP PIA	16.67 per cent annual leave loading, under staff award conditions, at half-pay, paid in advance	Leave entitlements
Earnings table	Lve Loading 16.67% Payout	16.67 per cent annual leave loading, under staff award conditions	Leave entitlements
Earnings table	Lve Loading 16.67% PIA	16.67 per cent annual leave loading, under staff award conditions, paid in advance	Leave entitlements
Earnings table	Lve Loading 17.50%	17.5 per cent annual leave loading, under staff award conditions	Leave entitlements
Earnings table	Lve Loading 17.50% HP	17.5 per cent annual leave loading, under staff award conditions, at half-pay	Leave entitlements
Earnings table	Lve Loading 17.50% HP PIA	17.5 per cent annual leave loading, under staff award conditions, at half-pay, paid in advance	Leave entitlements
Earnings table	Lve Loading 17.50% Payout	17.5 per cent annual leave loading, under staff award conditions	Leave entitlements
Earnings table	Lve Loading 17.50% PIA	17.5 per cent annual leave loading, under staff award conditions, paid in advance	Leave entitlements
Earnings table	Lve Loading 17.50% VMO	17.5 per cent annual leave loading, under staff award conditions, for visiting medical officer	Leave entitlements
Earnings table	Lve Loading 17.50% VMO HP	17.5 per cent annual leave loading, under staff award conditions, for visiting medical officer, at half-pay	Leave entitlements

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Lve Loading 20%	20 per cent annual leave loading, under staff award conditions	Leave entitlements
Earnings table	Lve Loading 20% HP	20 per cent annual leave loading, under staff award conditions, at half-pay	Leave entitlements
Earnings table	Lve Loading 20% HP PIA	20 per cent annual leave loading, under staff award conditions, at half-pay, paid in advance	Leave entitlements
Earnings table	Lve Loading 20% Payout	20 per cent annual leave loading, under staff award conditions, paid out on termination	Leave entitlements
Earnings table	Lve Loading 20% PIA	20 per cent annual leave loading, under staff award conditions, paid in advance	Leave entitlements
Earnings table	Lve Loading 22.92%	22.92 per cent annual leave loading, under staff award conditions	Leave entitlements
Earnings table	Lve Loading 22.92% HP	22.92 per cent annual leave loading, under staff award conditions, at half-pay	Leave entitlements
Earnings table	Lve Loading 22.92% HP PIA	22.92 per cent annual leave loading, under staff award conditions, at half-pay, paid in advance	Leave entitlements
Earnings table	Lve Loading 22.92% Payout	22.92 per cent annual leave loading, under staff award conditions, paid out on termination	Leave entitlements
Earnings table	Lve Loading 22.92% PIA	22.92 per cent annual leave loading, under staff award conditions, paid in advance	Leave entitlements
Earnings table	Lve Loading 27.50%	27.5 per cent annual leave loading, under staff award conditions, for continuous shift workers	Leave entitlements
Earnings table	Lve Loading 27.50% HP	27.5 per cent annual leave loading, under staff award conditions, for continuous shift workers, at half-pay	Leave entitlements
Earnings table	Lve Loading 27.50% HP PIA	27.5 per cent annual leave loading, under staff award conditions, at half-pay, for continuous shift workers, paid in advance	Leave entitlements
Earnings table	Lve Loading 27.50% Payout	27.5 per cent annual leave loading, under staff award conditions, for continuous shift workers, paid out on termination	Leave entitlements
Earnings table	Lve Loading 27.50% PIA	27.5 per cent annual leave loading, under staff award conditions, for continuous shift workers, paid in advance	Leave entitlements

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Lve Load 14.58% HP PIA	14.58 per cent annual leave loading, under staff award conditions, at half-pay, paid in advance	Leave entitlements
Earnings table	Lve Loading 14% VMO HP PIA	14 per cent annual leave loading, under staff award conditions, for visiting medical officer, at half-pay, paid in advance	Leave entitlements
Earnings table	Lve Loading 17.50% VMO PIA	17.5 per cent annual leave loading, under staff award, conditions for visiting medical officer, paid in advance	Leave entitlements
Earnings table	Maternity Leave	Maternity leave taken at full pay	Leave entitlements
Earnings table	Maternity PrePd Half PIA	Maternity leave taken at half pay, paid in advance	Leave entitlements
Earnings table	Maternity Prepaid PIA	Maternity leave, paid in advance	Leave entitlements
Earnings table	Meal (Large) (PS)	Meal allowance under the Public Service Award	Meal allowance
Earnings table	Meal (OPS)	Meal allowance, under staff award, other than Public Service Award	Meal allowance
Earnings table	Meal (small) (PS)	Meal allowance under the Public Service Award	Meal allowance
Earnings table	Meal Allowance-1	Meal allowance for eligible staff, at the rate of \$9.60, under the District Health Services Employees Award	Meal allowance
Earnings table	Meal Allowance-2	Meal allowance for eligible staff, at the rate of \$10	Meal allowance
Earnings table	Meal Allowance-3	Meal allowance for eligible staff, at the rate of \$21	Meal allowance
Earnings table	Meal Allowance-4 (Nurse)	Meal allowance for eligible nursing staff, at the rate of \$10.12	Meal allowance
Earnings table	Meal Prep Allow-Patient	Allowance for eligible staff for meal preparation — patient	Meal allowance
Earnings table	MealPrep-FlyDr-BfastLnch	Allowance for directors of nursing in some outpatient centres who are required to provide meals to the Royal Flying Doctor Service teams	Meal allowance
Earnings table	MealPrep-FlyDr-Dinner	Allowance for directors of nursing in some outpatient centres who are required to provide meals to the Royal Flying Doctor	Meal allowance

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
		Service teams	
Earnings table	Medical Enviro Allow	Allowance paid to staff working in a mental health facility	Working conditions allowance
Earnings table	Medical Manager Allow 1	Medical Manager Allowance Level 1 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Medical Manager Allow 10	Medical Manager Allowance Level 10 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Medical Manager Allow 2	Medical Manager Allowance Level 2 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Medical Manager Allow 3	Medical Manager Allowance Level 3 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Medical Manager Allow 4	Medical Manager Allowance Level 4 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Medical Manager Allow 5	Medical Manager Allowance Level 5 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Medical Manager Allow 6	Medical Manager Allowance Level 6 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Medical Manager Allow 7	Medical Manager Allowance Level 7 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Medical Manager Allow 8	Medical Manager Allowance Level 8 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Medical Manager Allow 9	Medical Manager Allowance Level 9 Allowance for medical officers (other than medical superintendent/deputy and assistant medical superintendent under Fellow, Royal Australian College of Medical Administrators) appointed to position of director, with managerial, financial and human resources responsibilities	Clinical/medical manager allowance
Earnings table	Medical Typist	Allowance paid to medical typists	All-purpose allowances
Earnings table	Mental Health Allowance	Allowance for staff working in mental health facilities, under the District Health Services Employees Award	Working conditions allowance

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Midwives Annualised Load	30 per cent all-purpose loading and allowance paid to midwives working in a caseload model of care who receive an annual salary in recognition of their flexible patterns of work for continuity of care	Working conditions allowance
Earnings table	Mob Breast Screen Allow	Allowance for staff who undertake duties away from their usual workplace to attend work in the Mobile Breast Screen units	Working conditions allowance
Earnings Table	MO Reg Incentive Scheme	Medical Officer Registrar Incentive Scheme Regional development incentive scheme for medical officers who work in specific areas	General earnings
Earnings table	MotorVehicleAllw-DistMgrs	Motor vehicle allowance for district managers in lieu of accepting the use of a motor vehicle as part of their contract	Transport and travel-related allowances
Earnings table	MVA < 1600cc (NT)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their car to and from work, other than their normal workplace, governed by size of car engine, not taxed	Transport and travel-related allowances
Earnings table	MVA < 1600cc (T)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their car to and from work, other than their normal workplace, governed by size of car engine, taxed	Transport and travel-related allowances
Earnings table	MVA < 2600cc (NT)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their car to and from work, other than their normal workplace, governed by size of car engine, not taxed	Transport and travel-related allowances
Earnings table	MVA < 2600cc (T)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their car to and from work, other than their normal workplace, governed by size of car engine, taxed	Transport and travel-related allowances
Earnings table	MVA >2600cc (NT)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their car to and from work, other than their normal workplace, governed by size of car engine, not taxed	Transport and travel-related allowances
Earnings table	MVA >2600cc (T)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their car to and from work, other than their normal workplace, governed by size of car engine, taxed	Transport and travel-related allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	MVA Auto Private (NT)	Allowance paid to eligible staff to supplement private travelling expenses (number of kilometres) for use of their car, not taxed	Transport and travel-related allowances
Earnings table	MVA Auto Private (T)	Allowance paid to eligible staff to supplement private travelling expenses (number of kilometres) for use of their car, taxed	Transport and travel-related allowances
Earnings table	MVA Motorcycl Private (T)	Allowance paid to eligible staff to supplement private travelling expenses (number of kilometres) for use of their motorcycle, taxed	Transport and travel-related allowances
Earnings table	MVA Motorcycle<250cc (NT)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motorcycle to and from work, other than their normal workplace, governed by size of motorcycle engine, not taxed	Transport and travel-related allowances
Earnings table	MVA Motorcycle<250cc (T)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motorcycle to and from work, other than their normal workplace, governed by size of motorcycle engine, taxable	Transport and travel-related allowances
Earnings table	MVA Motorcycle>250cc (NT)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motorcycle to and from work, other than their normal workplace, governed by size of motorcycle engine, not taxed	Transport and travel-related allowances
Earnings table	MVA Motorcycle>250cc (T)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motorcycle to and from work, other than their normal workplace, governed by size of motorcycle engine, taxable	Transport and travel-related allowances
Earnings table	MVA Motrcycl Private (NT)	Allowance paid to eligible staff to supplement private travelling expenses (number of kilometres) for use of their motorcycle, not taxed	Transport and travel-related allowances
Earnings table	MVA Rotary <1300cc (NT)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motor vehicle (rotary engine up to 1300cc) to and from work, other than their normal workplace, not taxed	Transport and travel-related allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	MVA Rotary <1300cc (T)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motor vehicle (rotary engine up to 1300cc) to and from work, other than their normal workplace, taxed	Transport and travel-related allowances
Earnings table	MVA Rotary <800cc (NT)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motor vehicle (rotary engine up to 800cc) to and from work, other than their normal workplace, not taxed	Transport and travel-related allowances
Earnings table	MVA Rotary <800cc (T)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motor vehicle (rotary engine up to 800cc) to and from work, other than their normal workplace, taxed	Transport and travel-related allowances
Earnings table	MVA Rotary >1301cc (NT)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motor vehicle (rotary engine up to 1300cc) to and from work, other than their normal workplace, not taxed	Transport and travel-related allowances
Earnings table	MVA Rotary >1301cc (T)	Allowance paid to eligible staff to supplement travelling expenses (number of kilometres) for driving their motor vehicle (rotary engine up to 1300cc) to and from work, other than their normal workplace, taxed	Transport and travel-related allowances
Earnings table	Neuro-Psych Ward Allow	Allowance paid to staff working on neuro-psychiatric ward	Working conditions allowance
Earnings table	NICP Book Allowance	One-off allowance at the start of the year paid to cadets, under the National Indigenous Cadetship Program, for study-related books and equipment	Professional development and training allowances/expenses
Earnings table	NightSuper <=100Bed Allow	Allowance for night supervisor in a hospital with up to 100 beds	Working conditions allowance
Earnings table	NightSuper >100Bed Allow	Allowance for night supervisor in a hospital with more than 100 beds	Working conditions allowance
Earnings table	NP Adoption Leave	Adoption leave taken with no pay	Leave entitlements
Earnings table	NP Bereavement Leave	Bereavement leave taken with no pay	Leave entitlements

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	NP Carer's Leave	Carer's leave taken with no pay	Leave entitlements
Earnings table	NP Other Leave	Other leave taken with no pay	Leave entitlements
Earnings table	NP Parental Leave	Parental leave taken with no pay	Leave entitlements
Earnings table	NP Reserve Forces Leave	Reserve Forces leave taken with no pay	Leave entitlements
Earnings table	NP Sick Leave	Sick leave taken with no pay	Leave entitlements
Earnings table	NP Special Leave	Special leave taken with no pay	Leave entitlements
Earnings table	NP Suspension	Leave taken when an employee is placed on suspension with no pay	Leave entitlements
Earnings table	NP Unauthorised leave	Unauthorised leave with no pay	Leave entitlements
Earnings table	NP WorkCover	WorkCover leave with no pay	Leave entitlements
Earnings table	Nse Cash in Lieu of Fares	Reimbursement of travel and relieving expenses	Transport and travel-related allowances
Earnings table	Nse RANIP RegNse 1st yr	Allowance paid to registered nurses to supplement professional development and training expenses, under the Remote Area Nurses Incentive Package, paid at the end of the first year of service	Professional development and training allowances/expenses
Earnings table	Nse RANIP RegNse 2nd yr	Allowance paid to registered nurses to supplement professional development and training expenses, under the Remote Area Nurses Incentive Package, paid at the end of the second year of service	Professional development and training allowances/expenses
Earnings table	Nse RANIP RegNse 3rd yr	Allowance paid to registered nurses to supplement professional development and training expenses, under the Remote Area Nurses Incentive Package, paid at the end of the third year of service	Professional development and training allowances/expenses
Earnings table	Nurse-Clerical (FullTime)	Allowance paid to hospital directors of nursing and registered nurses (where there is no director of nursing) in isolated areas, who are required to perform clerical duties, or where there is no clerical assistance available	General earnings
Earnings table	Nurse-Clothing Allowance	Fortnightly clothing allowance paid to all nurses, under the Nurses (Queensland Health) Certified Agreement 2006	Laundry and uniform allowance

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Nurse Enviro Allow	Allowance paid to nurses who work in mental health high-security and extended secure units	Working conditions allowance
Earnings table	Nurse - Laundry Allowance	Allowance paid to nurses to supplement their uniform laundry costs	Laundry and uniform allowance
Earnings table	Nurses PDE cash out	Cash out payment for registered nurses for professional development and training	Professional development and training allowances/expenses
Earnings table	Nurse-Uniform SOA601	Uniform allowance paid to nurses, under the Standing Offer Arrangement 601	Laundry and uniform allowance
Earnings table	OCA - HBEA	On-call allowance for building maintenance services staff	On-call allowance
Earnings table	OCA - RMO - Level 1 to 3	On-call allowance for resident medical officers, level 1 to 3	On-call allowance
Earnings table	OCA - RMO - Level 4 to 13	On-call allowance for resident medical officers, level 4 to 13	On-call allowance
Earnings table	OCA - RMO - Proximate	On-call allowance for resident medical officers who are available to be on duty within 10 minutes of being recalled (referred to as proximate)	On-call allowance
Earnings table	OCA - SMO	On-call allowance for senior medical officers	On-call allowance
Earnings table	OCA - VMO	On-call allowance for visiting medical officers	On-call allowance
Earnings table	OCA RMO Standby Mon-Sat	On-call allowance for resident medical officers who are on standby Monday to Saturday	On-call allowance
Earnings table	OCA RMO Standby Sunday	On-call allowance for resident medical officers who are on standby on Sunday	On-call allowance
Earnings table	OCA SMO Standby Mon-Sat	On-call allowance for senior medical officers who are on standby Monday to Saturday	On-call allowance
Earnings table	OCA SMO Standby Sunday	On-call allowance for senior medical officers who are on standby on Sunday	On-call allowance
Earnings table	OCA-AINNghtOlyRDOSatSun PH	On-call allowance for assistants in nursing staff who are on call on nights only, on rostered days off, Saturday, Sunday, or public holidays	On-call allowance

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	OCA-DHS NightOnlyRDOADOPH	On-call allowance for district health services staff who are on call nights only, rostered days off, accumulated days off or public holidays	On-call allowance
Earnings table	OCA-DHSEA-24hr- RDO,ADO,PH	On-call allowance paid to staff who are on call for 24 hours on rostered days off, accumulated days off, or public holidays, under the District Health Services Employees Award	On-call allowance
Earnings table	OCA-DHSEA-Any other Night	On-call allowance for staff on any other night, under the District Health Services Employees Award	On-call allowance
Earnings table	OCA-DHSEA-HP- 24hrRDOADOPH	On-call allowance, at half-pay, for staff who are on call for 24 hours on rostered days off, accumulated days off, or public holidays, under the District Health Services Employees Award	On-call allowance
Earnings table	OCA-DHSEA-HP- AnyOtherNigh	On-call allowance, at half-pay, for staff who are on call on any other night, under the District Health Services Employees Award	On-call allowance
Earnings table	OCA-DHSEA- PTD24hrRDOADOPH	On-call allowance paid to professional/technical/dental officers who are on call for 24 hours on rostered days off, accumulated days off, or public holidays, under the District Health Services Employees Award	On-call allowance
Earnings table	OCA-DHSEA- PTDAnyOtherNght	On-call allowance professional/technical/dental officers who are on call on any other night, under District Health Services Employees Award	On-call allowance
Earnings table	OCA-DHS- HPEmergencyClinic	On-call allowance, at half-pay, for district health services staff who are on call in emergency clinic	On-call allowance
Earnings table	OCA-DHS-HP- NghtOnlyRDADPH	On-call allowance, at half-pay, for district health services staff who are on call on nights only on rostered day off, accrued day off or a public holiday	On-call allowance
Earnings table	OCA- DHSPTDNghtOnlyRDOA DPH	On-call allowance paid to professional/technical/dental officers who are on call on nights only on rostered days off, accumulated day, or public holidays, under District Health Services Award	On-call allowance
Earnings table	OCA-EN/RN- SatSunPH&DayOff	On-call allowance for enrolled nurses/ registered nurses who are on call on Saturday, Sunday, public holidays or days off	On-call allowance

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	OCA-Nse-AIN-AnyOtherNight	On-call allowance for nurses/assistants in nursing who are on call on any other night	On-call allowance
Earnings table	OCA-NseAIN-WholeRDOStSnPH	On-call allowance for nurses/assistants in nursing who are on call on whole rostered days off on Saturday, Sunday or public holidays	On-call allowance
Earnings table	OCA-Nse-EN/RN-Mon to Fri	On-call allowance for nurses/assistants in nursing/registered nurses who are on call Monday to Friday	On-call allowance
Earnings table	OCA-Public Service-24hr	On-call allowance for staff who are on call for 24 hours, under Public Service Award	On-call allowance
Earnings table	OCA-Public Service-Night	On-call allowance for staff who are on call at night, under Public Service Award	On-call allowance
Earnings table	OCA-PublicService-PartDay	On-call allowance for staff who are on call for part-day, under Public Service Award	On-call allowance
Earnings table	OCA-VDO	On-call allowance paid to visiting dental officers who are on call	On-call allowance
Earnings table	OffendHlthSrv-Pharm Allow	Allowance for staff working with the Offenders Health Service (correctional centres) for pharmacy duties	Working conditions allowance
Earnings table	OffHlthSrv-ConShft 28.5%	28.5 per cent continuous shift allowance for staff working with the Offenders Health Service	Shift and penalty rates
Earnings table	OffHlthSrv-NonConShft 23%	23 per cent non-continuous shift allowance for staff working with the Offenders Health Service	Shift and penalty rates
Earnings table	On Call - Wkend/PH (OP)	On-call allowance for operational staff when on call on weekend/public holiday	On-call allowance
Earnings table	On Call- RDO/Hol (PS)	On-call allowance hourly rate for rostered day off, holiday, under Public Service Award	On-call allowance
Earnings table	On Call- Sat. DR (PS)	On-call allowance for doctors on call Saturday, under Public Service Award	On-call allowance
Earnings table	On Call- Weekdays DR (PS)	On-call allowance for doctors on call on weekdays, under Public Service Award	On-call allowance
Earnings table	On Call Weeknight (OP)	On-call allowance for operational staff on call during a week night	On-call allowance

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	On CallNite - Wkend/PH(OP)	On-call allowance for operational staff on call at weekends, public holiday	On-call allowance
Earnings table	On Call-Sun/RDO/PH DR(PS)	On-call allowance for doctors on call on Sunday, rostered day off, public holiday, under Public Service Award	On-call allowance
Earnings table	On Site Allowance	Disability allowance paid to eligible staff for certain adverse onsite working conditions in building construction	Working conditions allowance
Earnings table	OnCall Nite (PS)	On-call allowance hourly rate for doctors on call at night, under Public Service Award	On-call allowance
Earnings table	OnCallNite-RDO/Hol (PS)	On-call allowance hourly rate for doctors, night, rostered day off, holiday, under Public Service Award	On-call allowance
Earnings table	Operating Theatre Allow	Allowance for nursing officers appointed to be in charge of operating theatres	Working conditions allowance
Earnings table	Other-Equipment Allow	Allowance to supplement cost of special clothing or equipment for staff working overseas in severe conditions	Transport and travel-related allowance
Earnings table	Other Leave	Leave paid to staff, at full pay, that does not debit any existing leave balances, for example, flood leave	Leave entitlements
Earnings table	Other Leave No Cas Load	Leave paid to staff, at full pay, that does not debit any existing leave balances, for example, bereavement leave, and does not include casual loading	Leave entitlements
Earnings table	Other Leave Adjustment	Adjustment made to leave balances, for example, when an employee's leave is transferred from another government department	Leave and hour adjustments
Earnings table	Other-Rental-SubsidyAllow	Allowance paid to staff seconded to a different location to subsidise a portion of the cost of rental accommodation for a set time	Location allowances
Earnings table	Othr Mental Hth Tribunal	Allowance paid to board members of the Mental Health Tribunal	Working conditions allowance
Earnings table	Over Contract Hours - PT	Notional message (not affecting payment of wages) about part-time staff who have worked more than their contract hours within a fortnight	Shift and penalty rates
Earnings table	Overpaid Wages (Gross)	Indicates when a gross overpayment of wages has occurred	Overpayments

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Overtime - 0.5	Overtime paid at half-time	Overtime
Earnings table	Overtime - 1.0	Overtime paid at single time	Overtime
Earnings table	Overtime - 1.5	Overtime paid at time-and-a-half	Overtime
Earnings table	Overtime - 2.0	Overtime paid at double-time	Overtime
Earnings table	Overtime - 2.5	Overtime paid at double-time-and-a-half	Overtime
Earnings table	Overtime - 3.0	Overtime paid at triple-time	Overtime
Earnings table	Overtime - 4.0	Overtime paid at quadruple time	Overtime
Earnings table	Overtime Adjustment	Adjustment made to overtime penalties	Leave and hour adjustments
Earnings table	Overtime at Leading Hand	Overtime paid to leading hand where the code designates the number of overtime hours and the rate at which it is paid	Overtime
Earnings table	Passive Time - SMO	Allowance paid to senior medical officers required to work more than 10 hours, but less than 14 hours, on any one day, who are paid overtime at time-and-a-half for their excess hours	Working conditions allowance
Earnings table	Pathology Incentive Pay	Temporary manual adjustment to ensure correct monthly ad hoc pathology incentive payment	General earnings
Earnings table	PDE Accrual LTD Balance	Monetary accrual of the Professional Development Entitlement that is paid to certain employees. Date paid varies between employee groups	Professional development and training allowances/expenses
Earnings table	PH Lve - Day Pay for Off Day	Half-day payment for public holiday for eligible staff (under their award conditions), who are on leave when public holiday occurs	Shift and penalty rates
Earnings table	PH Not Required PIA	Entitlement when an employee takes leave, paid in advance, and a public holiday occurs during their leave	Leave entitlements
Earnings table	PH Not Required HP PIA	Entitlement when an employee takes leave on half-pay, paid in advance, the public holiday that occurs during their leave is also paid at half-pay	Leave entitlements
Earnings table	PayOldTravel from 040701	Payment of travel expenses for building, engineering and maintenance services staff employed before 4 July 2001	Transport and travel-related allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Post 94 Invalidity	Lump-sum payment, not taxed, to staff whose employment is being terminated early because they have a physical or mental disability	Termination payment
Earnings table	Pre 06 OptA Metro 35%	Temporary manual adjustment to ensure correct payment of pre-06, option A metro 35 per cent location allowance for eligible staff	Location allowances
Earnings table	Pre 06 OptA Rural 45%	Temporary manual adjustment to ensure correct payment of pre-06, option A rural 45 per cent location allowance for eligible staff	Location allowances
Earnings table	Pre 06 Patho Suppl 45%	Temporary manual adjustment to ensure correct payment of pre-06, pathology earning supplement 45 per cent location allowance for eligible staff	General earnings
Earnings table	Pre-Adoption Leave	Leave taken by adoptive parents to finalise adoption appointments	Leave entitlements
Earnings table	Pre-Natal Leave	Leave taken by expectant mothers to attend medical appointments	Leave entitlements
Earnings table	Prison Allowance	Allowance for dental assistants who work within a Queensland Corrective Services Commission centre	Working conditions allowance
Earnings table	ProfDevLve-Executive	Professional development leave paid to senior officers or senior executive officers	Professional development and training allowances/expenses
Earnings table	Prof.M'shp Adjustment	An adjustment to staff professional membership fees	General earnings
Earnings table	Professional Develop Lve	Leave taken by eligible staff for professional development and training	Professional development and training allowances/expenses
Earnings table	PS-Risk Allowance	Risk allowance paid to Pathology and Scientific Services staff	Working conditions allowance
Earnings table	Pub Hol Lump C (Notional)	A non-paying code (notational) for payment of public holidays included in a termination payment	Termination payment
Earnings table	PubHolLv-DayPayforOffDay	Payment for public holiday for eligible staff (under their award conditions), who are on leave when public holiday occurs	Working conditions allowance
Earnings table	Public Hol NotRequired HP	Entitlement for public holiday at half-pay for eligible staff (under their award conditions), who are on leave on half-pay when public	Working conditions allowance

Earnings table

Payslip section	Payslip term/code	Explanation	Category
		holiday occurs	
Earnings table	Public Holiday - 100%	100 per cent public holiday penalty payment	Shift and penalty rates
Earnings table	Public Holiday - 150%	150 per cent public holiday penalty payment	Shift and penalty rates
Earnings table	Public Holiday - 50%	50 per cent public holiday penalty payment	Shift and penalty rates
Earnings table	Public Holiday Not Required	This code is used to pay employees who are not required to work on a public holiday	Leave entitlements
Earnings table	Purchase Leave	Additional leave (one to six weeks), separate to staff leave entitlements under their award, purchased through agreed deductions from their fortnightly salary for family responsibilities, study commitments, etc	Leave entitlements
Earnings table	Purchase Leave-B/Sheet	Code used to monitor the dollar amount of leave that is accruing for staff, under the purchased leave agreement	Leave entitlements
Earnings table	Purchase Leave-C1	Code used to disburse the required dollar amount for staff, under the purchased leave agreement	Leave entitlements
Earnings table	QPHS Enviro Allow	Allowance paid to staff who work in mental health or high-security areas	Working conditions allowance
Earnings table	RDO - Accrual	Accrual of rostered days off from each shift	Rostered day off allowances/accrual/ payments
Earnings table	RDO - Accrual on LSL	Accrual of rostered days off from each shift while on long-service leave	Rostered day off allowances/accrual/ payments
Earnings table	RDO - Accrual on LSL Half	Accrual of rostered days off from each shift while on long-service leave, half-pay	Rostered day off allowances/accrual/ payments
Earnings table	RDO - Accrual on RDO Lve	Accrual of rostered days off from each shift while on rostered day off leave	Rostered day off allowances/accrual/ payments
Earnings table	RDO - Accrual on Rec Lve	Accrual of rostered days off from each shift while on recreational leave	Rostered day off allowances/accrual/

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
			payments
Earnings table	RDO Accrual on Sck Lve HP	Accrual of rostered days off from each shift while on sick leave, half-pay	Rostered day off allowances/accrual/ payments
Earnings table	RDO Accrual on Sck Lve	Accrual of rostered days off from each shift while on sick leave	Rostered day off allowances/accrual/ payments
Earnings table	RDO - Accrual on TOIL	Accrual of rostered days off from each shift while on time off in lieu (TOIL)	Rostered day off allowances/accrual/ payments
Earnings table	RDO - Ext Hrs Wrkd Red NP	Code that reduces worked hours to rectify discrepancy between rostered and contracted hours for staff already on leave without pay	Shift and penalty rates
Earnings table	RDO - Half Accrual	Accrual of rostered days off from each shift at half-rate	Rostered day off allowances/accrual/ payments
Earnings table	RDO - No Accrual	No accrual of rostered days off while on a rostered day off	Rostered day off allowances/accrual/ payments
Earnings table	RDO - Paid Out	Code used to pay out accrued rostered days off for casual staff whose temporary contract has expired and they are not entitled to this leave	Rostered day off allowances/accrual/ payments
Earnings table	RDO Accrual Half Pay	Indicates when employee takes leave at half-pay, the rostered day off accrual time will accrue at half the rate	Rostered day off allowances/accrual/ payments
Earnings table	RDO Accrual on ProfDevLve	Accrual of rostered days off from each shift while on professional development leave	Rostered day off allowances/accrual/ payments
Earnings table	RDO accrual on Rec Lve HP	Accrual of rostered days off from each shift while on recreational leave, half-pay	Rostered day off allowances/accrual/ payments
Earnings table	RDO Accrual-War Service	Accrual of rostered days off from each shift while on war service leave	Rostered day off allowances/accrual/ payments

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	RDO Accrual Rec/Purch Lve	Accrual of rostered days off that occurs while an employee is taking purchased leave	Rostered day off allowances/accrual/ payments
Earnings table	RDO On Call	On-call allowance for staff on call on a rostered day off	Rostered day off allowances/accrual/ payments
Earnings table	RDO On Call Half	On-call allowance for staff on call on a rostered day off, paid at half-pay	Rostered day off allowances/accrual/ payments
Earnings table	RDO On Call Half PIA	On-call allowance for staff on call on a rostered day off, half-pay, paid in advance	Rostered day off allowances/accrual/ payments
Earnings table	RDO Taken	Rostered day off taken	Leave entitlements
Earnings table	RDO Taken Half	Rostered day off taken at half-pay	Rostered day off allowances/accrual/ payments
Earnings table	RDO Taken Half PIA	Rostered day off taken at half-pay, paid in advance	Rostered day off allowances/accrual/ payments
Earnings table	RDO Taken PIA	Rostered day off taken, paid in advance	Rostered day off allowances/accrual/ payments
Earnings table	Rec Leave	Recreational leave taken at full pay	Leave entitlements
Earnings table	Rec Leave Adjust	Retrospective adjustment to recreational leave payment when staff may have been paid recreational leave in error	Leave and hour adjustments
Earnings table	Rec Lve Half PIA	Recreational leave taken at half-pay, paid in advance	Leave entitlements
Earnings table	Rec Lve Paid Out	Code used to pay out accrued recreational leave for casual staff whose temporary contract has expired and they are not entitled to this leave	Leave entitlements
Earnings table	Rec Lve PIA	Recreational leave, paid in advance	Leave entitlements

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Rec Leave VMO	Recreational leave taken by visiting medical officer at full pay	Leave entitlements
Earnings table	Rec Lv Pendg Wrkcover	Recreational leave taken at full pay pending WorkCover	Leave entitlements
Earnings table	Recall - T1.5	Allowance for staff recalled from home to work, paid at time-and-a-half	Recall allowance
Earnings table	Recall - T2.0	Allowance for staff recalled from home to work, paid at double-time	Recall allowance
Earnings table	Recall - T2.5	Allowance for staff recalled from home to work, paid at double-time-and-a-half	Recall allowance
Earnings table	Recall - T3.0	Allowance for staff recalled from home to work, paid at triple-time	Recall allowance
Earnings table	Recall - T4.0	Allowance for staff recalled from home to work, paid at quadruple time	Recall allowance
Earnings table	Recall Guaranteed Hrs 1.5	Top-up of hours when an employee's minimum guarantee of paid hours, under their award conditions, has not been reached; paid at time-and-a-half	Recall allowance
Earnings table	Recall Guaranteed Hrs 2.0	Top-up of hours when an employee's minimum guarantee of paid hours, under their award conditions, has not been reached; paid at double-time	Recall allowance
Earnings table	Recall Guaranteed Hrs 2.5	Top-up of hours when an employee's minimum guarantee of paid hours, under their award conditions, has not been reached; paid at double-time-and-a-half	Recall allowance
Earnings table	Recall Guaranteed Hrs 3.0	Top-up of hours when an employee's minimum guarantee of paid hours, under their award conditions, has not been reached; paid at triple-time	Recall allowance
Earnings table	Recall Guaranteed Hrs 4.0	Top-up of hours when an employee's minimum guarantee of paid hours, under their award conditions, has not been reached; paid at quadruple time	Recall allowance
Earnings table	Recall Guaranteed Hrs OTS	Top-up of hours when an employee's minimum guarantee of paid hours, under their award conditions, has not been reached; paid at single time	Recall allowance
Earnings table	Recall Offsite 1.5	Allowance paid to staff recalled to work, but performed offsite (such as work from	Recall allowance

Earnings table

Payslip section	Payslip term/code	Explanation	Category
		home), paid at time-and-a-half	
Earnings table	Recall Offsite 2.0	Allowance paid to staff recalled to work, but performed offsite (such as work from home), paid at double-time	Recall allowance
Earnings table	Recall Offsite 2.5	Allowance paid to staff recalled to work, but performed offsite (such as work from home), paid at double-time-and-a-half	Recall allowance
Earnings table	Recall Offsite 3.0	Allowance paid to staff recalled to work, but performed offsite (such as work from home), paid at triple-time	Recall allowance
Earnings table	Recall Offsite 4.0	Allowance paid to staff recalled to work, but performed offsite (such as work from home), paid at quadruple time	Recall allowance
Earnings table	Recall OTS	Allowance paid to staff recalled to work from home to do overtime, paid at single time	Recall allowance
Earnings table	ReclVe VMO Half PIA	Recreational leave for visiting medical officer, half pay, paid in advance	Leave entitlements
Earnings table	ReclVe VMO PIA	Recreational leave for visiting medical officer, paid in advance	Leave entitlements
Earnings table	RelieveInChg&SpecDuty 100%	Penalty rates paid to nurses relieving at a higher level (Grade 5 nurse relieving as Grade 6), performing special duties, paid at 100 per cent. Rate depends on day the night shift is worked	Shift and penalty rates
Earnings table	RelieveInChg&SpecDuty 150%	Penalty rates paid to nurses relieving at a higher level (Grade 5 nurse relieving as Grade 6), performing special duties, paid at 150 per cent. Rate depends on day the night shift is worked	Shift and penalty rates
Earnings table	RelieveInChg&SpecDuty 200%	Penalty rates paid to nurses relieving at a higher level (Grade 5 nurse relieving as Grade 6), performing special duties, paid at 200 per cent. Rate depends on day the night shift is worked	Shift and penalty rates
Earnings table	RelieveInChg&SpecDuty 250%	Penalty rates paid to nurses relieving at a higher level (Grade 5 nurse relieving as Grade 6), performing special duties, paid at 250 per cent. Rate depends on day the night shift is worked	Shift and penalty rates
Earnings table	RelieveInChg&SpecDuty 300%	Penalty rates paid to nurses relieving at a higher level (Grade 5 nurse relieving as	Shift and penalty rates

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
		Grade 6), performing special duties, paid at 300 per cent. Rate depends on day the night shift is worked	
Earnings table	RelieveInChg&SpecDuty 400%	Penalty rates paid to nurses relieving at a higher level (Grade 5 nurse relieving as Grade 6), performing special duties, paid at 400 per cent. Rate depends on day the night shift is worked	Shift and penalty rates
Earnings table	RelieveInChg&SpecDuty 50%	Penalty rates paid to nurses relieving at a higher level (Grade 5 nurse relieving as Grade 6), performing special duties, paid at 50 per cent. Rate depends on day the night shift is worked	Shift and penalty rates
Earnings table	RelieveInChg&SpecDuty 75%	Penalty rates paid to nurses relieving at a higher level (Grade 5 nurse relieving as Grade 6), performing special duties, paid at 75 per cent. Rate depends on day the night shift is worked	Shift and penalty rates
Earnings table	Relocation Expenses	Allowance paid to staff to supplement their relocation expenses	Relocation allowance
Earnings table	Reserve Forces Leave	Leave taken at full pay for Reserve Forces duties	Leave entitlements
Earnings table	Residential School Leave	Leave taken to attend residential school	Leave entitlements
Earnings table	RL Term	Recreational leave paid out on termination	Termination payment
Earnings table	RL Term - No Tax	Recreational leave paid out on termination of a deceased employee with no tax deducted	Termination payment
Earnings table	RL Term Lp Sum A	Recreation lump sum termination payment	Termination payment
Earnings table	Reclve VMO Adjust	Adjustment for recreational leave for visiting medical officer	Leave and hour adjustments
Earnings table	RMO-Vocation TrainingSubs	Subsidy for resident medical officer to attend vocational training	Professional development and training allowances/expenses
Earnings table	S/RMO Inaccessibility 1	Allowance for senior medical officers and residential medical officers in communities categorised under remoteness inaccessibility	SMO award allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	S/RMO Inaccessibility 2	Allowance for senior medical officers and residential medical officers in communities categorised under remoteness inaccessibility	SMO award allowances
Earnings table	S/RMO Inaccessibility 3	Allowance for senior medical officers and residential medical officers in communities categorised under remoteness inaccessibility	SMO award allowances
Earnings table	S/RMO Inaccessibility 4	Allowance for senior medical officers and residential medical officers in communities categorised under remoteness inaccessibility	SMO award allowances
Earnings table	S/RMO Inaccessibility 5	Allowance for senior medical officers and residential medical officers in communities categorised under remoteness inaccessibility	SMO award allowances
Earnings table	S/RMO Inaccessibility 6	Allowance for senior medical officers and residential medical officers in communities categorised under remoteness inaccessibility	SMO award allowances
Earnings table	S/RMO Inaccessibility 7	Allowance for senior medical officers and residential medical officers in communities categorised under remoteness inaccessibility	SMO award allowances
Earnings table	Salary Adjustment	Adjustment to salary	Leave and hour adjustments
Earnings table	Scholarship Conference	Temporary manual adjustment to ensure correct payment of allowance for casual rural medical scholars attending conferences	Working conditions allowance
Earnings table	Scholarship Educ Support	Temporary manual adjustment to ensure correct payment of education support allowance for casual rural medical scholars	Working conditions allowance
Earnings table	Scholarship Travel Allow	Temporary manual adjustment to ensure correct payment of travel allowance for casual rural medical scholars	Transport and travel-related allowances
Earnings table	Secretarial Allowance SMO	Secretarial allowance for senior medical officer	Working condition allowances
Earnings table	Self Initiated Attendance	Entitlement expressed in hours per week for staff who provide services other than during their normal work session, call-back or continuation of duty	Working conditions allowance

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	SES Car Reimbursement	Cash amount for senior executive service officers as an alternative to using a motor vehicle as offered in their contract	Transport and travel-related allowances
Earnings table	SES Market Allowance	Additional allowance paid to senior executive service officers, as a 'top-up' to equal private sector market earnings	General allowances
Earnings table	Severance (CCon Notional)	Non-paying (notational code) relating to voluntary early redundancy termination payments	Termination payment
Earnings table	Severance (Notional)	Non-paying (notational code) relating to voluntary early redundancy termination payments	Termination payment
Earnings table	Severance Payment (N)	Non-paying (notational code) relating to voluntary early redundancy termination payments	Termination payment
Earnings table	Severance Temp (Notional)	Non-paying (notational code) relating to voluntary early redundancy termination payments	Termination payment
Earnings table	Shft Reasgn SwpInMutChg	Penalty payments when an employee swaps a rostered shift with another employee	Shift and penalty rates
Earnings table	Shft Reasgn SwpOut MutChg	Penalty payments when an employee swaps a rostered shift with another employee	Shift and penalty rates
Earnings table	Shft-SunLoad100%NoCasLoad	Penalty payment for a Sunday shift with 100 per cent, but no casual loading	Shift and penalty rates
Earnings table	Shift - Afternoon 15%	15 per cent penalty payment for an afternoon shift	Shift and penalty rates
Earnings table	Shift - Night 15%	15 per cent penalty payment for a night shift	Shift and penalty rates
Earnings table	Shift - Sat Loading - 50%	50 per cent penalty payment for Saturday shift	Shift and penalty rates
Earnings table	Shift - TIL pub hol 50%	50 per cent penalty payment for time in lieu worked on a public holiday	Shift and penalty rates
Earnings table	Shift Reassignment SwapIn	Penalty payments when an employee swaps a rostered shift with another employee	Shift and penalty rates
Earnings table	Shift-AftnoonPnalty12.5%	12.5 per cent penalty payment for afternoon shift	Shift and penalty rates

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	ShiftEarlyStartPenalty15%	15 per cent penalty payment for staff who start their ordinary hours of duty before 6am — does not apply to afternoon, night, Saturday, Sunday or public holiday shifts	Shift and penalty rates
Earnings table	Shift-EarlyStr/LateFin50%	50 per cent penalty payment for staff who start their ordinary hours of duty before 6am or finish after 6pm — does not apply to afternoon, night, Saturday, Sunday or public holiday shifts	Shift and penalty rates
Earnings table	Shift-EarlyStr/LateFn100%	100 per cent penalty payment for staff who start their ordinary hours of duty before 6am or finish after 6pm — does not apply to afternoon, night, Saturday, Sunday or public holiday shifts	Shift and penalty rates
Earnings table	Shift-LateFinishPenal-15%	15 per cent penalty payment for staff who finish their ordinary hours of duty after 6pm — does not apply to afternoon, night, Saturday, Sunday or public holiday shifts	Shift and penalty rates
Earnings table	Shift-Night Penalty-17.5%	17.5 per cent penalty payment for night shift	Shift and penalty rates
Earnings table	Shift-Night Penalty-20%	20 per cent penalty payment for night shift	Shift and penalty rates
Earnings table	Shift-SMOFlexibilityAllow	Flexibility allowance for senior medical officers who have traditionally worked between 8am and 6pm, Monday to Friday, and who enter into extended hours arrangements	Shift and penalty rates
Earnings table	Shift-Sunday Loading-100%	Penalty payment for all time worked between midnight Saturday and midnight Sunday, paid at double-time	Shift and penalty rates
Earnings table	Shift-Sunday Loading-75%	Penalty payment for all time worked between midnight Saturday and midnight Sunday, paid at time and three-quarters	Shift and penalty rates
Earnings table	Shift-SunLoad75%NoCasLoad	Penalty payment for all time worked between midnight Saturday and midnight Sunday, paid at time and three-quarters, casual loading not applicable	Shift and penalty rates
Earnings table	Shift-XmasDayShiftLoading	Additional penalty payment for engineers when Christmas Day falls on a non-gazetted holiday, for example, Saturday or Sunday	Shift and penalty rates
Earnings table	Sick Leave	Sick leave taken at full pay	Leave entitlements

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Sick Leave Adjust	Retrospective adjustment to sick leave taken in an earlier pay period	Leave and hour adjustments
Earnings table	SickLve Cert-Debit Rec	Sick leave (with certificate), at full pay, and debited from recreational leave — This code is used to distinguish when recreation leave is used instead of sick leave, if an employee has exhausted their sick leave balance, and a medical certificate has been supplied	Leave entitlements
Earnings table	SickLve NCert-Debit Rec	Sick leave taken at full pay (with no certificate) and debited from recreational leave — This code is used to distinguish when recreation leave is used instead of sick leave, if an employee has exhausted their sick leave balance, and no medical certificate has been supplied	Leave entitlements
Earnings table	Sick Lve-War Serv Adjust	This code refers to a sick leave adjustment of the special war service credit of 65 working days sick leave on full pay for staff who are absent from work due to a war-caused disability, under policy C64	Leave and hour adjustments
Earnings table	SickLve pend Workcover	Sick leave taken at full pay pending WorkCover, instead of an employee receiving no pay while awaiting a decision	Leave entitlements
Earnings table	SMO-EmergencyDptRecruitInc	An incentive allowance for specialists and senior medical officers working extended hours in emergency departments	SMO award allowances
Earnings table	SMO-FlyDr SpecArrangemnt	Special duties allowance for senior medical officers, in lieu of on-call, recall and overpayments, under the Flying Doctor Special Arrangement	SMO award allowances
Earnings table	SMO-MV-CashOutEnt High	Cash entitlement paid out for senior medical officers who do not accept a car offered under their contract, based on the level of the position	Transport and travel-related allowances
Earnings table	SMO-MV-CashOutEnt Low	Cash entitlement paid out for senior medical officers who do not accept a car offered under their contract, based on the level of the position	Transport and travel-related allowances
Earnings table	SMO-Prof Dev Assistance	Allowance for senior medical officers for professional development and training	Professional development and training allowances/expenses
Earnings table	SMOPS-MV-CashOutEnt High	Cash entitlement paid out for senior medical officers in the public sector who do not accept a car offered under their contract,	Transport and travel-related allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
		based on the level of the position	
Earnings table	SMOPS-MV-CashOutEnt Low	Cash entitlement paid out for senior medical officers in the public sector who do not accept a car offered under their contract, based on the level of the position	Transport and travel-related allowances
Earnings table	SMO-Respons Zone Class	Allowance paid to senior medical officers who are zonal clinical coordinators	SMO award allowances
Earnings table	SMO-ROPP-Admin MedSup9-16	Refers to a senior medical officer with the right of private practice who is an administration medical superintendent supervising between nine and 16 staff specialists	SMO award allowances
Earnings table	SMO-ROPP-Admn-MedSup-1to8	Refers to a senior medical officer with the right of private practice who is an administration medical superintendent supervising between one and eight staff specialists	SMO award allowances
Earnings table	SMOROPP-OptA-NonSpecArea1	Allowances for salaried medial officers with right of private practice who are non-specialists. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptA-NonSpecArea2	Allowances for salaried medial officers with right of private practice who are non-specialists. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptA-NonSpecArea3	Allowances for salaried medial officers with right of private practice who are non-specialists. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptA-NonSpecArea4	Allowances for salaried medial officers with right of private practice who are non-specialists. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptA-SpecArea1	Allowances for salaried medial officers with right of private practice who are specialists. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptA-SpecArea2	Allowances for salaried medial officers with right of private practice who are specialists. Refer to Industrial Relations Manual 2.7.12	SMO award allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
		for more information on options and areas	
Earnings table	SMOROPP-OptA-SpecArea3	Allowances for salaried medial officers with right of private practice who are specialists. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptA-SpecArea4	Allowances for salaried medial officers with right of private practice who are specialists. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptB-SpecArea1	Allowances for salaried medial officers with right of private practice. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptB-SpecArea2	Allowances for salaried medial officers with right of private practice. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptB-SpecArea3	Allowances for salaried medial officers with right of private practice. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptB-SpecArea4	Allowances for salaried medial officers with right of private practice. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptP-PathSupp 50%	Allowances for salaried medial officers with right of private practice. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptP-PathSupp 55%	Allowances for salaried medial officers with right of private practice. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptP-PathSupp 60%	Allowances for salaried medial officers with right of private practice. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMOROPP-OptP-PathSupp 65%	Allowances for salaried medial officers with right of private practice. Refer to Industrial Relations Manual 2.7.12 for more information on options and areas	SMO award allowances
Earnings table	SMO-Spec Allow Overseas	Special overseas allowance for senior medical officers, payable in Rockhampton only	SMO award allowances

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Special Leave	Special leave, such as cultural leave, disaster attendance, flood leave, blood donatio leave, at full pay, under HUMAN RESOURCES Policy C7	Leave entitlements
Earnings table	Split Shift	Allowance for staff working shifts in which the ordinary hours of duty are subject to a break, other than for meal breaks and rest pauses	Working conditions allowance
Earnings table	Spousal Leave	Spousal leave taken, at full pay, by eligible staff, in connection with the birth of a child	Leave entitlements
Earnings table	Spousal Prepaid Half PIA	Spousal leave at half-pay, paid in advance	Leave entitlements
Earnings table	Spousal Prepaid PIA	Spousal leave, paid in advance	Leave entitlements
Earnings table	Scholarship Living Oth	Temporary manual adjustment to ensure correct payment of allowance for casual rural medical scholars to supplement their living expenses	Working conditions allowance
Earnings table	Scholarship Tertiary Grant	Temporary manual adjustment to ensure correct payment of tertiary grant per semester for casual rural medical scholars	Working conditions allowance
Earnings table	S'ship Live PopHth Nrs	Temporary manual adjustment to ensure correct payment of allowance for casual rural nursing scholars to supplement their living expenses	Working conditions allowance
Earnings table	Study Leave	Leave taken for study purposes	Leave entitlements
Earnings table	Study Lve-DebitRecLve	Study leave taken, at full pay, and debited from recreational leave, for eligible staff entitled to take time from work for study purposes	Leave entitlements
Earnings table	Super Entitle. > 75 Years	Cash payment of superannuation entitlement, equivalent to 9 per cent of ordinary time earnings, for staff who are more then 75 years of age	Voluntary superannuation and salary sacrifice
Earnings table	Suspended Height Allow	Suspended height external cleaning allowance for operation stream staff of the Royal Brisbane and Women's Hospital Service District, who are required to externally clean the façade of a multi-storey building, or clean from a suspended swing scaffold	Working conditions allowance

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Suspension	Leave taken, at full pay, when employee is on suspension	Leave entitlements
Earnings table	T&R PDay-Bfst-Cap/Hgh Cst	Travel and relieving allowance for partial day, including breakfast, at capital city high cost	Transport and travel-related allowances
Earnings table	T&R PDay-Bfst-Oth Cty Ctr	Travel and relieving allowance for partial day, including breakfast, at other city centre	Transport and travel-related allowances
Earnings table	T&R PDay-Bfst-Tier2Cairns	Travel and relieving allowance for partial day, including breakfast, Tier 2 Cairns	Transport and travel-related allowances
Earnings table	T&R PDay-Din-Cap/High Cst	Travel and relieving allowance for partial day, including dinner, at capital city high cost	Transport and travel-related allowances
Earnings table	T&R PDay-Din-Oth Cty Ctr	Travel and relieving allowance for partial day, including dinner, at other city centre	Transport and travel-related allowances
Earnings table	T&R PDay-Din-Tier2 Cairn	Travel and relieving allowance for partial day, including dinner, Tier 2 Cairns	Transport and travel-related allowances
Earnings table	T&R PDay-Lnch-Cap/HghCst	Travel and relieving allowance for partial day, including lunch, at capital city high cost	Transport and travel-related allowances
Earnings table	T&R PDay-Lnch-Oth Cty Ctr	Travel and relieving allowance for partial day, including lunch, at other city centre	Transport and travel-related allowances
Earnings table	T&R PDay-Lnch-Tier2 Cairns	Travel and relieving allowance for partial day, including lunch, Tier 2 Cairns	Transport and travel-related allowances
Earnings table	T&R-OS-Equip CEODistClin	Additional allowance to supplement cost of special clothing or equipment for staff working overseas in severe conditions for an extended time, subject to chief executive approval and satisfactory documentation	Transport and travel-related allowances
Earnings table	T&R-OS-Equip Trop Clinic	Additional allowance to supplement cost of special tropical clothing or equipment for staff working overseas in severe conditions	Transport and travel-related allowances
Earnings table	T&R-OS-Equip Wint Clinic	Additional allowance to supplement cost of special winter clothing or equipment for staff working overseas in severe conditions	Transport and travel-related allowances
Earnings table	T&R-OS-Equip Clinical	Allowance to supplement cost of travel equipment or other items, and extra wear and tear on staff possessions, for staff working overseas, in conditions similar to Queensland	Transport and travel-related allowances

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Telephone Allowance	An approved payment made to an employee for the use of their telephone — this is not a finance reimbursement, but an allowance for general phone usage	General allowances
Earnings table	Term Ldg 11.67% No Tax	Payment of leave loading at 11.67 per cent on termination where no tax is applicable	Termination payment
Earnings table	Term Ldg 14% No Tax	Payment of leave loading at 14 per cent on termination where no tax is applicable	Termination payment
Earnings table	Term Ldg 14.58% No Tax	Payment of leave loading at 14.58 per cent on termination where no tax is applicable	Termination payment
Earnings table	Term Ldg 16.67% No Tax	Payment of leave loading at 16.67 per cent on termination where no tax is applicable	Termination payment
Earnings table	Term Ldg 17.5% No Tax	Payment of leave loading at 17.5 per cent on termination where no tax is applicable	Termination payment
Earnings table	Term Ldg 20.0% No Tax	Payment of leave loading at 20 per cent on termination where no tax is applicable	Termination payment
Earnings table	Term Ldg 22.92% No Tax	Payment of leave loading at 22.92 per cent on termination where no tax is applicable	Termination payment
Earnings table	Term Ldg 27.5% No Tax	Payment of leave loading at 27.5 per cent on termination where no tax is applicable	Termination payment
Earnings table	Term. Ldg 11.67%	Payment of leave loading at 11.67 per cent on termination	Termination payment
Earnings table	Term. Ldg 11.67% LSA	Payment of leave loading at 11.67 per cent on termination; lump sum payment A as per Australian Taxation Office legislation	Termination payment
Earnings table	Term. Ldg 14.0%	Payment of leave loading at 14 per cent on termination	Termination payment
Earnings table	Term. Ldg 14.0% LSA	Payment of leave loading at 14 per cent on termination; lump sum payment A, as per Australian Taxation Office legislation	Termination payment
Earnings table	Term. Ldg 14.58%	Payment of leave loading at 14.58 per cent on termination	Termination payment
Earnings table	Term. Ldg 14.58% LSA	Payment of leave loading at 14.58 per cent on termination; lump sum payment A, as per Australian Taxation Office legislation	Termination payment

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	Term. Ldg 16.67%	Payment of leave loading at 16.67 per cent on termination	Termination payment
Earnings table	Term. Ldg 16.67% LSA	Payment of leave loading at 16.67 per cent on termination; lump sum payment A, as per Australian Taxation Office legislation	Termination payment
Earnings table	Term. Ldg 17.5%	Payment of leave loading at 17.5 per cent on termination	Termination payment
Earnings table	Term. Ldg 17.5% LSA	Payment of leave loading at 17.5 per cent on termination; lump sum payment A, as per Australian Taxation Office legislation	Termination payment
Earnings table	Term. Ldg 20.00%	Payment of leave loading at 20 per cent on termination	Termination payment
Earnings table	Term. Ldg 20.00% LSA	Payment of leave loading at 20 per cent on termination; lump sum payment A, as per Australian Taxation Office legislation	Termination payment
Earnings table	Term. Ldg 22.92%	Payment of leave loading at 22.92 per cent on termination	Termination payment
Earnings table	Term. Ldg 22.92% LSA	Payment of leave loading at 22.92 per cent on termination; lump sum payment A, as per Australian Taxation Office legislation	Termination payment
Earnings table	Term. Ldg 27.5%	Payment of leave loading at 27.5 per cent on termination	Termination payment
Earnings table	Term. Ldg 27.5% LSA	Payment of leave loading at 27.5 per cent on termination; lump sum payment A, as per Australian Taxation Office legislation	Termination payment
Earnings table	TOIL	Time off in lieu	Leave entitlements
Earnings table	TOIL Leave Adjust	Time off in lieu where a leave adjustment has occurred	Leave and hour adjustments
Earnings table	TOIL Payout	Time off in lieu paid out on termination	Termination payment
Earnings table	Toilet Cleaning (OPS)	Allowance for staff who clean toilets, under Other Than Public Service Award	Working conditions allowance
Earnings table	Training Lve - External	Leave taken to attend professional development and training with an external training company	Professional development and training allowances/expenses

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	Training Lve - Internal	Leave taken to attend professional development and training internally with Queensland Health	Professional development and training allowances/expenses
Earnings table	Trans ETP above cap 31.5%	31.5 per cent rate of taxation on eligible termination payment, based on Australian Taxation Office thresholds	Termination payment
Earnings table	Trans ETP below cap 31.5%	31.5 per cent rate of taxation on eligible termination payment, based on Australian Taxation Office thresholds	Termination payment
Earnings table	Transitional ETP 16.5%	16.5 per cent rate of taxation on eligible termination payment, based on Australian Taxation Office thresholds	Termination payment
Earnings table	Transitional ETP 46.5%	46.5 per cent rate of taxation on eligible termination payment, based on Australian Taxation Office thresholds	Termination payment
Earnings table	Travel - Camps	Allowance for staff to supplement travelling costs to attend camps	Transport and travel-related allowances
Earnings table	Travel-ExcessTravelTime	Time off as compensation for eligible staff (with less than an AO7/01-level salary) who travel away from their normal workplace on official business, outside normal work hours	Shift and penalty rates
Earnings table	Travel-Sat,Sun,Pub Hol	Penalty payment for staff required to travel on a Saturday, Sunday or public holiday	Shift and penalty rates
Earnings table	TRF- Depreciation	Relocation allowance to compensate staff for depreciation of household and personal effects moved on transfer, based on a realistic valuation	Relocation allowance
Earnings table	TRF- Disp Furn&Effects	Relocation allowance to compensate staff who sell or dispose of their furniture and effects instead of having them relocated, providing it does not exceed the cost of removal	Relocation allowance
Earnings table	TRF- Own Packing	Relocations allowance to supplement cost of a transfer where an employee packs their own belongings because professional packers are unavailable	Relocation allowance
Earnings table	TRF-Dislocation Single	Relocation allowance to supplement cost of a transfer of staff without family, for incidental personal expenses	Relocation allowance
Earnings table	TRF-Dislocation-Family	Relocation allowance to supplement cost of a transfer of staff with family, for incidental personal expenses	Relocation allowance

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	TRF-EducationAss-Depndent	Relocation education assistance additional allowance to supplement cost of relocating preschool and school-aged children	Relocation allowance
Earnings table	TR&R-OS-Equip CEOs NClin	Temporary manual adjustment to ensure correct payment of equipment allowance for staff travelling and relieving overseas, with an additional amount — at the chief executive officer's discretion — for special items of clothing or equipment if staff are in severe climatic conditions	Transport and travel-related allowances
Earnings table	TR&R-OS-Equip TropNonClin	Temporary manual adjustment to ensure correct payment of equipment allowance for staff travelling and relieving overseas, with an additional amount to supplement cost of tropical clothing or equipment in hot climates	Transport and travel-related allowances
Earnings table	TR&R-OS-Equip WintNonClin	Temporary manual adjustment to ensure correct payment of equipment allowance for staff travelling and relieving overseas, with an additional amount to supplement cost of heavy clothing or equipment in cold climates	Transport and travel-related allowances
Earnings table	TR&R-OS-Equip NonClin	Temporary manual adjustment to ensure correct payment of basic equipment allowance for staff travelling and relieving overseas to supplement cost of travel equipment and other items	Transport and travel-related allowances
Earnings table	Under Contract Hours - PT	The difference when an employee's rostered hours are less than their contracted hours	Leave and hour adjustment
Earnings table	Uniform- 1st yr FN (PS)	Fortnightly allowance paid to first-year staff to supplement their uniform cost, under the Public Service Award	Laundry and uniform allowance
Earnings table	Uniform- 2+ yr (PS)	Allowance paid to second-year staff to supplement their uniform cost, under the Public Service Award	Laundry and uniform allowance
Earnings table	Unpleasant Cond Allow	Unpleasant condition allowance for building trades staff who clean covered drains or septic tanks, paid at time-and-a-half	Working conditions allowance
Earnings table	VER Incentive (Notional)	Voluntary early retirement incentive package offered to permanent staff whose substantive role has become surplus or redundant	Termination payment

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	VMO-ProvDevAllow-Country	Visiting medical officer professional development allowance — country — One-off payment for visiting medical officers with separate appointments of six hours or more per week in different health service districts	Professional development and training allowances/expenses
Earnings table	VMO ProvDevAllow-Metro	Visiting medical officer professional development allowance — metro — One-off payment for visiting medical officers with separate appointments of six hours or more per week in different health service districts	Professional development and training allowances/expenses
Earnings table	VMO/SMO Term. Ldg 17.5%	17.5 per cent loading on termination payment for visiting medical officers/senior medical officers	Termination payment
Earnings table	VMO/SMO LSL LSA Post 78	Long-service leave for visiting medical officers/senior medical officers at lump sum A (16 August 1978 to 17 August 1993, taxed at 31.5 per cent, as per Australian Taxation Office legislation)	Leave entitlements
Earnings table	VMO/SMO LSL LSA Post 93	Long-service leave for visiting medical officers/senior medical officers at lump sum A (post-17 August 1993, taxed at marginal rate, as per Australian Taxation Office legislation)	Leave entitlements
Earnings table	VMO/SMO LSL LSB Pre 78	Long-service leave for visiting medical officers/senior medical officers at lump sum B (pre-16 August 1978, taxed at 5 per cent, as per Australian Taxation Office legislation)	Leave entitlements
Earnings table	VMO/SMO LSL Post 93	Long-service leave for visiting medical officers/senior medical officers (post-17 August 1993, taxed at marginal rate, as per Australian Taxation Office legislation)	Leave entitlements
Earnings table	VMO/SMO RL Term	Termination payment of recreation leave for visiting medical officers/senior medical officers	Termination payment
Earnings table	VMO/SMO RL Term - No Tax	Termination payment of recreation leave for visiting medical officers/senior medical officers, not taxed	Termination payment
Earnings table	VMO/SMO RL Term Lp Sum A	Termination payment of recreation leave for visiting medical officers/senior medical officers, lump sum A, taxed at 31.5 per cent as per Australian Taxation Office legislation	Termination payment

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	VMO/SMO Term. Ldg 14.0%	14 per cent loading on termination payment for visiting medical officers/senior medical officers	Termination payment
Earnings table	VMO/SMO Trm 17.5% NoTax	17.5 per cent loading on termination payment for visiting medical officers/senior medical officers, not taxed	Termination payment
Earnings table	VMO/SMO Trm 14% No Tax	14 per cent loading on termination payment for visiting medical officers/senior medical officers, not taxed	Termination payment
Earnings table	VMO/SMO Trm. Ld 14.0% LSA	14 per cent loading on termination payment for visiting medical officers/senior medical officers at lump sum A, taxed at 31.5 per cent as per Australian Taxation Office legislation	Termination payment
Earnings table	VMO/SMO Trm. Ld 17.5% LSA	17.5 per cent loading on termination payment for visiting medical officers/senior medical officers at lump sum A, taxed at 31.5 per cent as per Australian Taxation Office legislation	Termination payment
Earnings table	APA-Work Around	Temporary manual adjustment to ensure correct payment of an all-purpose allowance	All-purpose allowances
Earnings table	WA - Asbestos Allowance	Temporary manual adjustment to ensure correct payment of an allowance for staff who work with asbestos	Working conditions allowance
Earnings table	WA - Asbestos Eradication	Temporary manual adjustment to ensure correct payment of an allowance for staff who are involved with eradication of asbestos	Working conditions allowance
Earnings table	WA - Construction All Eng	Temporary manual adjustment to ensure correct payment of an engineering construction allowance	Working conditions allowance
Earnings table	WA - Fatigue Penalty @1.0	Temporary manual adjustment to ensure correct payment of fatigue penalty for staff who have not had their required break between shifts	Working conditions allowance
Earnings table	WA - Mental Health Allow	Temporary manual adjustment to ensure correct payment of a mental health allowance for staff	Working conditions allowance
Earnings table	WA - Overtime 0.5	Temporary manual adjustment to ensure correct payment of overtime at half-time	Overtime
Earnings table	WA - Overtime 1.0	Temporary manual adjustment to ensure correct payment of overtime at single-time	Overtime

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	WA - Overtime 1.5	Temporary manual adjustment to ensure correct payment of overtime at time-and-a-half	Overtime
Earnings table	WA - Overtime 2.0	Temporary manual adjustment to ensure correct payment of overtime at double-time	Overtime
Earnings table	WA - Overtime 2.5	Temporary manual adjustment to ensure correct payment of overtime at double-time and a half	Overtime
Earnings table	WA - Overtime 3.0	Temporary manual adjustment to ensure correct payment of overtime at triple-time	Overtime
Earnings table	WA - Overtime 4.0	Temporary manual adjustment to ensure correct payment of overtime at quadruple time	Overtime
Earnings table	WA - Public Holiday - 50%	Temporary manual adjustment to ensure correct payment of public holiday penalty at half-time	Shift and penalty rates
Earnings table	WA - Public Holiday - 100%	Temporary manual adjustment to ensure correct payment of public holiday penalty at single-time	Shift and penalty rates
Earnings table	WA - Recall - T1.5	Temporary manual adjustment to ensure correct payment of recall allowance for staff recalled from home to work, paid at half-time	Recall allowance
Earnings table	WA - Recall - T2.0	Temporary manual adjustment to ensure correct payment of recall allowance for staff recalled from home to work, paid at double-time	Recall allowance
Earnings table	WA - Recall - T2.5	Temporary manual adjustment to ensure correct payment of recall allowance for staff recalled from home to work, paid at double-time-and-a-half	Recall allowance
Earnings table	WA - Recall - T3.0	Temporary manual adjustment to ensure correct payment of recall allowance for staff recalled from home to work, paid at triple-time	Recall allowance
Earnings table	WA - Recall - T4.0	Temporary manual adjustment to ensure correct payment of recall allowance for staff recalled from home to work, paid at quadruple-time	Recall allowance
Earnings table	WA - Relieving&In Charge	Temporary manual adjustment to ensure correct payment of relieving in charge allowance for nurses relieving at a higher level	Shift and penalty rates

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	WA Allow Taxable NS N/OTE	Temporary manual adjustment to ensure correct payment of allowance that is taxable, non-superable and non-ordinary time earnings	General earnings
Earnings table	WA ElectricAttract&Retent	Temporary manual adjustment to ensure correct payment of attraction and retention allowance for electricians	Working conditions allowance
Earnings table	WA Indig Cadet Nse Gd 1-1	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-1	General earnings
Earnings table	WA Indig Cadet Nse Gd 1-2	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-2	General earnings
Earnings table	WA Indig Cadet Nse Gd 1-3	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-3	General earnings
Earnings table	WA Indig Cadet Nse Gd 1-4	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-4	General earnings
Earnings table	WA Indig Cadet Nse Gd 1-5	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-5	General earnings
Earnings table	WA Indig Cadet Nse Gd 1-6	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-6	General earnings
Earnings table	WA Indig Cadet Nse Gd 3-1	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 3-1	General earnings
Earnings table	WA Indig Cadet Nse Gd 3-2	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 3-2	General earnings
Earnings table	WA Indig Cadet Nse Gd 3-3	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 3-3	General earnings
Earnings table	WA Indig Cadet Nse Gd 3-4	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 3-4	General earnings
Earnings table	WA Indig Cadet Nse Gd 3-5	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 3-5	General earnings
Earnings table	WA Indig Cadet Salary Adj	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, who require a salary adjustment	General earnings

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	WA Indig Cadet Stry HP1-1	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-1, at half-pay	General earnings
Earnings table	WA Indig Cadet Stry HP1-2	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-2, at half-pay	General earnings
Earnings table	WA Indig Cadet Stry HP1-4	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-4, at half-pay	General earnings
Earnings table	WA Indig Cadet Study Allw	Temporary manual adjustment to ensure correct payment of a study allowance for Indigenous cadet nurses	General earnings
Earnings table	WA Indig CadetStry HP1-3	Temporary manual adjustment to ensure correct payment of Indigenous cadet nurses, grade 1-3, at half-pay	General earnings
Earnings table	WA IndigCadet DistParity	Temporary manual adjustment to ensure correct payment of a location allowance for Indigenous cadet nurses	Location allowances
Earnings table	WA Meal Allow-1 Adjust	Temporary manual adjustment to ensure correct payment of meal allowance	Meal allowance
Earnings table	WA Meal Allow-2 Adjust	Temporary manual adjustment to ensure correct payment of meal allowance	Meal allowance
Earnings table	WA Meal Allow-3 Adjust	Temporary manual adjustment to ensure correct payment of meal allowance	Meal allowance
Earnings table	WA OHS Agg. Rec Lve 28.5%	Aggregate 28.5 per cent shift rate for offenders health service staff (correctional centres), paid in lieu of leave loading	Working conditions allowance
Earnings table	WA PH Guarantee Adjust	Temporary manual adjustment to ensure correct payment of paid holiday guarantee for eligible staff	Leave and hour adjustments
Earnings table	WA PH Guarantee Midwives	Temporary manual adjustment to ensure correct payment of paid holiday guarantee for midwives	Working conditions allowance
Earnings table	WA -Public Holiday - 150%	Temporary manual adjustment to ensure correct payment of 150 per cent public holiday penalty	Shift and penalty rates
Earnings table	WA RANIP PDE Payout	Temporary manual adjustment to ensure correct payment of the remote area nurses incentive package professional and development cash payout	General earnings

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	WA -Recall Guaranteed 1.5	Temporary manual adjustment to ensure correct payment of employee's minimum guarantee of paid hours on a recall that has not been reached, paid at time-and-a-half	Recall allowance
Earnings table	WA -Recall Guaranteed 2.0	Temporary manual adjustment to ensure correct payment of employee's minimum guarantee of paid hours on a recall that has not been reached, paid at double-time	Recall allowance
Earnings table	WA -Recall Guaranteed 2.5	Temporary manual adjustment to ensure correct payment of employee's minimum guarantee of paid hours on a recall that has not been reached, paid at double-time-and-a-half	Recall allowance
Earnings table	WA -Recall Guaranteed 3.0	Temporary manual adjustment to ensure correct payment of employee's minimum guarantee of paid hours on a recall that has not been reached, paid at triple-time	Recall allowance
Earnings table	WA -Recall Guaranteed 4.0	Temporary manual adjustment to ensure correct payment of employee's minimum guarantee of paid hours on a recall that has not been reached, paid at quadruple-time	Recall allowance
Earnings table	WA Salary Adjustment	Temporary manual adjustment to ensure correct payment for staff who need a salary adjustment	General earnings
Earnings table	WA Sunday Cas Loading 23%	Temporary manual adjustment to ensure correct payment of 23 per cent Sunday shift penalty loading for casual staff	General earnings
Earnings table	WA VMO Salary Adjustment	Temporary manual adjustment to ensure correct payment for visiting medical officers who need a salary adjustment	General earnings
Earnings table	WA-OffHlthSrv VMO OnCall	Temporary manual adjustment to ensure correct on-call payment for visiting medical officers in Offender Health Services	Shift and penalty rates
Earnings table	WA-ShiftAfternoon15%	Temporary manual adjustment to ensure correct payment of 15 per cent afternoon shift penalty loading	Shift and penalty rates
Earnings table	WA-ShiftAfternoonPen12.5%	Temporary manual adjustment to ensure correct payment of 12.5 per cent afternoon shift penalty loading	Shift and penalty rates
Earnings table	WA-ShiftNight Pen20%	Temporary manual adjustment to ensure correct payment of 29 per cent night shift penalty loading	Shift and penalty rates
Earnings table	WA-Shift-NightPen17.5%	Temporary manual adjustment to ensure correct payment of 17.5 per cent night shift penalty loading	Shift and penalty rates

Earnings table

Payslip section	Payslip term/code	Explanation	Category
Earnings table	WA-Shift-Sat Loading-50%	Temporary manual adjustment to ensure correct payment of 50 per cent Saturday shift penalty loading	Shift and penalty rates
Earnings table	WA-ShiftSundayLoading100%	Temporary manual adjustment to ensure correct payment of 100 per cent Sunday shift penalty loading	Shift and penalty rates
Earnings table	WA-ShiftSundayLoading75%	Temporary manual adjustment to ensure correct payment of 75 per cent Sunday shift penalty loading	Shift and penalty rates
Earnings table	WA-VMO Outreach Package A	Temporary manual adjustment to ensure correct payment of outreach package A allowance for visiting medical officers at rural hospitals	Working conditions allowance
Earnings table	WA-VMO Outreach Package B	Temporary manual adjustment to ensure correct payment of outreach package B allowance for visiting medical officers at rural hospitals	Working conditions allowance
Earnings table	WA-VMO Outreach Package C	Temporary manual adjustment to ensure correct payment of outreach package C allowance for visiting medical officers at rural hospitals	Working conditions allowance
Earnings table	Wages top-up	A top-up payment of standard hours for staff who have not been rostered to work their contracted hours, to ensure full-time staff receive their correct pay for full-time contracted hours, even if their roster is not entered for the full fortnight	General earnings
Earnings table	WorkCover	Leave taken, at full pay, when staff is absent from work on a WorkCover claim	Leave entitlements
Earnings table	WorkCover - day of injury	Refers to day on which an employee has been injured in the workplace, for possible WorkCover payment	Leave entitlements
Earnings table	Work thru Unpd MealBrk2.0	Meal break penalty payment for staff who work during their unpaid meal break, paid at double-time	Shift and penalty rates
Earnings table	Work thru Unpd MealBrk2.5	Meal break penalty payment for staff who work during their unpaid meal break, paid at double-time-and-a-half	Shift and penalty rates
Earnings table	Working in the Rain Allow	Allowance paid to building, engineering and maintenance staff who are required to work in the rain	Working conditions allowance
Earnings table	WorkplaceAssessor 002/003	Payment made to operational officers (002/003) who assume the role of workplace assessors	General earnings

Earnings table			
Payslip section	Payslip term/code	Explanation	Category
Earnings table	X-Ray Allowance	Ad hoc allowance for staff working in X-ray departments	Working conditions allowance

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Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	\$ Child Support	Child Support deduction entered as a dollar amount	Garnishments
Deductions box	\$ Garnishment (model)	Garnishment (model) deduction entered as a dollar amount	Garnishments
Deductions box	\$ChildSupport S72A Garnis	Child support deduction, under section 72A notice provided by Child Support Agency, entered as a dollar amount	Garnishments
Deductions box	% Child Support	Child support deduction, under section 72A notice provided by Child Support Agency, entered as a percentage	Garnishments
Deductions box	%ChildSupport S72A Garnis	Child support deduction, under section 72A notice provided by Child Support Agency, entered as a percentage	Garnishments
Deductions box	AccumPlan Vol >70	Voluntary superannuation contributions into an accumulation plan for employee aged more than 70 years	Voluntary superannuation and salary sacrifice
Deductions box	AccumPlan Vol VO	APVO Voluntary Accumulation Plan Voluntary superannuation contributions into an accumulation plan	Voluntary superannuation and salary sacrifice
Deductions box	AccumPlan Employee Cont	Employee superannuation contribution into accumulation plan	Employee superannuation contribution
Deductions box	AccumPlan SSEmployer Cont	Salary sacrifice superannuation contribution into accumulation plan	Employee superannuation contribution
Deductions box	AccumPlan SSEmployee Vol	Voluntary superannuation salary sacrifice contribution into accumulation plan	Voluntary superannuation and salary sacrifice
Deductions box	Admin Corporate Uniform	Deduction for administration corporate uniforms, when staff have a repayment agreement	Laundry and uniform deduction
Deductions box	Ambulance Cover Levy	Ambulance cover levy	Health Insurance premium deductions
Deductions box	ANZ Coll Mental Hlth Nurs	Membership fees for Australian and New Zealand College Mental Health Nurses	Membership and union deductions
Deductions box	AP Employee Cont. No TFN	Voluntary employee superannuation contributions into an accumulation plan, where staff have not given Queensland Health a tax file number	Voluntary superannuation and salary sacrifice
Deductions box	AU College of Midwives QLD	Membership fees for Australian College of Midwives Queensland	Membership and union deductions

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	AUS Underwriting Agencies	Membership fees for Australian Underwriting Agencies Builders	Insurance premium deductions
Deductions box	Aust Blders Lab. Union	Membership fees for Australian Builders Labourers Union	Membership and union deductions
Deductions box	Aust Health Management	Health insurance premiums for Australian Health Management	Health insurance premium deductions
Deductions Table	Aust. Housing Institute	Australian Housing Institute deduction as requested by the employee	Other employee-requested deductions
Deductions box	Aust Inst. Radiography	Membership fees for Australian Institute Radiography	Membership and union deductions
Deductions box	Aust LiqHosMisc Wrk Union	Membership fees for Australian Liquor, Hospitality and Miscellaneous Work Union	Membership and union deductions
Deductions box	ASU - Northern	Membership fees for Australian Services Union Northern	Membership and union deductions
Deductions box	ASU - Southern	Membership fees for Australian Services Union Southern	Membership and union deductions
Deductions box	Aust Workers Union	Membership fees for Australian Workers Union	Membership and union deductions
Deductions box	AustManufact WorkersUnion	Membership fees for Australian Manufacturers Workers Union	Membership and union deductions
Deductions box	PS Benevolent Society	Contributions to Australian Public Service Benevolent Society	Charity deductions
Deductions box	Australian Unity Friendly	Health insurance premiums for Australian Unity Friendly	Health insurance premium deductions
Deductions box	AXA Life Assurance	Insurance premiums for AXA Life Assurance	Insurance premium deductions
Deductions box	Bali Orphanage Deduction	Contributions to Bali Orphanage	Charity deductions
Deductions box	Blue Nursing Services	Contributions to Blue Nursing Services	Charity deductions
Deductions box	Bond	Bond payments via payroll, for staff subject to a government property rental agreement	Overpayment recoveries
Deductions box	Bond-Rent Recovery (Net)	Repayment by staff via payroll, subject to a government property rental agreement	Overpayment recoveries

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	C.F.M.E. Union	Membership fees for Construction, Forestry, Mining and Energy (CFME) Union	Membership and union deductions
Deductions box	CAF Comm Fund (Pre Tax)	Contributions to Charities Aid Foundation (CAF) Community Fund, before tax	Charity deductions
Deductions box	CAF Comm Fund (Post Tax)	Contributions to Charities Aid Foundation (CAF) Community Fund, after tax	Charity deductions
Deductions box	Calliope Shire Council	Approved deduction for an employee to pay a council debt, such as rates	Other employee-requested deductions
Deductions box	Capricorn Helicopter Resc	Contributions to Capricorn Helicopter Rescue	Charity deductions
Deductions box	CarPark Cairns Hospital	Deduction to cover parking fees at Cairns Hospital	Transport-related deductions
Deductions box	CarPark Ipswich Hospital	Deduction to cover parking fees at Ipswich Hospital	Transport-related deductions
Deductions box	CarPark Nambour HospMetro	Deduction to cover metro parking fees at Nambour Hospital	Transport-related deductions
Deductions box	CarPark PAH Metro	Deduction to cover metro parking fees at Princess Alexandra Hospital	Transport-related deductions
Deductions box	Car Park QH Reimburse	Reimbursement to recover parking fees at Queensland Health	Transport-related deductions
Deductions box	CarPark RBWH Metro	Deduction to cover metro parking fees at Royal Brisbane and Women's Hospital	Transport-related deductions
Deductions box	CarPark RBWH Wilson	Deduction to cover Wilson parking fees at Royal Brisbane and Women's Hospital	Transport-related deductions
Deductions box	CarPark RCH Metro	Deduction to cover metro parking fees at Royal Children's Hospital	Transport-related deductions
Deductions box	CarPark Toowoomba Hosp	Deduction to cover parking fees at Toowoomba Hospital	Transport-related deductions
Deductions box	CarParking TPCH Metro	Deduction to cover metro parking fees at The Prince Charles Hospital Metro	Transport-related deductions
Deductions box	Cash advance recovery	This code records employee repayment of a cash loan they received when they were underpaid	Other deductions
Deductions box	Cen Qld Helicopter Rescue	Contributions to Central Queensland Helicopter Rescue	Charity deductions

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	Centrelink \$	Centrelink garnishee entered as a dollar amount	Garnishments
Deductions box	Centrelink Garnishee (%)	Centrelink garnishee entered as a percentage	Garnishments
Deductions box	CEPU – Electrical Divis'n	Membership fees for Communications, Electrical and Plumbing Union (CEPU) – Electrical Division	Membership and union deductions
Deductions box	CEPU – Plumbing Divis'n	Membership fees for Communications, Electrical and Plumbing Union (CEPU) – Plumbing Division	Membership and union deductions
Deductions box	Cerebral Palsey	Contributions to Cerebral Palsy organisation	Charity deductions
Deductions box	Child Care	Deduction for child care fees	Membership and union deductions
Deductions box	Club Charlie Social Club	Membership fees for Charlie Social Club	Membership and union deductions
Deductions box	Colorectal Res Trust Fund	Contributions to Colorectal Research Trust Fund	Charity deductions
Deductions box	Corp Paydate Recov-Net	Corporate pay date recovery (net) — repayment of corporate pay date agreement from employee via payroll Under the previous pay system change (before Lattice), the pay cycle changed from payment in advance to payment in arrears. During the changeover, staff had the option to receive one or two weeks pay. Under the latter, the employee owed one week's pay on termination. This code records that debt.	Other deductions
Deductions box	Corporate Uniforms	Deduction made when staff have a repayment agreement for corporate uniforms, through payroll	Laundry and uniform deduction
Deductions box	Cycle Centre RBWH	Deduction for bicycle parking at Royal Brisbane and Women's Hospital Cycle Centre	Transport-related deductions
Deductions box	DD SS Employee	Salary sacrifice superannuation contribution into defined benefit plan	Employee superannuation contribution
Deductions box	Departmental Fines	Repayment of departmental fines from employee via payroll	Other deductions
Deductions box	DefBenefit SSEmployee Vol	Voluntary salary sacrifice superannuation contribution into defined benefit plan	Voluntary superannuation and salary sacrifice

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	DefBenefit Employee Cont	QSuper Defined Benefit Plan Employee Contribution	Employee Super Contribution
Deductions box	DefinedBenefit Vol >70	Voluntary Defined Benefit /over 70 years of age contribution Voluntary superannuation contributions into a defined benefit plan for employee aged more than 70 years	Voluntary superannuation and salary sacrifice
Deductions box	DefinedBenefit Vol VO	DPVO Voluntary Defined Benefit Plan Voluntary superannuation contributions into a defined benefit plan	Voluntary superannuation and salary sacrifice
Deductions box	Electricity	Electricity deductions for staff subject to a government property arrangement	Accommodation-related deductions
Deductions box	Employee Loans (Net)	Repayment of employee net loan via payroll	Other deductions
Deductions box	Far North Hosp Foundation	Contributions to Far-North Queensland Hospital Foundation	Charity deductions
Deductions box	FBT Excess	Repayment of excess fringe benefits tax via payroll	Other deductions
Deductions box	FBT Excess Recov-Net	Repayment of excess fringe benefits tax (net) via payroll, for staff whose salary sacrifice exceeds the FBT limit	Other deductions
Deductions box	Financial Advisers Aust	Insurance premiums for Financial Advisers Australia	Insurance premium deductions
Deductions box	FraserCoastPalliativeCare	Contributions to Fraser Coast Palliative Care	Charity deductions
Deductions box	Full Income tax	Deduction of full income tax from employee's salary	Full income tax
Deductions box	Garnishee	An amount an employee may be ordered by court to pay directly to an external agency	Garnishments
Deductions box	Gladstone Regional Council	An approved deduction for an employee to pay a council debt, such as rates.	Other employee-requested deductions
Deductions box	Government Employee Health	Health insurance premiums for Government Employees Health Fund	Health Insurance premium deductions
Deductions box	G'Stone Oral Hth Soc Club	Membership fees for Gladstone Oral Health Social Club	Membership and union deductions
Deductions box	Guide Dogs For The Blind	Contributions to Guide Dogs For The Blind	Charity deductions

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	HBA Health Insurance	Health insurance premiums HBA Health Insurance	Health insurance premium deductions
Deductions box	Hospital Contribut'n Fund	Health insurance premiums for Hospital Contribution Fund	Health insurance premium deductions
Deductions box	Housing MBO Social Club	Membership fees for Housing MBO Social Club	Membership and union deductions
Deductions box	Housing Rent	Deduction to cover housing rental for staff subject to a government property agreement	Accommodation-related deductions
Deductions box	ING Life Limited	Insurance premiums for ING Life Limited	Insurance premium deductions
Deductions box	IOR Health Benefits	Health insurance premium deductions to IOR Health Benefits Fund	Health insurance premium deductions
Deductions box	Ipswich Hospice	Contributions to Ipswich Hospice	Charity deductions
Deductions box	Ipswich Hosp Foundation	Contributions to Ipswich Hospital Foundation	Charity deductions
Deductions box	Junior Medical Off Assoc	Membership fees for Junior Medical Official Association	Membership and union deductions
Deductions box	Lady Ramsay Child Care	Membership fees for Lady Ramsay Child Care	Membership and union deductions
Deductions box	Leukaemia Foundation	Contributions to Leukaemia Foundation	Charity deductions
Deductions box	Lodgings O/Night-Nursing	Deductions for overnight lodging for nursing staff with arrangements for the use of overnight Queensland Health facilities	Accommodation-related deductions
Deductions box	Lodgings Nurse R&R	Deductions for overnight lodging for rural and remote nursing staff subject to arrangements for the use of overnight Queensland Health facilities	Accommodation-related deductions
Deductions box	Medical Benefits Fund	Health insurance premiums for Medical Benefits Fund	Health insurance premium deductions
Deductions box	Mona Kendell Develop Fund	Contributions to Mona Kendell Development Fund	Charity deductions
Deductions box	Murweh Shire Council	An approved deduction for an employee to pay a council debt, such as rates	Other employee-requested deductions
Deductions box	Mutual Life&CitizensAssoc	Health insurance premiums for Mutual Life & Citizens Association	Insurance premium deductions

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	National Heart Foundation	Contributions to National Heart Foundation	Charity deductions
Deductions box	Neonatal Nurses Assoc QLD	Membership fees for Neonatal Nurses Association QLD	Membership and union deductions
Deductions box	NIB Health Funds Limited	Health insurance premiums for NIB Health Funds Limited	Health insurance premium deductions
Deductions box	Nurse of The Year	Contributions to Nurse of The Year	Charity deductions
Deductions box	Repayment – Salary/Wage Overpayment (Net)	Net repayment from employee via payroll (either as a one-off additional payment or regular repayments)	Overpayments
Deductions box	PA Hospital Gym	Membership fees for Princess Alexandra Hospital Gym	Membership and union deductions
Deductions box	PAH Foundation	Contributions to Princess Alexandra Hospital Foundation	Charity deductions
Deductions box	PAH Society	Membership fees for Princess Alexandra Hospital Society	Membership and union deductions
Deductions box	Paraplegic Benefit Fund	Contributions to Paraplegic Benefit Fund	Charity deductions
Deductions box	Parking	Parking fees	Transport-related deductions
Deductions box	Parking arrangements	Deductions for parking arrangements	Transport-related deductions
Deductions box	Paroo Shire Council	Approved deduction for staff to pay a council debt, such as rates.	Other employee requested deductions
Deductions box	Prof. M'shp Dedn (Pre)	Professional membership deduction before tax — repayment from employee via payroll	Membership and union deductions
Deductions box	Professional Membership	Membership fees for professional society, after tax	Membership and union deductions
Deductions box	Public Housing Rent	Deduction for Department of Housing public housing rent	Garnishments
Deductions box	Public Trustee Office SC	Membership fees for Public Trustee Office Social Club	Membership and union deductions
Deductions box	Purchase Leave Deduct'ns	Additional leave (one to six weeks), separate to staff leave entitlements under their award, purchased through agreed deductions from their fortnightly salary for	Purchased Leave Deductions

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
		family responsibilities, study commitments, etc	
Deductions box	QLD Housing Commission	Deduction for employee in Housing Commission accommodation	Accommodation-related deductions
Deductions box	QLD Nurses Union	Membership fees for Queensland Nurses Union	Membership and union deductions
Deductions box	QLD PS Union	Membership fees for Queensland Public Sector Union	Membership and union deductions
Deductions box	QLD Teachers UnionHlthSOC	Membership fees for Queensland Teachers Union Health	Health Insurance premium deductions
Deductions box	Quarters Board - Medical	GST component of medical staff deductions for boarding	Accommodation-related deductions
Deductions box	Quarters Board(Accom)Nurs	Nursing staff deductions for boarding	Accommodation-related deductions
Deductions box	Quarters Lodging - DHSE	DHSE staff deductions for boarding	Accommodation-related deductions
Deductions box	Quarters Lodging-Medical	Non-GST component of medical staff deductions for boarding	Accommodation-related deductions
Deductions box	Queensland Cancer Fund	Contributions to Queensland Cancer Fund	Charity deductions
Deductions box	Quilpie Shire Council	An approved deduction for an employee to pay a council debt, such as rates	Other employee-requested deductions
Deductions box	RBH Medical Staff Assoc	Membership fees for RBH Medical Staff Association	Membership and union deductions
Deductions box	RBWH Foundation	Contributions to Royal Brisbane and Women's Hospital Foundation	Charity deductions
Deductions box	RBWH GSurgery VP Trust	Contributions to Royal Brisbane and Women's Hospital General Surgery Visiting Professional Trust Fund	Charity deductions
Deductions box	RCH Foundation	Contributions to Royal Children's Hospital Foundation	Charity deductions
Deductions box	RCH Med Staff Association	Contributions to Royal Children's Hospital Medical Staff Association	Membership and union deductions
Deductions box	Redcliffe Hosp Foundation	Contributions to Redcliffe Hospital Foundation	Charity deductions

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	RemServ Post Tax	Remserv salary sacrifice package after tax	Salary Sacrifice
Deductions box	RemServ Pre Tax	Remserv salary sacrifice package before tax, based on dollar amount	Salary Sacrifice
Deductions box	RemServ Pre Tax (%)	Remserv salary sacrifice package before tax, based on percentage amount	Salary Sacrifice
Deductions box	RemServ Refund	Remserv refund to staff for excess funds	Salary Sacrifice
Deductions box	Rent	Rent deduction for staff subject to government property arrangement	Accommodation assistance
Deductions box	Royal Flying Drs Service	Contributions to Royal Flying Doctors Service	Charity deductions
Deductions box	SalSacrifice Non Qsuper	Employee salary sacrifice superannuation payments not made to the Queensland Government QSuper fund	Salary sacrifice
Deductions box	Social Club BCH	Membership fees for Cairns Social Club — resident medical officers	Membership and union deductions
Deductions box	Soc Clb Burdekin HlthServ	Membership fees for Burdekin Health Service Social Club	Membership and union deductions
Deductions box	SocClb Bundaberg MedOffic	Membership fees for Bundaberg Social Club — medical officers	Membership and union deductions
Deductions box	Social Club CBH	Membership fees for Cairns Base Hospital Social Club	Membership and union deductions
Deductions box	Social Club Caloundra	Membership fees for Caloundra Social Club	Membership and union deductions
Deductions box	Social Club Clerical	Membership fees for Social Club — clerical	Membership and union deductions
Deductions box	SocClub Corporate Office	Membership fees for Corporate Office Social Club	Membership and union deductions
Deductions box	SocClub Emerg Med Nambour	Membership fees for Nambour Social Club — emergency medicine	Membership and union deductions
Deductions box	SocClub GoldCoast HospRMO	Membership fees for Gold Coast Hospital Social Club — resident medical officers	Membership and union deductions
Deductions box	Social Club Health Hazard	Membership fees for social Club Health Hazard	Membership and union deductions

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	Social Club ICU PAH	Membership fees for Princess Alexandra Hospital Social Club — intensive care unit	Membership and union deductions
Deductions box	SocialClub Ingham	Membership fees for Ingham Social Club	Membership and union deductions
Deductions box	Social Club - Laboratory	Membership fees for Social Club — laboratory	Membership and union deductions
Deductions box	SocCib LongReachUnHealthy	Membership fees for Longreach UnHealthy Social Club	Membership and union deductions
Deductions box	SocCib MackayHospResident	Membership fees for Mackay Hospital Resident Social Club	Membership and union deductions
Deductions box	SocCib Mount Isa Base Hos	Membership fees for Mount Isa Base Hospital Social Club	Membership and union deductions
Deductions box	Soc Club Nambour Hospital	Membership fees for Nambour Hospital Social Club	Membership and union deductions
Deductions box	SocCib RMO Nambour Hosp	Membership fees for Nambour Hospital Social Club — resident medical officer	Membership and union deductions
Deductions box	SocCib RBWH Physiotherapy	Membership fees for Royal Brisbane and Women's Hospital Social Club — physiotherapy	Membership and union deductions
Deductions box	SocCib RBWHPatientSupport	Membership fees for Royal Brisbane and Women's Hospital Patient Support Service work unit social club	Membership and union deductions
Deductions box	SocCib Rockhampton Hosp	Membership fees for Rockhampton Hospital Social Club	Membership and union deductions
Deductions box	SocCib RMO R'hampton Hosp	Membership fees for Rockhampton Base Hospital Social Club — resident medical officer	Membership and union deductions
Deductions box	SocCib SecurityTownsvHosp	Membership fees for Townsville Hospital Social Club — security	Membership and union deductions
Deductions box	SocCib TI Hosp & PHC	Membership fees for Thursday Island Hospital and Primary Health Care Centres Social Club	Membership and union deductions
Deductions box	SocialCib Townsville Hosp	Membership fees for Townsville Hospital Social Club	Membership and union deductions
Deductions box	SocialClub Townsville RMO	Townsville Social Club — resident medical officers	Membership and union deductions
Deductions box	SocCib Warwick Hlth Serv	Membership fees for Warwick Health Service Social Club	Membership and union deductions

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	SocClb Winton Healthy	Membership fees for Winton Healthy Social Club	Membership and union deductions
Deductions box	State Plan Employee Cont	Employee superannuation contribution into defined benefit plan	Employee superannuation contribution
Deductions box	State Plan SSEmployee	Salary sacrifice superannuation contribution into state super plan	Employee superannuation contribution
Deductions box	StatePlan SSEmployee Vol	Voluntary salary sacrifice superannuation contribution into state super plan	Voluntary superannuation and salary sacrifice
Deductions box	Suncorp Insurance & Fin.	Insurance premiums for Suncorp Insurance and Finance	Insurance premium deductions
Deductions box	Tax - Death Benefit ETP	Taxation that has been paid on a death benefit in an eligible termination payment to a deceased person's estate	Termination payment
Deductions box	Tax Garnishee (\$)	Australian Tax Office garnishee deduction, entered as a dollar amount	Garnishments
Deductions box	Tax Garnishee (%)	Australian Tax Office garnishee deduction, entered as a percentage	Garnishments
Deductions box	Tax - Life Benefit ETP	Taxation that has been paid on a death benefit (public holiday) in an eligible termination payment to a deceased person's estate	Termination payment
Deductions box	Tax Lump Sum A 31.5%.	Lump sum A payment taxed at 31.5 per cent on termination	Termination payment
Deductions box	Tax Lump Sum C 16.5%	Lump sum C payment taxed at 16.5 per cent on termination	Termination payment
Deductions box	Tax Lump Sum C 31.5%	Lump sum C payment taxed at 31.5 per cent on termination	Termination payment
Deductions box	Tax Lump Sum B (marg.@ 5%)	Lump sum A payment taxed at marginal rate of 5 per cent on termination	Termination payment
Deductions box	Tax Marginal Termination	Termination payment taxed at marginal rate	Termination payment
Deductions box	Tax - Transitional ETP	Taxation that has been paid on a transitional eligible termination payment	Termination payment
Deductions box	Telephone	Deduction for personal telephone use of Queensland Health telephone as per employee's terms and conditions of employment	Other employee-requested deductions

Deductions box			
Payslip section	Payslip term/code	Explanation	Category
Deductions box	Tower Life Australia Ltd	Insurance premiums for Tower Life Australia Ltd	Insurance premium deductions
Deductions box	Townsville Hosp Foundat'n	Contributions to Townsville Hospital Foundation	Charity deductions
Deductions box	TPCH Hosp Found	Contributions to The Prince Charles Hospital Foundation	Charity deductions
Deductions box	Transport W'kers Union	Membership fees for Transport Workers Union	Membership and union deductions
Deductions box	Union Aid Abroad	Contributions to Union Aid Abroad	Charity deductions
Deductions box	Union Shopper Health	Health insurance premiums for Union Shopper Health	Health insurance premium deductions
Deductions box	Vaccinations	Approved deduction as per an employee's employment terms and conditions	Other employee-requested deductions
Deductions box	Voluntary Tax	Additional tax that an employee may choose to pay	Employee-requested deductions
Deductions box	Voluntary Tax (fixed amount)	Additional tax that an employee may choose to pay — this is displayed for employees who pay a nominated amount each period	Employee-requested deductions
Deductions box	WBGLS Social Club	Membership fees for Wide Bay Group Social Club — linen service	Membership and union deductions
Deductions box	West Fund Health Insuranc	Health insurance premiums for West Fund Health Insurance	Health insurance premium deductions
Deductions box	Work Around Deduction	A generic code used to cater for a deduction type which had not been configured in the SAP payroll system at go-live.	Other employee-requested deductions
Deductions box	Zurich Aust Life Ins Ltd	Insurance premiums for Zurich Aust Life Insurance Limited	Insurance premium deductions

Employer super contributions box			
Payslip section	Payslip term/code	Explanation	Category
Employer Super Contributions box	AccumPlan Employer Cont	Employer superannuation contribution into accumulation plan	Employer superannuation contribution
Employer Super Contributions box	DefBenefit Employer Cont	Employer superannuation contribution into defined benefit plan	Employer superannuation contribution
Employer Super Contributions box	StatePlan Employer Cont.	Employer superannuation contribution into state super plan	Employer superannuation contribution
Employer Super Contributions box	OTE - Super Calc. Amount	Ordinary Time Earnings Superannuation Calculation Amount	Employer superannuation contribution
Employer Super Contributions box	QSAA Employer Cont	Employer superannuation contribution into state super plan	Employer superannuation contribution
Employer Super Contributions box	QSAC Employer Cont	Employer superannuation contribution into accumulated plan	Employer superannuation contribution
Employer Super Contributions box	QSAP Employer Cont. SGC	Employer superannuation guaranteed contribution	Employer Super Contribution
Employer Super Contributions box	QSDB Employer Cont	QSuper defined benefit plan employer contribution	Employer superannuation contribution
Employer Super Contributions box	QSSP Employer Cont	Employer superannuation contribution into state super plan	Employer superannuation contribution
Employer Super Contributions box	State Super Vol Employee	Employee superannuation contribution into state super plan	Employee superannuation contribution

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Other terms			
Payslip section	Payslip term/code	Explanation	Category
Above Net Income	ADD To Be Recovered Overpaid Wages (Net)	Transaction created by the payroll system to ensure employees do not have money (when they have been overpaid) deducted from their pay without approval. It is a net payment to the employee, which they will be required to repay if they acknowledge the overpayment in the current financial year.	Overpayments
Below Earnings Table	Current Fortnight Gross	The amount, before tax, staff have earned from work performed in the current pay period	General earnings
Below Earnings Table	Brought Forward Retrospective Total Gross	The total (before tax) of adjusted payments from previous pay periods. This is also the same amount as the retrospective total gross	General earnings
Retrospective Payments box	Retrospective Total Gross	Total of all outstanding adjustments from previous pay periods that have been processed in time for the current pay period.	General earnings
Bank Disbursements box	Ad Hoc Payment Banked	Confirmation that an ad hoc payment was deposited into an employee's bank account in the current pay period	General earnings
Leave Balances (Hrs) box	Penalties V Loading	Indicates that an employee works a projected roster and receives either penalties or leave loading	Leave entitlements

Queensland Health Payroll Deductions
as at 5 June 2013

Deduction Description	
\$ Child Support	Cash Adv - FI Repayment
\$ Garnishment (model)	Cash Adv - Trf to Debtor
\$ChildSupport S72A Garnis	Cash Adv - Waiver
% Child Support	Cash Adv - WriteOff
% Garnishment (model)	Cash Adv Recovery Refund
%ChildSupport S72A Garnis	Cash Advance Recovery
AccumPlan Employee Cont	Gen Qld Helicopter Rescue
AccumPlan SSEmployee Cont	Centrelink \$
AccumPlan SSEmployee Vol	Centrelink Garnishee (%)
AccumPlan Vol >70	CEPU - Electrical Divis'n
AccumPlan Vol VO	CEPU - Plumbing Division
Admin Corporate Uniform	Cerebral Palsey
Advance payment	Charity Deduction (Model)
Advance Term Payment	Child Care
Ambulance Cover Levy	Club Charlie Social Club
ANZ Coll Mental Hlth Nurs	Colorectal Res Trust Fund
AP Employee Cont. No TFN	Corp Paydate Recov-Bal
ASU - Queensland	Corp Paydate Recov-Net
ASU - Southern	Corp Paydate Repmt Refund
AU College of MidwivesQLD	Corp Paydate Trf t Debtor
AUS Underwriting Agencies	Corporate Paydate- FI Rep
Aust Blders Lab. Union	Corporate Paydate-Correcti
Aust Health Management	Corporate Paydate-Waiver
Aust Inst. Radiography	Corporate Paydate-WriteOff
Aust LiqHosMisc Wrk Union	C'wealth PPL - Correction
Aust Workers Union	C'wealth PPL - Waiver
Aust. Housing Institute	C'wealth PPL - WriteOff
AustManufact WorkersUnion	C'wealth PPL FI Repmt
Australian Unity Friendly	C'wealth PPL Recovery
AXA Life Assurance	C'wealth PPL Refund
Bali Orphanage Deduction	C'wealth PPL Trf toDebtor
Blue Nursing Services	Cycle Centre RBWH
Bond	Debt - Correction
Bond-Rent pmt Trf to Deb	Debt-FI Repayment
Bond-Rent pmt-Correction	DefBenefit Employee Cont
Bond-Rent pmt-FI Repmt	DefBenefit SS Employee
Bond-Rent Recovery (Net)	DefBenefit SSEmployee Vol
C.F.M.E. Union	DefinedBenefit Vol >70
CAF Comm Fund (Post Tax)	DefinedBenefit Vol VO
CAF Comm Fund (Pre Tax)	Departmental Fines
Calliope Shire Council	Dept Deduction (Model)
Capricorn Helicopter Resc	DPW Rent
CarPark Cairns Hospital	EE Debt Amt Trf to Debtor
CarPark Ipswich Hospital	Electricity
CarPark Nambour HospMetro	Employee Debt Bal
CarPark PAH Metro	Employee Loans (Net)
CarPark QH Reimburse	Far North Hosp Foundation
CarPark RBWH Metro	FBT Excess - Correction
CarPark RBWH Wilson	FBT Excess - FI Repayment
CarPark RCH Metro	FBT Excess - Waiver
CarPark Toowoomba Hosp	FBT Excess - WriteOff
CarParking TPCH Metro	FBT Excess Recov Bal
Cash Adv - Correction	FBT Excess Recov-Net
	FBT Excess Repmt Refund



Queensland Health Payroll Deductions
as at 5 June 2013

FBT Excess Trf t Debtor	Paraplegic Benefit Fund
Financial Advisers Aust	Parking
FraserCoastPalliativeCare	Paroo Shire Council
Garnishee	PayDayChangeLoan-FI Recpt
Gladstone Regional Council	PayDayChgLoan - Waiver
Government Employee Healt	PayDayChgLoan - WriteOff
G'Stone Oral Hth Soc Club	PayDayChgLoan-Correction
Guide Dogs For The Blind	PayDayChngLoanRecovr(Net)
HBA Health Insurance	PayDayChngLoan-TfrDebt2FI
Health Deduction (Model)	PDCL Recovery Refund
Hospital Contribut' n Fund	Post Tax Sal Pkg (Model)
Housing MBO Social Club	Pre Tax Sal Pkg (model)
Housing Rent	Prof.M'shp - Correction
Insurance Deduct (Model)	Prof.M'shp - FI Repayment
Interim Pmt Adj Bal	Prof.M'shp Dedn (Pre)
Internal Rental	Prof.M'shp Dedn Bal
IOR Health Benefits	Prof.M'shp Trf to Debtor
Ipswich Hosp Foundation	PS Benevolent Society
Ipswich Hospice	Pub Works Staff Assist
Junior Medical Off Assoc	Public Housing Rent
Lady Ramsay Child Care	Public Trustee Office SC
Leukaemia Foundation	Purc Leave Dedns Bal
Loan Correction	Purchase Leave Deduct' ns
Loan Waiver	Purclv - Correction
Loan Write Off	Purclv- FI Repayment
Lodgings Nurse R&R	Purclv Trf to Debtor
Lodgings O/Night-Nursing	QLD Housing Commission
Manual PIA - Correction	QLD Nurses Union
Manual PIA FI Repmt	QLD Teachers UnionHlthSOC
Manual PIA Recovery (Net)	Quarters Board - Medical
Manual PIA Trf to Debtor	Quarters Board(Accom)Nurs
Medibank Private	Quarters Lodging - DHSE
Medical Benefits Fund	Quarters Lodging-Medical
Mona Kendell Develop Fund	Queensland Cancer Fund
Murweh Shire Council	Quilpie Shire Council
Mutual Life&CitizensAssoc	RBH Medical Staff Assoc
National Heart Foundation	RBWH Foundation
Neonatal Nurses Assoc QLD	RBWH GSurgery VP Trust
NIB Health Funds Limited	RCH Foundation
Nurse of The Year	RCH Med Staff Association
Onepath Life Limited	Recovery Refund
Overpmt External (Gross)	Redcliffe Hosp Foundation
Overpmt Recovery (Net)	Redirected Net Pay EFT
Overpmt Recovery Bal	RemServ Post Tax
Overpmt Recovery Refund	RemServ Pre Tax
Overpmt Trf to Debtor	RemServ Pre Tax (%)
Overpmt-FI Repmt	RemServ Refund
Overpmt-Loan Correction	Rent
Overpmt-Loan Waiver	Rental Bond Bal
Overpmt-Loan Write Off	Return 3rd Party Pays CHQ
PA Hospital Gym	Royal Flying Drs Service
PAH Foundation	SalSacrifice Non Qsuper
PAH Society	Soc Clb Burdekin HlthServ
Paraplegic Benefit Fund	Soc Club Nambour Hospital

Queensland Health Payroll Deductions
as at 5 June 2013

SocClb Bundaberg MedOffic
SocClb LongReachUnHealthy
SocClb MackayHospResident
SocClb Mount Isa Base Hos
SocClb RBWH Physiotherapy
SocClb RBWHPatientSupport
SocClb RMO Nambour Hosp
SocClb RMO R'hampton
Hosp
SocClb Rockhampton Hosp
SocClb SecurityTownsvHosp
SocClb TI Hosp & PHC
SocClb Warwick Hlth Serv
SocClb Winton Healthy
SocClub Corporate Office
SocClub Emerg Med
Nambour
SocClub GoldCoast
HospRMO
Social Club Clerical
Social Club - Laboratory
Social Club Cairns RMO
Social Club Caloundra
Social Club CBH
Social Club Ded (Model)
Social Club Health Hazard
Social Club ICU PAH
SocialClb Townsville Hosp
SocialClub Ingham
SocialClub Townsville RMO
Staff Gym RBWH
State Plan Employee Cont
State Plan SSEmployee
State Super Vol Employee
StatePlan SSEmployee Vol
Study Assist Bal
Suncorp Insurance & Fin.
Tax Garnishee (\$)
Tax Garnishee (%)
Telephone
Together Queensland
Tower Life Australia Ltd
Townsville Hosp Foundat'n
TPCH Hosp Foundation
Transport W'kers Union
Union Aid Abroad
Union Deduction (Model)
Union Shopper Health
Vaccinations
Voluntary Tax \$
Voluntary Tax %
WBGLS Social Club
West Fund Health Insuranc
Work Around Deduction
Zurich Aust Life Ins Ltd

RELEASED



C13 (QH-POL-188:2013) Payment of Salary and Wages and Payroll Deductions

Human Resources Policy

Effective Date: February 2013

1 PURPOSE

To outline arrangements for the payment of salaries and wages and payroll deductions.

2 APPLICATION

This policy applies to all Queensland Health employees.

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 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 Queensland Health, as amended from time to time.

5 REFERENCES

- *Public Service Act 2008*
- *Public Service Regulation 2008*
- *Industrial Relations Act 1999*
- Forms older than three months processing guideline
- Ad hoc payment processing guideline

6 SUPERSEDES

- IRM 5.2 Conversions of Annual Amounts to Fortnightly Equivalents
- IRM 5.3 Payroll Deductions - Union Fees/Subscriptions

7 POLICY

7.1 Conversion of Annual Amounts to Fortnightly Equivalents

Annual salaries are included in Awards for information purposes only. Payment is to be made in accordance with the fortnightly salaries shown.

Annual allowances are converted to a fortnightly equivalent by dividing the amount by 26.0892857142.

7.2 Payroll Deductions – Union Fees/Subscriptions

The Queensland Government has a commitment to encourage union membership. Consistent with this commitment, payroll deduction facilities for union subscriptions will be provided by Queensland Health when requested by the Public Sector Unions.

7.3 Use of Attendance Variation and Allowance Claim forms (AVACs)

An Attendance Variation and Allowance Claim form (AVAC) is to be completed and submitted to Payroll Services immediately following overtime being worked, shift changes, leave taken, etc.

Leave taken for periods of less than five working days that does not require supplementary documentation may be submitted on an AVAC. However, when there is a requirement to provide supplementary documentation a Leave Application form must be submitted, regardless of the period, to Payroll Services immediately following the leave. For example: where the period of absence requires the production of a medical certificate (under the provisions of the relevant industrial award); leave without pay; workers' compensation leave; SARAS leave; bereavement leave; parental leave; etc.

The appropriate delegate for leave is required to approve the AVAC.

7.4 Payroll forms older than three months

Payroll Services provide calendars that specify roster cut off dates and times for each pay fortnight. All payroll forms, e.g. AVACs, leave applications, employee movements, etc, are to be completed and submitted to Payroll Services in a timely manner.

Other than in exceptional circumstances, payroll forms older than three months will not be accepted by Payroll Services, unless specified elsewhere, e.g. in a directive.

Payroll forms older than three months must be authorised by the appropriate delegate before processing by Payroll Services will occur (refer relevant HR delegations manual).

7.5 Ad hoc payment processing

Payment of salaries and wages will be made through the standard fortnightly pay process and schedule unless there are exceptional circumstances. Where exceptional circumstances exist, an ad hoc payment may be processed by Payroll Services in accordance with specified guidelines (refer to the ad hoc payment guideline available on QHEPS).

8 HISTORY

February 2013	Amended section 7.3 to include other types of leave that require supplementary documentation.
October 2012	Amended to: <ul style="list-style-type: none">• add sections 7.3, 7.4 and 7.5 to reflect changes to payroll processing requirements.• update references.
July 2008	Amended to reflect <i>Public Service Act 2008</i>
June 2008	Developed as a result of the HR Policy Consolidation Project

PTI
RELEASED



C13 (QH-POL-188:2012) Payment of Salary and Wages and Payroll Deductions

Human Resources Policy

Effective Date: October 2012

1 PURPOSE

To outline arrangements for the payment of salary and wages and payroll deductions.

2 APPLICATION

This policy applies to all Queensland Health employees.

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 the 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

- *Public Service Act 2008*
- *Public Service Regulation 2008*
- *Industrial Relations Act 1999*
- Forms older than three months processing guideline
- Ad-hoc payment processing guideline

6 SUPERSEDES

- IRM 5.2 Conversions of Annual Amounts to Fortnightly Equivalents
- IRM 5.3 Payroll Deductions - Union Fees/Subscriptions

7 POLICY

7.1 Conversion of Annual Amounts to Fortnightly Equivalents

Annual Salaries are included in Awards for information purposes only. Payment is to be made in accordance with the fortnightly salaries shown.

Annual allowances are converted to a fortnightly equivalent by dividing the amount by 26.0892857142.

7.2 Payroll Deductions – Union Fees/Subscriptions

The Queensland Government has a commitment to encourage union membership. Consistent with this commitment, payroll deduction facilities for union subscriptions will be provided by Queensland Health when requested by the Public Sector Unions.

7.3 Use of attendance variation and allowance claims (AVACs)

An attendance variation and allowance claim (AVAC) is to be completed and submitted to Payroll Services immediately following overtime being worked, shift changes, leave taken, etc.

Leave taken for periods of less than five working days may be submitted via an AVAC. However, where the period of absence requires the production of a medical certificate (under the provisions of the relevant industrial award) a leave application form must be completed, regardless of the period, and submitted to Payroll Services immediately following the leave.

The appropriate delegate for leave is required to approve the AVAC.

7.4 Payroll forms older than three months

Payroll services provide calendars that specify form and roster cut off dates and times for each pay fortnight. All payroll forms, e.g. AVACs, leave applications, employee movements, etc, are to be completed and submitted to Payroll Services in a timely manner.

Other than in exceptional circumstances, payroll forms older than three months will not be accepted by Payroll Services, unless specified elsewhere, e.g. in a directive.

Payroll forms older than three months must be authorised by the appropriate delegate before processing by Payroll Services will occur (refer relevant HR delegations manual).

7.5 Ad-hoc payment processing

Payment of salaries and wages will be made through the standard fortnightly pay process and schedule unless there are exceptional circumstances. Where exceptional circumstances exist, an ad-hoc payment may be processed by Payroll Services in accordance with specified guidelines.

8 HISTORY

October 2012	Amended to: <ul style="list-style-type: none"> • add sections 7.3, 7.4 and 7.5 to reflect changes to payroll processing requirements. • update references.
July 2008	Amended to reflect <i>Public Service Act 2008</i>
June 2008	Developed as a result of the HR Policy Consolidation Project



Payment of Salary and Wages and Payroll Deductions

Human Resources Policy

Effective Date: July 2008

1 PURPOSE

To outline arrangements for the payment of salary and wages and payroll deductions.

2 APPLICATION

This policy applies to all Queensland Health employees.

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

- *Public Service Act 2008*
- *Industrial Relations Act 1999*

6 SUPERSEDES

- IRM 5.2 Conversions of Annual Amounts to Fortnightly Equivalents
- IRM 5.3 Payroll Deductions - Union Fees/Subscriptions

7 POLICY

7.1 Conversion of Annual Amounts to Fortnightly Equivalents

Annual Salaries are included in Awards for information purposes only. Payment is to be made in accordance with the fortnightly salaries shown.

Annual allowances are converted to a fortnightly equivalent by dividing the amount by 26.0892857142.

7.2 Payroll Deductions – Union Fees/Subscriptions

The Queensland Government has a commitment to encourage union membership. Consistent with this commitment, payroll deduction facilities for union subscriptions will be provided by Queensland Health when requested by the Public Sector Unions.

8 HISTORY

July 2008	Amended to reflect <i>Public Service Act 2008</i>
June 2008	Developed as a result of the HR Policy Consolidation Project

PTI
RELEASE

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1 PURPOSE

To outline the arrangements for employees engaged in either aggregated or concurrent employment within Queensland Health.

2 APPLICATION

This policy applies to all Queensland Health employees who are engaged under aggregated or concurrent employment arrangements.

3 GUIDELINES

Guidelines may be developed to help facilitate the 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

- Allowances HR Policy C15
- Separation of Employment HR Policy H1
- Engagement in More Than One Position in Queensland Health HR Policy C57
- Salary Increments HR Policy C61
- Queensland Government Standard Practice No.16 Concurrent Employment

6 SUPERSEDES

This is a new HR Policy.

7 POLICY

Employees may be engaged in more than one role within Queensland Health, providing the total hours of engagement do not exceed the equivalent of one full-time role.

The combination of work roles an employee undertakes determines if their employment arrangement with Queensland Health is one of aggregated or concurrent employment.

A number of factors are used to determine whether an employee with more than one work role is under an aggregated or concurrent employment arrangement. For example, the occupation, pay classification and award for each role is considered.

It is important not to confuse the criteria for an aggregated employment arrangement with that of a concurrent employment arrangement.

7.1 Aggregated employment

An employee is in an aggregated employment arrangement when the employee has one engagement with Queensland Health which is split across multiple locations/work sites or cost centres. The one engagement cannot exceed one full-time equivalent (1.0 FTE).

To be deemed aggregated employment the following criteria are to be satisfied:

- employed performing the **same** job, e.g. registered nurse
- employed under the **same** award, classification level and pay point
- employed under the **same** employment status, e.g. part-time or casual, but not a combination of these
- in receipt of the **same** annual leave loading and/or accrual rates, e.g. 5 weeks per annum
- the show holiday or locally gazetted public holiday is the **same** for each separate work location.

Example

An employee is appointed by the Metro North Health Service District as a permanent registered nurse at 1.0 FTE. The employee performs 60% of their work (0.6 FTE) in the Emergency Department at Redcliffe Hospital and 40% of their work (0.4 FTE) in the Intensive Care unit at Redcliffe Hospital each fortnight.

7.2 Concurrent employment

An employee is in a concurrent employment arrangement when the employee has multiple positions (engagements) with Queensland Health at the same time and each engagement attracts a differing employment condition/entitlement to another engagement.

The combined total work hours of the multiple engagements cannot exceed one full-time equivalent (1.0 FTE).

A concurrent employment arrangement exists when one or more of the following criteria applies:

- employed performing **different** jobs, e.g. registered nurse and administrative officer
- employed under **different** awards, classification levels and pay points
- employed under **different** employment status, e.g. part-time, casual
- in receipt of **different** annual leave loading and/or accrual rates, e.g. 5 weeks per annum and 6 weeks per annum
- the show holiday or locally gazetted public holiday is **different** for each separate engagement.

Example 1

An employee is appointed under two different contracts of employment. One engagement is as a permanent part-time registered nurse for three days per week (0.6

FTE) at the Royal Brisbane and Women's Hospital. The other engagement is as a temporary part-time AO5 Project Officer for two days per week (0.4 FTE) at The Prince Charles Hospital.

Example 2

An employee is appointed under two contracts of employment: one with The Prince Charles Hospital (TPCH) and one with the Caboolture Hospital. One engagement is as a permanent part-time registered nurse for three days per week (0.6 FTE) in the Emergency Department at TPCH. The other engagement is as a permanent part-time clinical nurse for two days per week (0.4 FTE) in the Emergency Department at Caboolture Hospital.

8 APPLYING THE POLICY

8.1 Payslip (pay advice)

Employees who are engaged in aggregated employment will receive one payslip that combines all salary, taxation, salary sacrifice, allowances, disbursements, superannuation details and leave accruals.

Employees who are engaged in concurrent employment will receive a payslip for each separate engagement. Each payslip will detail salary, taxation, allowances, superannuation, deductions, wages earned and leave accruals applicable to the respective engagement.

8.2 Payment summary (group certificate)

Employees who are engaged in either aggregated or concurrent employment within Queensland Health will receive one payment summary at the end of each financial year.

8.3 Increments

Employees who are engaged in aggregated employment will have their ordinary hours worked in each location/work site recognised for salary increment calculation purposes. This is in accordance with Salary Increments HR Policy C61.

Employees who are engaged in concurrent employment under **different awards** and **different streams**, e.g. administration and nursing are entitled to progress to the next pay point for each separate engagement, according to the relevant award provisions.

Employees who are engaged in concurrent employment within Queensland Health under **different awards**, but the **same stream** and **classification level** will have their ordinary hours in each engagement combined for the purpose of salary increments (refer to the following examples).

Example 1

Award	Position Title	Classification	FTE	Hrs per annum	Increment due
District Health Service Employees' Award	Finance Officer	AO3	0.5	988 + 942.5	12 months
Public Service Award	HR Officer	PSAO3	0.5	=1930.5	

Example 2

Award	Position Title	Classification	FTE	Hrs per annum	Increment due
Nurses (Queensland Public Health Sector) Award	Registered Nurse	RN Grade 5	0.5	988+ 988	12 months
Nurses (Queensland Public Hospitals) Award	Registered Nurse	RN Grade 5	0.5	=1978	

Employees who are engaged in concurrent employment within Queensland Health, under the **same award** and **same stream**, but **different classification levels**, e.g. clinical nurse grade 6 and registered nurse grade 5, will have the ordinary hours in the higher classification level engagement recognised toward increments for lower level classification engagements. Ordinary hours in lower classification level engagements do not count towards increments in higher classification level engagements.

Employees who are engaged in concurrent employment within Queensland Health, under **different awards** and **different classification levels**, but the **same stream**, e.g. PSAO3 and AO2 will have the higher classification level engagement hours recognised toward increments for lower level classification engagements. Hours worked in lower classification level engagements do not count towards increments in higher classification level engagements.

8.4 Allowances

Employees who are engaged in either aggregated or concurrent employment will have allowances paid in accordance with the appropriate awards and agreements and other relevant industrial instruments for the work performed in each location/work site/engagement. Please refer to Allowances HR Policy C15 for relevant allowances, e.g. foul linen, clinical coder, locality, on-call.

8.5 Superannuation

Employees who are engaged in aggregated employment will have employer and employee superannuation contributions based on their total fortnightly salary, i.e. the combined salary worked across both locations/work sites.

Employees who are engaged in concurrent employment will have employer and employee superannuation contributions calculated and paid based on each separate engagement.

8.6 Taxation

Employees who are engaged in either aggregated or concurrent employment will have their fortnightly earnings treated as one total wage and taxed as per Australian Taxation Office (ATO) prescribed rates.

Employees who are engaged in concurrent employment will have their tax value split against each engagement based on the earnings of the respective engagements.

The ATO will not see concurrent employees as holding two separate jobs.

8.7 Employee initiated deductions

Employees who are engaged in aggregated employment will have all employee initiated fortnightly deductions, e.g. garnishees, salary sacrifice, union fees, etc processed from their fortnightly salary.

Employees who are engaged in concurrent employment will have all employee initiated fortnightly deductions, e.g. garnishees, salary sacrifice, union fees, etc processed from a nominated engagement. Nomination is made through the concurrent employment deduction and fixed deposit notification form located on the Payroll and Rostering Intranet Site (PARIS).

If a new employee enters Queensland Health and a concurrent employment arrangement simultaneously, deductions will be processed from the engagement with the highest hours. If the engagements are of equal hours, the deductions will be processed from the engagement they performed duties in first.

It is the sole responsibility for employees who are engaged in concurrent employment to ensure there is sufficient money available in the nominated engagement for deductions to be processed. If there is insufficient money, some or all deductions will not be processed.

8.8 Leave balances

Employees who are engaged in aggregated employment will have a singular leave balance.

Employees who are engaged in concurrent employment will have a leave balance for each individual and separate engagement they hold. Even though they will be displayed separately, sick, recreational, long service and accrued day off (ADO) leave balances will be combined when accessed. This will allow leave to be transferred when a particular balance has become exhausted. Leave will accrue as per the individual engagement's award conditions, but will be paid at the rate it is taken in.

8.9 Application for leave

Employees who are engaged in either aggregated or concurrent employment are required to complete leave application forms and have them authorised by the respective line manager/supervisor for each location/worksite/engagement. Employees with multiple line managers/supervisors will require multiple leave application forms to be submitted.

8.9.1 Recreation leave

Employees who are engaged in aggregated employment arrangements accrue recreation leave as per their award. Recreation leave accrued under aggregated employment will appear under one leave balance on the employee's payslip.

Employees who are engaged in concurrent employment will accrue recreation leave as per award conditions for each engagement. Recreation leave accrued will appear on the payslip of the respective engagement.

8.9.2 Sick leave

Employees who are engaged in aggregated employment are to comply with legislative provisions, industrial instruments and agency specific policies and guidelines for providing a medical certificate as per Sick Leave HR Policy C64. The total of consecutive sick leave taken across separate locations/work sites is to be considered in determining whether a medical certificate is required.

Employees who are engaged in concurrent employment are to comply with legislative provisions, industrial instruments and agency specific policies and guidelines for providing a medical certificate as per Sick Leave HR Policy C64 for each of their separate engagements.

Example – aggregated

An employee is engaged under provisions requiring a medical certificate to be provided for absences greater than three days. The employee is employed two days in one location/work site and two days in another location/work site and takes sick leave for four days. The application for sick leave is to be accompanied by a medical certificate as the employee has exceeded three days' absence in total.

Example – concurrent

Both engagements come under the same award provisions and the requirement is to provide a medical certificate for absences greater than three days. The employee is employed two days in one engagement and two days in another engagement and takes sick leave for the full four days. The employee is not required to obtain a medical certificate as they have not exceeded three days' absence in any one engagement.

8.9.3 Leave without pay

Employees who are engaged in either aggregated or concurrent employment can request leave without pay in one or more of their locations/work sites/engagements providing the leave is authorised by the relevant delegated authority. This request is to be processed in accordance with departmental guidelines.

8.9.4 Time off in lieu (TOIL)

Employees who are engaged in aggregated employment and participate in TOIL arrangements in each location/work site can negotiate with the respective line

manager/supervisor as to when this time can be utilised.

Employees who are engaged in concurrent employment and participate in TOIL arrangements are to take TOIL against the engagement in which the hours were accumulated. TOIL hours are not transferable between engagements.

8.9.5 Accrued day off (ADO)

Employees who are engaged in either aggregated or concurrent employment, when their contracted engagements total one full-time equivalent (1.0 FTE) and who participate in an ADO arrangement across all engagements, can negotiate with the respective line manager/supervisor as to when this time can be utilised.

Employees engaged in concurrent employment, will accrue ADO hours proportionately between their engagements. All engagements held, excluding casual positions, are to have an ADO entitlement assigned against them. When one individual engagement has an ADO entitlement and another individual engagement does not, no entitlement will exist.

8.9.6 Workers' compensation (WorkCover)

Employees who are engaged in either aggregated or concurrent employment can apply for worker's compensation irrespective of which location/work site/engagement the work-related injury occurred. The completion of the appropriate documentation is to be undertaken by the employee and the line manager/supervisor of the location/worksites/engagement in which the injury occurred.

When an employee sustains an injury in one engagement it may affect the employee's ability to perform duties in another engagement. The employee is responsible for communicating with their line manager/supervisor at their other engagement to advise of any absences that may result from the work-related injury.

Employees are encouraged to contact their local Occupational Health and Workplace Safety unit for specific case related advice.

Workers' compensation claims for employees are managed on an individual basis, in close association with WorkCover and the relevant agency representative.

Employees with multiple line managers/supervisors will be required to submit multiple claim forms.

8.9.7 Fatigue leave

Employees who are engaged in either aggregated or concurrent employment have responsibility for notifying their line manager/supervisor of their employment arrangements before making themselves available for on-call or overtime that may entitle them to fatigue leave/pay on their next rostered shift in their other location/worksites/engagement.

Employees who are engaged in concurrent employment and perform overtime or on-call arrangements that can entitle them to fatigue leave/pay in their next separate engagement are to ensure they complete an attendance variation and allowance form

(AVAC) and have their respective line manager/supervisor approve fatigue leave/pay for processing.

8.10 Compliance with award requirements

In the interest of workplace health and safety/duty of care to the employee, line managers/supervisors need to be aware of the employee's rostered shifts across all locations/worksites/engagements to ensure hours worked and/or shift arrangements comply with the relevant award, e.g. breaks between shifts. It is the responsibility of the employee to communicate with their respective line managers/supervisors and advise them of their rostered shifts.

Employees who are engaged in aggregated employment will have their engagements combined together when applying award requirements.

Employees who are engaged in concurrent employment will have award requirements applied to each individual and separate engagement and positions will be regarded as stand alone.

8.11 Separation of employment

Employees who are engaged in aggregated employment and separate from Queensland Health are to complete a separation advice form or provide another equivalent form of written notification, e.g. formal letter.

Employees who are engaged in concurrent employment and who wish to separate from one or more engagements are to complete a separation advice form or provide another equivalent form of written notification, e.g. formal letter, for each applicable engagement.

Both aggregated and concurrent employees are to follow the process as per Separation of Employment HR Policy H1.

Upon separation from one concurrent engagement the accrued recreation leave balance from that engagement will be paid out as a cash equivalent, or if notification is received in writing, transferred to the employee's remaining engagement. Notification is made through the separation advice form.

Upon separation from one concurrent engagement any TOIL balance from that engagement can either be paid out as a cash equivalent or transferred to the employee's remaining engagement. TOIL can only be transferred to another engagement when the same entitlement applies. The employee is to discuss transferring any TOIL balance with the line manager/supervisor of their other engagement to seek their agreement. For TOIL to be paid out as a cash equivalent, notification in writing and signed by an appropriate delegate is to be submitted to the local Payroll and Establishment Services unit.

Upon separation from one concurrent engagement any accrued sick leave is transferred to the employee's remaining engagement. No cash entitlement exists.

Upon separation from one concurrent engagement, when there is an entitlement to a cash equivalent for long service leave upon separation, the long service leave accrued whilst in the relevant engagement can either be paid out as a cash equivalent to the

employee or if notification is received, transferred to the employee's remaining engagement. Notification is made through the separation advice form. The period(s) of service that do not overlap with other service are transferred to the employee's remaining engagement and recognised towards the qualifying period for taking long service leave.

9 HISTORY

December 2010	Amended to reflect updated aggregated and concurrent employment arrangements following union consultation and system reconfigurations.
March 2010	Implemented to align with new payroll and rostering systems.
October 2008	Developed to provide guidance on the treatment of aggregated and concurrent employment arrangements in Queensland Health following release of the whole-of-government Standard Practice No. 16.

RELEASED
RTI



Union Encouragement Human Resources Policy

1 PURPOSE

To outline the arrangements for union encouragement in Queensland Health.

2 APPLICATION

This policy applies to all Queensland Health employees and unions.

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 (EB7)
- Queensland Public Health Sector Certified Agreement (No.4) 2000
- Health Practitioners (Queensland Health) Certified Agreement (No.1) 2007
- Industrial Relations Education Leave HR Policy C39 (preserved)

6 SUPERSEDES

- IRM 3.6-3 Union Encouragement Guidelines

7 POLICY

7.1 Queensland Health commitment to union encouragement

Queensland Health has made a commitment to encourage union membership among its employees. This commitment was originally reflected in the Queensland Public Health Sector Certified Agreement (No.4) 2000.

It remains the responsibility of unions to enrol members however the active cooperation of all managers and supervisors throughout Queensland Health is necessary, to ensure Queensland Health honours this commitment and complies with its legal obligations. It requires an appreciation of the important role that unions play in representing employees. Passive acceptance by managers and supervisors of membership recruitment activity by unions does not satisfy the requirements of the

agreement. Encouragement requires managers and supervisors to take a positive, supportive role.

These guidelines, endorsed by the EB7 Implementation Group (EB7IG), are provided to enable managers and supervisors to give effect to this commitment with a clear understanding of what is expected of them as employees of Queensland Health, and free of doubt as to the correctness of their actions.

7.2 Union encouragement

To give effect to the intention of union encouragement at the workplace, managers and supervisors are to ensure that encouragement is given. The personal views of individual managers or supervisors are not to be used to discourage employees from union membership or neglect to facilitate union membership in the ways provided for in the Agreement. Managers or supervisors are not to directly or indirectly impede legitimate union activity.

7.3 Encouragement provisions explained

The employer recognises the right of individuals to join a union and is to encourage that membership. It is also recognised that union membership remains at the discretion of individuals.

New employees are to be informed of Queensland Health's commitment. Individuals are not obliged to join a union however Queensland Health encourages its employees to do so. Managers and supervisors are to ensure that this policy is accessible to all current employees.

When requested by a union who is party to this agreement, payroll deduction facilities for union subscriptions are to be available.

Information on relevant unions (supplied by unions) is to be made available to relevant employees at the point of engagement. This places responsibilities on unions as well as Queensland Health. To ensure Queensland Health is able to fulfil its obligations, unions are to supply up-to-date membership material, including application forms, details of fees and how they can be paid and general information about the union.

Union officials or authorised representatives are to be given the opportunity to discuss union membership with new employees and provide employees with relevant union material, including membership forms. Unions are to provide suitable information to be included in induction materials. Queensland Health is to allow union representatives to discuss union membership with new employees during working hours. This is to be done so as not to disrupt the operations of Queensland Health.

7.4 Complementary provisions

7.4.1 Union delegates assistance

The employer acknowledges the constructive role democratically elected union delegates undertake in the workplace in relation to union activities that support and assist members. That role is to be formally recognised, accepted and supported, on condition that unions notify the employer of such delegates. The employer supports

the accepted industrial principle that delegates are to perform their roles without fear of victimisation.

Employees are to be given full access to union officials/delegates during working hours to discuss any employment matter or seek union advice, on condition that service delivery is not disrupted and work requirements are not unduly affected.

Delegates are to have convenient access to reasonable, existing facilities for the purpose of undertaking union activities on condition service delivery and work requirements are not unduly affected. Local arrangements may be entered into with unions at district consultative forum (DCF) level in relation to access to specific facilities. Such arrangements may include (but are not limited to) access to telephones, computers, email, photocopiers, facsimile machines, storage facilities, meeting rooms and notice boards. These arrangements are to be consistent with the employer's policies and procedures and are to ensure that personal privacy and information security is maintained.

Subject to the relevant employee's written approval and any confidentiality provisions, delegates may request access to documents and policies related to a member's employment.

Queensland Health recognises employees have a right to confidently raise issues of concern with their unions. The formal recognition, acceptance and support of the role of union delegates are fundamental to union encouragement.

7.4.2 Commitment to consultation

This establishes joint union and employer consultative committees at a central and district/Corporate Office level to oversee the implementation of the agreement.

7.4.3 Collective industrial relations

Queensland Health acknowledges that structured, collective industrial relations are to continue as a fundamental principle of management of Queensland Health facilities and services. The agreement supports constructive relations between management and unions and recognises the need to work collaboratively.

7.4.4 International Labour Organisation (ILO) conventions

Queensland Health as an employer recognises its obligations to give effect to the conventions of the ILO for all Queensland Health workers, including freedom of association, collective bargaining and equality of treatment conventions.

7.4.5 Industrial relations education leave

The agreement provides industrial relations education leave in the form of paid time off to acquire knowledge and competencies in industrial relations. These leave arrangements are outlined in the preserved Industrial Relations Education Leave HR Policy C39. This is to allow employees to participate effectively in consultative structures, perform a representative role, and further the effective operation of grievance and dispute settlement procedures.

7.5 Communicating the requirements of this policy

It is important Queensland Health communicates this policy to employees at all levels, in all work units and at all localities. Union membership is an issue about which employees, including managers and front line supervisors, may have strong views. It is not the purpose of this policy to interfere with the right of employees to hold or express a personal view, but to ensure that in their official capacity they follow Queensland Health policy.

An important aim of union encouragement is to improve the workplace culture. It is expected both management and unions adopt a problem solving approach if there is disagreement over the application of this policy.

7.6 Resolving disagreement

Disagreements about the way the union encouragement provisions of the agreement are applied are to be resolved locally when possible. Failing this, the DCF or equivalent is the appropriate forum to deal with disagreements. If the DCF is unable to resolve a disagreement it is to be referred to the EB7IG. It is not expected that this referral process is to be commonly used.

7.7 Role of the district consultative forum

The DCF is to be responsible for implementation of the agreement within the health service district. This is the appropriate body to oversee the implementation of union encouragement. It is essential that members representing unions and management understand the commitment of the parties to encourage union membership.

The role of consultative forums, including the DCF, is to be examined by the EB7IG to ensure the most effective arrangements are in place.

7.8 Further enquiries

When distributing this information within the health service district/division, a contact officer is to be nominated to respond to enquiries from staff within the health service district/division.

8 HISTORY

October 2009	Protected IRM 3.6-3 reformatted as a result of the HR policy consolidation project in accordance with EB7.
September 2002	IRM 3.6-3 Union Encouragement Guidelines - (clause 3.1 Queensland Public Health Sector Certified Agreement (No.5) 2002) amended.
April 2001	IRM 3.6.3 Union Encouragement Guidelines - (clause 3.2 Queensland Public Health Sector Certified Agreement (No.4) 2000).



Purchased Leave Human Resources Policy

Effective Date: December 2009

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Please note that any material printed is regarded as an uncontrolled copy. It is the responsibility of the person printing the document to refer frequently to the Queensland Health Internet site for updates.

1 PURPOSE

To outline the arrangements for purchased leave in Queensland Health.

2 APPLICATION

This policy applies to all employees of Queensland Health except for casual and short term temporary employees (i.e. temporary employees engaged on a contract of less than 12 months).

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

- Queensland Public Health Sector Certified Agreement (No. 7) 2008 (EB7)
- Directive 18/09 – Special Leave
- Whole of Government Standard Practice 2 – Purchased Leave
- Leave without Salary Credited as Service HR Policy C19

6 SUPERSEDES

- IRM 11.1-4 Leave – General – Extra Leave for Proportionate Salary

7 POLICY

7.1 Purchased leave

Purchased leave (previously extra leave for proportionate salary) is an option to assist employees with family responsibilities, study commitments or work life balance whereby an employee can purchase an agreed net dollar amount of leave. Employees are able to access between one and six weeks unpaid leave per annum in a minimum one week block, in addition to paid recreation leave and other entitlements. The absence for this leave is treated as leave without pay, but is paid at the net rate.

The employee enters into an agreement to have an amount deducted from their net pay for the agreement period of 12 months, which is held by the employer, to be paid back to the employee when the related leave is taken.

7.2 Eligibility

Employees are to be able to access this provision in their current role or alternatively negotiate a temporary transfer into another role for the duration of the agreement. The operational requirements for some roles can more effectively accommodate purchased leave arrangements.

7.3 Approval for purchased leave

Each request for purchased leave is to relate to a specified 12 month cycle. The cycle may vary between employees and is to commence at the beginning of quarterly periods, i.e. 1 January, 1 April, 1 July or 1 October.

Access to an additional period of purchased leave may be negotiated prior to the conclusion of the current annual cycle.

Employees automatically revert to their normal employment and salary at the end of the annual cycle, unless approval is obtained for the continuation of the purchased leave arrangement for a further 12 month period.

7.4 Notice of intention to access purchased leave

Employees are encouraged to provide as much notice as possible of their intention to access purchased leave. Notice may be given between one and three months prior to the cycle commencement period.

7.5 Written agreement

An employee is required to enter into a written agreement prior to commencing work under the purchased leave arrangements.

There may be extraordinary circumstances when the manager and employee vary the arrangements in the purchased leave agreement. Any amendments are to be clearly stated in a new agreement.

The employee is to retain a copy of the written agreement.

8 APPLYING THE POLICY

8.1 Application for purchased leave

An employee applying for purchased leave is to:

- submit an application for purchased leave to their manager
- provide minimum notice.

The manager is to consider the following:

- The effect on operational efficiency and client service in the work unit.
- Arrangements for re-allocation of work.
- The use of annual or long service leave, part-time work or other options in conjunction with, or as an alternative to, purchased leave.
- Arrangements for the return to normal working pattern/functions/roles.
- Ensure the employee understands the effect on conditions of service.
- The application of fairness, equity and sensitivity to decision making.

The manager is to forward a recommendation to the delegate for approval. The employee receives advice of the outcome of the application. If approved, it is to contain the leave dates, the annual cycle commencement date and the amount of the fortnightly deduction.

The manager is to ensure the employee has a copy of this policy, the application and the agreement.

8.2 Application to vary the purchased leave

It is expected that leave be taken on the dates proposed in the approved application. Variations are only to be considered in exceptional circumstances, and on a case-by-case basis.

Variations of the approved application are to be managed as follows:

- The employee is to write to the delegate providing reasons supporting the variation.
- The employee is to re-submit an application for purchased leave, clearly marked as an amended application.
- The manager's recommendation on the application is to be forwarded to the delegate.

The employee is to discuss the need for amendments with their manager when it becomes apparent there is a need to vary the dates of the leave. The manager is to respond in a timely manner to the variations application.

8.3 Taking purchased leave

Leave is not to be taken prior to the commencement of the annual cycle, however the annual cycle can commence prior to the taking of leave.

The minimum period of purchased leave is one calendar week. The maximum period is six calendar weeks. A minimum of one week's purchased leave may be taken over one or more periods in the agreed 12 month cycle, and may be taken in conjunction with other forms of leave, including long service leave or annual/recreation leave.

8.4 Leave accrual

Annual/recreation, sick and long service leave accrue in accordance with the relevant Award.

Unpaid leave (including purchased leave) in excess of nine continuous working days is not recognised for the purposes of normal sick leave and long service leave accrual. Unpaid leave in excess of three continuous months is not recognised for the purposes of annual/recreation leave accrual. Refer Leave without Salary Credited as Service HR Policy C19.

Example

An employee who takes four continuous weeks of purchased leave does not accrue sick leave or long service leave for the entire four week period, as it exceeds nine continuous working days. Annual/recreation leave is to accrue for the period.

8.5 Salary increments

Any continuous period of purchased leave exceeding one month is not included in the increment calculation. Refer to Leave without Salary Credited as Service HR Policy C19 and relevant Award provisions.

8.6 Public holidays

Payment is not made for public holidays when the purchased leave taken occurs both before and after a public holiday.

8.7 Superannuation

Purchased leave may impact on superannuation contributions and benefits. Employees are advised to contact QSuper for further advice.

8.8 Payroll deductions

Payroll deductions from an employee's net pay are to continue as normal when on purchased leave, e.g. union fees, fix banked accounts.

Payroll deductions from gross earnings, e.g. salary sacrifice, are not to occur during periods of purchased leave, as the employee is receiving a net payment.

Employees are advised to consider their financial arrangements for their periods of purchased leave.

8.9 Taxation implications

Employees are advised to seek advice from either the Australian Taxation Office (ATO) or their accountant on the taxation implications of accessing the purchased leave arrangements.

8.10 Reconciliation at end of purchased leave agreement

A reconciliation of the purchased leave deductions and leave taken at the end of the agreement period is to be done to determine if money is owed to or owed by the employee.

8.11 Separation prior to taking any or all of the purchased leave

Deductions made for leave not accessed are to be refunded if an employee terminates their employment prior to taking any or all of the purchased leave.

8.12 Separation before full deduction is recovered

The following options are available if an employee terminates their employment before the full payment for purchased leave has been deducted from their salary:

- Debit of leave entitlements (for leave used when no deduction occurred).
- Debit of any final monies owing.

- or
- Repayment of the amount owing by electronic funds transfer (EFT) or cheque.

Employees guarantee to reimburse Queensland Health if necessary when signing the application for purchased leave.

8.13 Salary deduction for purchased leave

8.13.1 Calculations for determining net amount deducted

Dates requested	29.03.05 - 02.04.05	-	5 days
	20.06.05 - 24.06.05	-	5 days
	12.09.05 - 16.09.05	-	5 days
	Total	-	15 days
Base fortnightly pay rate		=	\$2,643.10
Less tax		=	\$ 608.00
Less Super (5%)		=	\$ 132.16
		=	\$1,902.94 net pay

\$1,902.94 / 10 days = \$190.29 net per day

Net amount purchased - 15 days x \$190.29 = \$2,854.35

Net amount deducted per fortnight - \$2,854.35 / 26 = \$ 109.79

The deductions can commence in the first full pay period after the start date of the agreement once the purchased leave agreement has been approved and calculations have been determined.

Taking purchased leave

Based on the example above, when an employee chooses to use their purchased leave the funds are to be taken from the general ledger purchased leave account and paid to the employee as a net payment.

The employee is paid their net daily amount multiplied by the number of days purchased.

Dates requested	29.03.05 – 02.04.05	=	5 days
Net weekly pay	\$190.29 x 5 days	=	\$ 951.45

8.13.2 Calculation for determining the net amount deducted for an employee who salary sacrifices superannuation

Dates requested:	29.03.05 - 02.04.05	-	5 days
	20.06.05 - 24.06.05	-	5 days
	12.09.05 - 16.09.05	-	5 days
	Total	-	15 days
Base fortnightly pay rate		=	\$2,643.10
Less salary sacrificed super (5%)		=	\$ 132.16

Standard fortnightly salary	=	\$2,510.94
Less tax		\$ 566.00
	=	\$1,944.94 net pay
\$1,944.94 / 10 days	=	\$ 194.49 net per day
Net amount purchased - 15 days x \$194.49	=	\$2,917.35
Net amount deducted per fortnight - \$2,917.35 / 26	=	\$ 112.21

The deductions can commence in the first full pay period after the start date of the agreement once the purchased leave agreement has been approved and calculations have been determined.

Taking purchased leave

Based on the example above, when an employee chooses to use their purchased leave the funds are to be taken from the general ledger purchased leave account and paid to the employee as a net payment.

The employee is paid their net daily amount multiplied by the number of days purchased.

Dates requested	29.03.05 – 02.04.05	=	5 days
Net weekly pay	\$194.49 x 5 days	=	\$ 972.45

9 HISTORY

December 2009	Amended to reflect updated Directive 18/09 – Special Leave effective 30 November 2009.
September 2009	Amended to clarify the minimum period that is to be taken for purchased leave in sections 7.1 and 8.3.
May 2009	Amended for application prior to new HR solution.
August 2008	Developed as a result of the HR policy consolidation project.
October 2006	IRM 11.1-4 (clause 9.7 of the Queensland Public Health Sector Certified Agreement (No. 6) 2005) amended.