

**From:** [Fiona Finn](#)  
**To:** [Natalie Homan](#)  
**Subject:** Automatic reply: Sch4(3)(3)  
**Date:** Thursday, 24 December 2020 3:13:17 PM

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Thank you for your email.

I am out of the office returning Monday 4 January 2021 and will respond to your email on my return.

Please send HR enquiries to [HR@justice.qld.gov.au](mailto:HR@justice.qld.gov.au) and rehabilitation enquiries to [rehab@justice.qld.gov.au](mailto:rehab@justice.qld.gov.au)

Kind Regards,

Fiona

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Kind regards

David Mackie  
**Director-General**



Department of Justice and Attorney-General

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Level 13, State Law Building, 50 Ann Street, Brisbane Qld 4000

**P:** 07 3738 9825 (Ext 99825) **E:** [kim.davies@justice.qld.gov.au](mailto:kim.davies@justice.qld.gov.au)

50 Ann Street, Brisbane

Ph: (07) 3738 9827 (VOIP)

Mobile: Sch4(3)(3)

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Ethical Standards Unit

Department of Justice and Attorney-General Level 13, State Law Building

50 Ann Street, Brisbane

Ph: (07) 3738 9827 (VOIP)

Mobile: Sch4(3)(3)

\*\*\*\*\*

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\*\*\*\*\*

Patricia Morris  
Ethics Consultant  
Ethical Standards Unit  
Department of Justice and Attorney-General Level 13, State Law Building  
50 Ann Street, Brisbane  
Ph: (07) 3738 9827 (VOIP)  
Mobile: Sch4(3)(3)

\*\*\*\*\*

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\*\*\*\*\*

Regards

Natalie Homan

A/Executive Director

Ethical Standards Unit

Department of Justice and Attorney-General

Level 13, State Law Building

50 Ann Street, Brisbane

Ph: (07) 3738 9821 (ext. 99821)

Fax: (07) 3225 2094

Email: [Natalie.Homan@justice.qld.gov.au](mailto:Natalie.Homan@justice.qld.gov.au)

*The ESU is operating with a limited office presence – please contact by phone/email*

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## **EXPRESSIONS OF INTEREST – QUEENSLAND HEALTH**

**Temporary secondment opportunities available | AO5 to SO/DSO Officers & Clinicians at all levels |  
Current public service employees required | Brisbane CBD**

- **Queensland Health are seeking Expressions of Interest from public service employees for critical temporary deployments**
- **Temporary deployments between 3 to 9 months based in Brisbane CBD**
- **Deployments available for clinicians at all levels and Officers classified at the AO5 to SO/DSO1 level**

Queensland Health are seeking expressions of interest from public service employees to assist our recently established Health Directions Exemption / Enquiry Service branch.

We have an urgent and immediate need for officers (AO5 to SO/DSO level) and registered clinicians to manage the general public, business, industry and government agencies on complex enquiries as they relate to the Public Health Directions; and to assess, escalate and respond to exemption requests. Secondment opportunities are available for:

- Directors
- Senior Clinicians (i.e. ED/ICU nurses, paramedics, mental health practitioners, social workers, child safety)
- Managers
- Systems & Data Analysts / Reporting
- Compliance / Policy / HR / Reporting / Correspondence Officers
- General Exemption Actioners - Triage / Case Management
- Roster Management

These assignments will require individuals with exceptional communication and engagement skills, strong attention to detail, and the ability to effectively manage information exchange of a confidential and sensitive nature across a range of key internal and external stakeholders. We also encourage clinicians to apply for the above corporate level roles.

Secondments are based in Brisbane and flexible work options are available for varying periods of between 3 to 9 months, with possibility of extension. You will need to be available to work on a rostered arrangement Monday to Sunday between the hours of 7am to 11pm (2 x 8-hour shifts).

**As these secondments are to be funded at your substantive level by your home agency, it is important that you discuss this request and your availability with your manager and obtain their approval first.**

**Then, submit your updated CV via the links below for secondments that are of interest (refer to attached document for specific secondment opportunities available):**

- [SO/DSO Opportunities](#)
- [AO8 Opportunities](#)
- [AO7 Opportunities](#)

- [AO6 Opportunities](#)
- [AO5 Opportunities](#)
- [Opportunities for Senior Clinicians / Allied Health Professionals \(excludes AO stream\)](#)

Following submission of your Expression of Interest, Queensland Health may contact you directly to discuss appropriate opportunities that match your qualifications and experience. Your application will remain on file to be considered for future upcoming opportunities as they become available.

If you have any questions, please email the Department of Health recruitment team at [DOHrecruitment@health.qld.gov.au](mailto:DOHrecruitment@health.qld.gov.au).

**Applications close: Monday 28<sup>th</sup> September 2020**

## Health Directions Exemption/Enquiry Service

Commencement date for all required resourcing: **ASAP**

Seconded working arrangements:

- **Monday to Sunday** (rostered arrangement)
- Hours required: **7am to 11pm (2 x 8-hour shifts)**

Leadership			
Classification	Position Title	End Date	Capabilities/attributes
DSO1	Director Operations	<b>30 June 2021</b> with possibility of extension	<ul style="list-style-type: none"> <li>• Lead a multidisciplinary team to set direction, motivate and inspire staff and promote a culture which encourages high performance.</li> <li>• Provide a high level of support to the executive leadership to promptly address and resolve issues as they emerge.</li> <li>• Oversee and manage the department budget, reporting, workforce planning and rostering as well as quality assurance and review activities.</li> <li>• Build and sustain stakeholder relationships to enable the collaborative delivery of customer focussed outcomes.</li> <li>• The ability to work under pressure and effectively respond to an ambiguous and rapidly changing environment.</li> <li>• Identify, lead and implement continuous business improvement processes.</li> </ul> <p><b>This role will be a full-time position that is rostered over 7 days (i.e. out of hours and weekend work will be required).</b></p>

Classification	Position Title	End Date	Capabilities/attributes
DSO1	Director Business Support	<b>30 June 2021</b> with possibility of extension	<ul style="list-style-type: none"> <li>• Lead a multidisciplinary team to set direction, motivate and inspire staff and promote a culture which encourages high performance.</li> <li>• Provide a high level of support to the executive leadership to promptly address and resolve issues as they emerge.</li> <li>• Develop and implement strong governance, HR, communications, engagement, correspondence and media engagement processes</li> <li>• Establishment management and all matters relating to people and culture.</li> <li>• Build and sustain stakeholder relationships to enable the collaborative delivery of customer focussed outcomes.</li> <li>• The ability to work under pressure and effectively respond to an ambiguous and rapidly changing environment.</li> <li>• Identify, lead and implement continuous business improvement processes.</li> </ul> <p><b>This role will be a full-time position that is rostered over 7 days (i.e. out of hours and weekend work will be required).</b></p>
<b>Core Clinical Team</b>			
	Clinical Assessment team (Clinical/health background is desired)	<b>30 June 2021</b> with possibility of extension	<ul style="list-style-type: none"> <li>• Senior clinician with community health experience.</li> <li>• Ability to interpret, analyse and apply the Public Health Directions (PHD), policy and legislation</li> <li>• Experience with triaging and coordinating case management of complex medical cases</li> <li>• Sound decision making skills and the ability to identify and escalate risks</li> <li>• Research skills to enable accurate assessment of exemption requests</li> <li>• High level of written and oral communication skills across all key stakeholders including the public</li> <li>• Provide timely and clear advice.</li> <li>• High level of resilience with the ability to handle complex and sensitive interactions in a calm and professional manner.</li> <li>• Rigorous attention to detail, an ability to understand and synthesise various sources of information efficiently and make informed decisions in a high-pressured and changing environment.</li> <li>• Excellent time management and organisational skills, and ability work autonomously with limited direction, while displaying a strong work ethic and a sense of personal accountability.</li> <li>• Ability to operate with cultural sensitivity with respect to working with persons and groups of diverse racial, ethnic, economic and social backgrounds.</li> </ul> <p><b>This role will be a full-time position that is rostered over 7 days (i.e. shift work will be required).</b></p>



Exemption Assessment Team			
Classification	Position Title	End Date	Capabilities/attributes
AO6/ AO7	General Exemption Actioners (Clinical/health background is desired)	<b>30 June 2021</b> with possibility of extension	<ul style="list-style-type: none"> <li>• Ability to interpret, analyse and apply the Public Health Directions (PHD), policy and legislation</li> <li>• Sound decision making skills and the ability to identify and escalate risk</li> <li>• Research skills to enable accurate assessment of exemption requests</li> <li>• High level of written and verbal interpersonal communication skills.</li> <li>• High level of resilience with the ability to handle complex and sensitive interactions in a calm and professional manner.</li> <li>• Rigorous attention to detail, an ability to understand and synthesise various sources of information efficiently and make informed decisions in a high-pressured and changing environment.</li> <li>• Excellent time management and organisational skills, and ability work autonomously with limited direction, while displaying a strong work ethic and a sense of personal accountability.</li> <li>• Ability to operate with cultural sensitivity with respect to working with persons and groups of diverse racial, ethnic, economic and social backgrounds.</li> <li>• Experience with triage and case management would be beneficial.</li> </ul> <p><b>This role will be a full-time position that is rostered over 7 days (i.e. shift work will be required).</b></p>

Communications and Engagement			
Classification	Position Title	End Date	Capabilities/attributes
AO8	Communications manager	30 June 2021 with possibility of extension	<ul style="list-style-type: none"> <li>Strong ability to establish and develop collaborative relationships within HDES, other government agencies and media stakeholders.</li> <li>High-level written and oral communication skills, including demonstrated ability to negotiate and communicate with influence to ensure policy advice. Able to lead and manage others to produce high quality output.</li> <li>Experience developing and producing targeted content (press releases, press kits, newsletters).</li> <li>Demonstrated high-level experience in policy coordination and policy advice within a large complex environment, including the proven ability to analyse and integrate information from many sources and lead the completion of projects within required timelines.</li> <li>High level of resilience with the ability to handle complex and sensitive interactions in a calm and professional manner.</li> </ul> <p><b>This role will be a full-time position Monday to Friday. Some out of hours maybe required.</b></p>
AO8	Stakeholder Engagement Manager	30 June 2021 with possibility of extension	<ul style="list-style-type: none"> <li>Demonstrated high level verbal and written interpersonal communication skills, with the ability to prepare high-quality written correspondence and reports.</li> <li>High level of resilience with the ability to handle complex and sensitive interactions in a calm and professional manner.</li> <li>Ability to develop and deliver stakeholder engagement strategies, project plans and stakeholder mapping exercises.</li> <li>Effectively manage and coordinate stakeholder response and develop standard response protocols and scripts.</li> <li>Able to work responsively and flexibly while managing changing priorities in a fast-paced and changing environment.</li> </ul> <p><b>This role will be a full-time position Monday to Friday. Some out of hours maybe required.</b></p>
AO6/ AO7	Policy Officers	30 June 2021 with possibility of extension	<ul style="list-style-type: none"> <li>Experience developing, updating and operationalising policies through research and analysis of issues and process.</li> <li>Strong communicator with excellent written and verbal communication capabilities.</li> <li>Strong ability to establish and develop collaborative relationships with inter-departmental and intra-departmental stakeholders.</li> <li>Rigorous attention to detail, an ability to synthesise and recast the output from various sources of information efficiently.</li> <li>Strong understanding of data, including generation and interpretation of data reporting (including dashboards).</li> <li>Strong time management skills and ability to work autonomously, with a strong work ethic and a sense of personal accountability.</li> </ul> <p><b>This role will be a full-time position Monday to Friday. Some out of hours maybe required.</b></p>

Business Support and HR			
Classification	Position Title	End Date	Capabilities/attributes
AO8	Correspondence Manager	<b>30 June 2021</b> with possibility of extension	<ul style="list-style-type: none"> <li>Lead and effectively manage the Correspondence function with the ability to successfully set direction, inspire staff, and promote a culture which encourages high performance.</li> <li>Lead the development and coordination of specific correspondence activities across a department.</li> <li>Oversee the preparation and drafting of complex briefings and reports detailing the unit's activities.</li> <li>High level of resilience with the ability to handle complex and sensitive interactions in a calm and professional manner.</li> </ul> <p><b>This role will be a full-time position Monday to Friday. Some out of hours maybe required.</b></p>
AO8	Systems & Data Analysts	<b>30 June 2021</b> with possibility of extension	<ul style="list-style-type: none"> <li>Experienced data analyst with ability to develop dashboards and reporting.</li> <li>Experienced user of the Service Now system, Microsoft Teams and Microsoft Planner.</li> <li>Ability to develop and lead the development of technological based solutions.</li> <li>High level of written and verbal interpersonal communication skills who can liaise effectively between key stakeholders (e.g. business teams and technology teams).</li> <li>Ability to develop and implement system training for department staff.</li> </ul> <p><b>This role will be a full-time position that is rostered over 7 days (i.e. out of hours and weekend work will be required).</b></p>
AO7 – AO8	Compliance Officers	<b>31 Mar 2021</b>	<ul style="list-style-type: none"> <li>Strong communicator with excellent written and verbal communication capabilities.</li> <li>Ability to produce complex correspondence including submissions, briefings and detailed reports</li> <li>Strong ability to establish and develop collaborative relationships with inter-departmental and intra-departmental stakeholders.</li> <li>Rigorous attention to detail, an ability to synthesise and recast the output from various sources of information efficiently.</li> <li>Strong understanding of data, including generation and interpretation of data reporting (including dashboards).</li> <li>Strong time management skills and ability to work autonomously, with a strong work ethic and a sense of personal accountability.</li> </ul> <p><b>This role will be a full-time position Monday to Friday. Some out of hours maybe required.</b></p>

AO6	HR	<b>30 June 2021</b> with possibility of extension	<ul style="list-style-type: none"> <li>• High level of skills, knowledge and experience to effectively interpret and provide advice on various industrial instruments and people and culture matters.</li> <li>• Highly responsive, with the ability to effectively multitask in response to changing priorities.</li> <li>• High level of resilience with the ability to handle complex and sensitive interactions in a calm and professional manner.</li> <li>• High level of time management skills and ability to work autonomously, with a strong work ethic and a sense of personal accountability.</li> <li>• Build and sustain stakeholder relationships to enable the collaborative delivery of customer focussed outcomes.</li> </ul> <p><b>This role will be a full-time position Monday to Friday. Some out of hours maybe required.</b></p>
AO4/ AO5	Correspondence Officer	<b>31 Dec 2020</b>	<ul style="list-style-type: none"> <li>• Sound written and oral interpersonal communication skills with the ability to synthesise and recast various sources of information efficiently.</li> <li>• Highly organised, with the ability to develop and implement file management processes and train others in their use.</li> <li>• Experience with EDRMS would be beneficial.</li> <li>• Ability to establish, maintain, and engage with stakeholders across government and externally.</li> <li>• Sound time management skills and ability to work autonomously, with a strong work ethic and a sense of personal accountability.</li> </ul> <p><b>This role will be a full-time position Monday to Friday. Some out of hours maybe required.</b></p>

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Ph: (07) 3738 9821 (ext. 99821)

Fax: (07) 3225 2094

Email: [Natalie.Homan@justice.qld.gov.au](mailto:Natalie.Homan@justice.qld.gov.au)

*The ESU is operating with a limited office presence – please contact by phone/email*

the subject officer response.

Could you please do this today and save to the file and notify me please when complete? I need to print it off today.

Thanks

Patricia Morris  
Ethics Consultant  
Ethical Standards Unit  
Department of Justice and Attorney-General Level 13, State Law Building  
50 Ann Street, Brisbane  
Ph: (07) 3738 9827 (VOIP)



To give you an understanding of the situation, the volume of requests is becoming extraordinary – Queensland Health received more than 1000 exemption requests in one day. The exemptions are no longer straight forward, the nature of requests are changing and complex cases are becoming more frequent.

To add to this, staff are becoming fatigued and there are concerns for their mental health and wellbeing.

Queensland Health is seeking expressions of interest from officers classified at the AO5 to DSO/SO1 levels and clinicians to participate in further deployment opportunities as per the attached Health Resourcing Request document.

They critically need staff who are best skilled to work under extreme pressure with optimal delivery outcomes, possess high-level analytical skills (triage of requests through to assessment), ability to work autonomously and possess strong process improvement development and application.

Secondments are based in Brisbane, flexible options are available for varying periods between three to nine months.

The attached EOI documents (which will also be available shortly in the EOI section of the intranet) provide more information about the roles and how staff can express their interest. Prior to nominating, interested staff should discuss this opportunity with their supervisor.

Applications close on Monday 28 September 2020.

Kind regards

David Mackie  
**Director-General**



Patricia Morris  
Ethics Consultant  
Ethical Standards Unit  
Department of Justice and Attorney-General Level 13, State Law Building  
50 Ann Street, Brisbane  
Ph: (07) 3738 9827 (VOIP)  
Mobile: Sch4(3)(3)  
Email: [Patricia.Morris@justice.qld.gov.au](mailto:Patricia.Morris@justice.qld.gov.au)

*PLEASE NOTE - The Ethical Standards Unit is operating remotely – please contact by email or telephone*

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**Ethics Consultant**

**Ethical Standards Unit**

Department of Justice and Attorney-General

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Mobile: Sch4(3)(3)

*PLEASE NOTE - The Ethical Standards Unit is operating remotely – please contact by email or telephone*



Sch4(3)(3)

**From:** Patricia Morris

**Sent:** Tuesday, 16 June 2020 6:06 AM

**To:** Steve L'Barrow <Stephen.L'Barrow@justice.qld.gov.au>

**From:** Patricia Morris  
**Sent:** Tuesday, 16 June 2020 6:06 AM  
**To:** Steve L'Barrow <Stephen.L'Barrow@justice.qld.gov.au>  
**Subject:** RE: Private & Confidential

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Patricia Morris

Ethics Consultant

Ethical Standards Unit

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Ph: (07) 3738 9827 (VOIP)

Mobile: Sch4(3)(3)

Please contact me via  
email or telephone.

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Patricia Morris

Ethics Consultant

Ethical Standards Unit

Department of Justice and Attorney-General Level 13, State Law Building

50 Ann Street, Brisbane

Ph: (07) 3738 9827 (VOIP)

Mobile: Sch4(3)(3)

Please contact me via email or telephone.

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I trust the above answers your questions.

Regards

Patricia Morris  
Ethics Consultant  
Ethical Standards Unit  
Department of Justice and Attorney-General Level 13, State Law Building  
50 Ann Street, Brisbane  
Ph: (07) 3738 9827 (VOIP)  
Mobile: [redacted]

[redacted] Please contact me via email or telephone.

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**From:** [Neil Lawson](#)  
**To:** [Michele Lane](#)  
**Cc:** [Natalie Homan](#)  
**Subject:** RE: Sch4(3)(3)  
**Date:** Friday, 18 September 2020 8:30:00 AM  
**Attachments:** [image001.png](#)  
[image003.png](#)

---

Thanks very much for checking Michele.

Kind regards  
Neil

Neil Lawson  
A/Principal Ethics Consultant, Ethical Standards Unit,  
Department of Justice and Attorney-General,  
Level 13, State Law Building, 50 Ann St, Brisbane, Qld 4000

Tel: 3738 9826; Fax: 3738 9832; Email: [neil.lawson@justice.qld.gov.au](mailto:neil.lawson@justice.qld.gov.au)

*PLEASE NOTE - The Ethical Standards Unit is operating partly remotely. [redacted]  
[redacted] please contact me by  
phone/email*

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---

**From:** Michele Lane <[Michele.Lane@justice.qld.gov.au](mailto:Michele.Lane@justice.qld.gov.au)>  
**Sent:** Thursday, 17 September 2020 7:47 PM  
**To:** Neil Lawson <[Neil.Lawson@justice.qld.gov.au](mailto:Neil.Lawson@justice.qld.gov.au)>  
**Subject:** RE: [redacted]

Hi Neil,

[redacted]

Many thanks

**Michele Lane**  
**Executive Officer**  
**Ethical Standards Unit**  
Department of Justice and Attorney-General

---

Level 13, State Law Building, 50 Ann Street, Brisbane Qld 4000  
**P:** 07 3738 9822 (Ext 99822) **M:** [redacted] **E:** [Michele.Lane@justice.qld.gov.au](mailto:Michele.Lane@justice.qld.gov.au)

PLEASE NOTE - [redacted]

Nyrée



**Nyrée Illingsworth**

A/Executive Director - People and Engagement  
Corporate Services

**Department of Justice and Attorney-General**

**P** 07 3738 9306 **M** Sch4(3)(3) **E** [nyree.illingsworth@justice.qld.gov.au](mailto:nyree.illingsworth@justice.qld.gov.au)

**A** Level 15, 50 Ann Street, Brisbane QLD 4000 **W** [www.justice.qld.gov.au](http://www.justice.qld.gov.au)



Sch4(3)(3)

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Ethics Consultant

Ethical Standards Unit

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Thanks

Patricia Morris

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Don't hesitate to drop me a line either via email or phone if you have any concerns.

Regards

Brendan



**BRENDAN YOUNG**

DETECTIVE ACTING SERGEANT

SECURITY OPERATIONS UNIT

COUNTER-TERRORISM INVESTIGATION GROUP

**SECURITY & COUNTER-TERRORISM COMMAND**

200 Roma Street, Brisbane, Qld, 4000 | PO Box 1440, Brisbane,  
Qld, 4000 ☎ 07 3364 4295 | [young.brendanl@police.qld.gov.au](mailto:young.brendanl@police.qld.gov.au)

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Brendan



**BRENDAN YOUNG**

DETECTIVE ACTING SERGEANT

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**SECURITY & COUNTER-TERRORISM COMMAND**

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Mobile: Sch4(3)(3)

Should you have any questions in my absence, please contact Ethical Standards on 3738 9822.

Regards

Patricia Morris

Ethics Consultant

Ethical Standards Unit

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Regards

Natalie Homan

Patricia Morris

Ethics Consultant

Ethical Standards Unit

Department of Justice and Attorney-General Level 13, State Law Building

50 Ann Street, Brisbane

Ph: (07) 3738 9827 (VOIP)

Regards

Natalie Homan

Patricia Morris

Ethics Consultant

Ethical Standards Unit

Department of Justice and Attorney-General Level 13, State Law Building

50 Ann Street, Brisbane

Ph: (07) 3738 9827 (VOIP)

the Ethical Standards Unit (ESU) did not intend to await the outcome of same before proceeding to address your complaint. I note the complaint was first referred to the ESU in June 2020 hence the matter has taken some 9 months to resolve. The ESU in the course of its enquiries did consider voluminous material provided by you and Sch4(3)(3) and Ms Thomson has independently reviewed this material to decide the appropriate course of action.

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Mobile:

*Please contact me  
via email or telephone.*

---

## ATTACHMENT: INFORMATION TO SUPPORT YOU

---

### HOW TO REQUEST AN EXTERNAL REVIEW

If you don't agree with this decision, there are review options available.

1. External review: This service is completed by a Review Officer at the Workers' Compensation Regulator, which means it's free and independent, but not court-based. For more information, call 1300 739 021 or email [reviewunit@oir.qld.gov.au](mailto:reviewunit@oir.qld.gov.au).

Complete a review application online or print a copy and send to the Workers' Compensation Regulator. You have three months from receiving this letter to request an external review.

2. If unsatisfied with the external review in step 1, you may appeal to the Queensland Industrial Relations Commission (QIRC). Fees are payable if a solicitor or third party assists in this appeal.

There are other sources of assistance when considering an external review, including:

- Queensland Council of Unions – a workers' compensation advisory service on 1800 102 166.
- Queensland Law Society – who can assist in finding a solicitor on 1300 367 757

---

### TREATMENT OR SUPPORT OPTIONS

While everyone has different personal circumstances, the following options may be available:

- private health insurance
- sickness or accident cover through superannuation or income protection insurance
- compulsory third-party insurance if the injury is a result of a motor accident
- independently fund treatment or access the public health system.

Additional services are available for psychological and psychiatric conditions.

- 1300 MH CALL (1300 642 255) is a confidential mental health telephone triage service for Queenslanders that provides the first point of contact to public mental health services
- Lifeline: 13 11 14 or [www.lifeline.org.au](http://www.lifeline.org.au)
- Beyondblue: 1300 224 636 or [www.beyondblue.org.au](http://www.beyondblue.org.au)
- Workers' Psychological Support Service: 1800 370 732 or [info@wpss.org.au](mailto:info@wpss.org.au). Queenslanders experiencing a work related psychological injury can access support from a social worker.

---

### DIFFICULTY WORKING DUE TO INJURY OR ILLNESS

The following options may be available if you are finding it difficult to work:

- access any remaining sick leave entitlements through your employer
- discuss working part-time or in an alternative role with your employer
- sickness or accident cover through superannuation, or early access to your super
- income protection insurance
- The Salvation Army Australia Emergency Relief: 1300 371 288
- Centrelink payments and services available from the Australian Government.

**32 Meaning of injury**

- (1) An *injury* is personal injury arising out of, or in the course of, employment if the employment is a significant contributing factor to the injury.

**11 Who is a worker**

- (1) A *worker* is a person who—
- (a) works under a contract; and
  - (b) in relation to the work, is an employee for the purpose of assessment for PAYG withholding under the *Taxation Administration Act 1953* (Cwlth), schedule 1, part 2-5.
- (2) Also, schedule 2, part 1 sets out who is a *worker* in particular circumstances.
- (3) However, schedule 2, part 2 sets out who is not a *worker* in particular circumstances.
- (4) Only an individual can be a *worker* for this Act.

**131 Time for applying**

- (1) An application for compensation for an injury is valid and enforceable only if the application is lodged by the claimant within 6 months after the entitlement to compensation for the injury arises.
- (2) If an application is lodged more than 20 business days after the entitlement to compensation arises, the extent of the insurer's liability to pay compensation is limited to a period starting no earlier than 20 business days before the day on which the valid application is lodged.
- (3) Subsection (2) does not apply if death is, or results from, the injury.
- (4) An insurer must waive subsection (1) for a particular application if it is satisfied that special circumstances of a medical nature, decided by a medical assessment tribunal, exist.
- (5) Also, an insurer may waive subsection (1) for a particular application if—
- (a) it is satisfied that a doctor, nurse practitioner or dentist has assessed the injury as resulting in total or partial incapacity for work; and
  - (b) the claimant lodged the application within 20 business days after the first assessment under paragraph (a).
- (6) An insurer may waive subsection (1) or (2) for a particular application if the insurer is satisfied that a claimant's failure to lodge the application was due to—
- (a) mistake; or
  - (b) the claimant's absence from the State; or
  - (c) a reasonable cause.

I acknowledge that it is an offence against the Workers' Compensation and Rehabilitation Act 2003 to make a statement that is false or misleading. The information I have provided is true and not misleading. I agree to advise WorkCover Queensland if my circumstances change or if I become aware of any matter that would make the above information false or misleading. I will advise WorkCover Queensland if I undertake any employment (paid or unpaid), including self-employment during my claim. I authorise any doctor, health authority, allied health provider, rehabilitation provider, or other insurer to disclose to WorkCover Queensland and its agents any information about my medical history relevant to this claim. I consent to WorkCover Queensland communicating with all parties, including injured workers, employers, and medical and allied health providers by email. I have read and understand the privacy notice.

I agree to the above statement





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I acknowledge that it is an offence against the Workers' Compensation and Rehabilitation Act 2003 to make a statement that is false or misleading. The information I have provided is true and not misleading. I agree to advise WorkCover Queensland if my circumstances change or if I become aware of any matter that would make the above information false or misleading. I will advise WorkCover Queensland if I undertake any employment (paid or unpaid), including self-employment during my claim. I authorise any doctor, health authority, allied health provider, rehabilitation provider, or other insurer to disclose to WorkCover Queensland and its agents any information about my medical history relevant to this claim. I consent to WorkCover Queensland communicating with all parties, including injured workers, employers, and medical and allied health providers by email. I have read and understand the privacy notice.

I agree to the above statement



s.73(2)

**Timeframes**

I Sch4(3)(3) will seek to attend to the next steps in relation to these matters on my return.

Should you have any questions in my absence, please contact Ethical Standards on 3738 9822.

Regards

Patricia Morris  
Ethics Consultant  
Ethical Standards Unit  
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s.73(2)

**Timeframes**

I [redacted] will seek to attend to the next steps in relation to these matters on my return.

Should you have any questions in my absence, please contact Ethical Standards on 3738 9822.

Regards

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Regards

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*The ESU is operating with a limited office presence – please contact by phone/email*