



Australian Government

Department of Families, Housing,  
Community Services and Indigenous Affairs

## FaHCSIA PROMOTING GOOD HEALTH GUIDE

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#### 1. Introduction

FaHCSIA recognises that employees who enjoy good health are likely to be more productive in the workplace. Employees are encouraged to participate in activities that will have a beneficial effect on health and wellbeing.

#### 2. Coverage

This Guide applies to all ongoing FaHCSIA employees.

#### 3. \$300 Annual Payment in April Each Year

The FaHCSIA Collective Agreement 2009 – 2011 introduced changes to the way the Promoting Good Health payment is paid.

Commencing from April 2009, eligible ongoing (full-time and part-time) employees will receive an annual gross payment of \$300 to facilitate employee participation in health promotion activities.

The payment will be made via the payroll system, on the first payday on or after 1 April each year. The payment will be taxed as if it is part of an employee's salary.

#### 4. Employees who are not eligible for the payment

The following employees will be ineligible to receive the Promoting Good Health payment:

- ongoing employees who are not employed by FaHCSIA on the date the payment is made;
- non-ongoing employees;
- employees on leave without pay on the date the payment is made and the total period of the leave without pay extends for a period of 12 months or more; and

- employees on a temporary assignment of duties to another agency on the date of payment and the total period of the temporary assignment extends for a period of 12 months or more.

Employees who are on a period of LWOP or temporary assignment of duties to another agency on the date of payment will not receive the \$300 payment until they return to duty with FaHCSIA. This will ensure that overpayments are avoided where the initial period of LWOP or temporary reassignment may be less than 12 months but is subsequently extended to 12 months or more. Employees in this category should contact the Employee Services Section in People Branch on their return to FaHCSIA to arrange for the payment to be made.

#### **4. Need more information?**

Fact Sheet: Promoting Good Health.