

## Employee Healthcare Policy - Australia

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<b>Revision</b> -	<b>Issue Date</b> 26/02/2016	<b>Purpose of issue / description of revision / version</b> New policy per comprehensive policy review			
			Prepared by	Checked by	Verified by
		Initials	C O'Neil	D Clark	AMB
		Signature			

## 1. Employee Healthcare Policy

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### 1.1 Policy

1.1.1 This Policy sets out the approach of Cundall Johnston and Partners Pty Ltd (“Cundall”) to the provision of employee healthcare.

### 1.2 Government Provision

1.2.1 Health care in Australia is universal. The federal government pays a large percentage of the cost of services in public hospitals. This percentage is calculated on:

- Whether the government subsidises this service (based on the Medicare Benefits Schedule). Typically, 100% of in-hospital costs, 75% of General Practitioner and 85% of specialist services are covered.
- Whether the patient is entitled to a concession or receives other benefits.
- Whether the patient has crossed the threshold for further subsidised services (based on total health expenditure for the year).

### 1.3 Additional Provision

1.3.1 Where workers are not eligible for subsidised provision under federal rules (for instance where a worker is working temporarily in Australia under a secondment arrangement, Cundall provides comprehensive insurance cover under an appropriate travel and/or medical insurance policy, to enable the worker to access medical care in Australia.

### 1.4 Preventative Care

1.4.1 Cundall commits to supporting individuals to undertake preventative care, for instance by paying for immunisation against influenza and allowing employees to use work time to undertake immunisations.

### 1.5 Further Information

1.5.1 Further information relating to healthcare issues may be obtained from any Director or from Human Resources.