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Working in the Northern Territory

# Allied Health Professional Incentives

We have the job opportunity that is right for you!

- Contribute to the delivery of quality healthcare to the NT
- Be part of a community where you can see the difference you make
- Foster a work/life balance with additional leave benefits
- Excellent professional development opportunities

The Northern Territory offers a great lifestyle, spectacular geography and unique work opportunities not available elsewhere in Australia. With up to seven weeks recreation leave per year you will have the opportunity to experience everything our unique Territory has to offer, and still have time to visit family and friends down south or overseas.

## Working hours

Ordinary hours of duty will as far as practicable be confined to 36.75 hours per week, or an average of 36.75 hours per week spread over 2, 3 or 4 weeks.

- Shift penalties apply in line with Enterprise Agreement definitions
- After hours, stand by and on-call allowances available
- Overtime remuneration available (where appropriate and applicable)

**This document is a summary of Allied Health Professional conditions and pay.**

## Acknowledgement of Traditional Owners and Elders

We would like to pay our respect to the traditional custodians of the land and waterways and acknowledge our elders past and present and emerging.

## Legislation

Please read this document in conjunction with the: [Northern Territory Public Sector 2021-2025 Enterprise Agreement](#)

# Northern Territory Government Incentives

## Northern Territory Public Sector Incentives

- Superannuation benefits 11.5%. Superannuation guarantee contributions in accordance with the federal legislative requirements. (Eligibility to choose to salary sacrifice into an applicable superannuation fund).

Potential eligibility to salary sacrifice per annum (Fringe Benefit Tax year).

- Up to \$5,000 (grossed up value) for a meal and entertainment card.
- Hospital based employees eligible for salary packaging up to \$17,000 grossed up per annum – enables part of your before-tax salary to be sacrificed for specific non-cash benefits, and increases take home pay.
- Some specified positions attract a novated lease arrangement.

### Leave incentives (pro-rata for part time employees)

- Recreation leave loading payment (non-shift workers) OR penalties in lieu of shift work (additional penalties).
- Annual recreation leave: 6 weeks per annum - (accumulates across period of employment).
  - Additional week annual recreation leave for working 10 Sundays per annum (or a pro-rata portion).
- Christmas Closedown Leave: Additional 3 days leave to cover the agency's closedown period between Christmas Day and New Years' Day (subject to agency requirements).
- Long service leave: 3 months after 10 years of continuous service.
  - With the possibility to have prior service recognised after 2 years' service (subject to recognised employer and breaks in service).
- Personal leave (carers and personal): 3 weeks per annum (accumulates across period of employment).
- Parental leave:
  - Between 14 and 18 weeks paid parental leave (for employees with greater than 12 months continuous service).
  - Up to 156 weeks (3 years) (paid and unpaid) parental leave (for employees with greater than 12 months continuous service).
- Partner leave:
  - Between 1 and 2 weeks paid partner leave (for employees with greater than 12 months continuous service).

- Up to 8 weeks partner leave (paid and unpaid) (for employees with greater than 12 months continuous service).
- Foster and Kinship Carers Leave: 10 days paid leave and up to 10 days unpaid leave to provide temporary care or undertake mandatory training and assessment.
- Cultural and ceremonial leave: 5 days per annum (unpaid).

Zone A taxation concessions may be available.

### Contract incentives

- Employees employed on a casual basis will receive a casual employment loading of 25%.

### Work life balance incentives

- Flexible work arrangements, including:
  - Variation to full-time hours
  - Flex time
  - Compressed work weeks
  - Part time employment
  - Job sharing
  - Working from home / telecommuting
  - Career break schemes (paid leave and or special leave without pay)
  - Leave at half pay
  - Purchase of additional leave
  - Extended leave scheme.
- Employee Assistance Program – Employees and their families may access up to three sessions of professional and confidential counselling services for each issue, which may be conducted remotely.
- Health and Wellbeing- A range of services and initiatives are available for staff including:
  - *My Wellbeing Index App*: Measures and addresses mental health and wellbeing
  - *NT Healthy Workplace Toolkit* provides a guide to developing and implementing workplace health and wellbeing programs
  - Access to on-site gyms, pools or wellbeing initiatives (where applicable), including the annual 10,000 Steps challenge
  - NT Health Wellbeing Program and regional health service wellbeing working groups.

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# Allied Health Incentives

Classifications and salary (including 11.5% superannuation).

- Professional Level 1 \$66,904-\$85,700
- Professional Level 2 \$88,204-\$105,445
- Professional Level 3 \$108,699-\$121,738
- Senior Professional Level 1 (Performance based pay) \$126,030-\$140,795
- Senior Professional Level 2 (Performance based pay) \$145,394-\$158,469

The following incentives are available to employees, subject to delegate approval:

- Payment on promotion scheme: An employee (excluding Senior Professionals) may progress to a higher salary increment upon promotion.
- P1/P2 Progression Scheme: A Professional 1 employee may progress to the Professional 2 classification level in certain circumstances.
- Professional Excellence Status Scheme: A scheme designed to recognise excellence in professional performance for P3, SP1 and SP2.
- Allied Health Assistants are employed as technical employees and are eligible for the Technical employee incentive where a T1 employee may progress to the T2 classification level in certain circumstances.

## Allowance and overtime incentives

### Profession Specific Special Rates & Allowances

- Sonographers: A Sonographers skills allowance is available to sonographers, who will be employed at no less than the 5th increment of the P2 designation and will progress through the incremental structure by way of normal conditions (Schedule 3 – 8.11).

### Other relevant allowances

A range of allowances are available for employees on top of their normal salary. Please refer to Part 7 of the NTPS EA 2021-2025 or Part 3 of the NT PSEM By-Laws 2016 for more information, including:

- Higher Duties Allowance (By-law 23)
- Travelling Allowance (By-law 30): \$96.80/night + \$15.30/day incidentals and meal rates
- Temperate Clothing Allowance (By-law 29): \$620 maximum

- Locality allowance (paid as per location)
- Recall to duty compensation (paid per occurrence with minimum payment requirements)
- Overtime compensation (paid per occurrence with minimum payment requirements).

## Relocation packages

A generous relocation package may be offered, this can include support to move personal items and/or car for you and your family members.

- New employees who are required to relocate to commence employment may be eligible for payment to cover the full or partial costs of relocating the employee, family members (if any) and reasonable household goods.
- Venture Housing Scheme: Allied Health professionals relocating to the NT for work are considered priority occupations for rental subsidy. For further information see: [Rent Choice Subsidy Calculator](#) | [Venture Housing](#) and [2024 Northern Territory skilled occupation priority list](#)
- Affordable Housing Scheme: NT Government leases private properties for eligible tenants to sub-lease at 70% of market rates. These are managed by contracted property managers and are available in Darwin, Palmerston, Coolalinga, Tennant Creek and Alice Springs. For further information see the [Affordable Housing Scheme website](#)

### Remote Employees

Employees residing outside of Darwin, Katherine and Alice Springs areas may be eligible for a number of benefits including:

- Rental and electricity concessions;
- Special study leave;
- Airfares out of remote locations and accommodation;
- Family travel assistance program;
- Assistance with household contents insurance; and
- Allowance for freight on household goods.

Refer to the [Remote Locality Provisions Determination](#) for classification of location categories and further information.

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## Assistance with Studies

- Study Leave and Fee Reimbursement: An employee may apply for assistance to undertake or continue an approved course of study which is recognised as relevant to the public sector. Applications can be made for paid study leave, unpaid study leave and reimbursement for fees incurred for enrolment, tuition or examination related to the course (NT-PSEMA By-Laws 2016: 41).

## Continuing Professional Development

### Clinical Education

The Allied Health Clinical Education unit offer a range of free development opportunities for allied health professionals including:

- Allied Health Inter-Professional Early Career Program
- Professional Practice Supervision (Foundational, Intermediate and Advanced) Training
- Allied Health Leadership Training P2 – P3
- Allied Health Grand Rounds
- Clinical Yarning
- Cultural Responsiveness.

### Professional Practice Supervision

- Professional Practice Supervision (PPS) is supported and encouraged across NT Health allied health irrespective of your stage of career development. PPS incorporates formal, regular and structured activities that support reflection and facilitate an environment for personal and professional growth.

**Professional Development Allowance has been updated as per Determination 1 for 2024:**

- 1 to 5 years \$688 per annum
- 5 years+ \$1518 per annum.

### Other Professional Development Opportunities

Allied health professional networks are supported by discipline specific profession leads, who lead and advocate for the allied health profession-specific workforce. A range of discipline specific professional development opportunities are available, as well as opportunities for role shadowing or role swapping in other work areas.

A range of courses and trainings for all staff are available through the MyLearning platform, EASA Corp Training or the Office for the Commissioner of Public Employment.



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