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## Working in the Northern Territory

# Medical Officer 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 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.

**This document is a summary of Medical Officers terms and conditions of employment.**

For further information and eligibility criteria relevant to the Medical Officers NTPS Enterprise Agreement visit the following website: [Medical officer's conditions and pay - NT Health](#)

### **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: [Medical Officers NTPS 2018-2021 Enterprise Agreement Workforce Incentive Program](#)

To plan your ongoing career and benefits in Rural & Regional Medicine, please visit the Workforce Incentive Program - Doctor Stream on the below link: [Workforce Incentive Program Doctor Stream | Australian Government Department of Health and Aged Care](#)

# Northern Territory Government Incentives

## Medical Officer Salary: Relocation Assistance

A relocation package is offered

- Economy fares with options that allow you to upgrade should you wish, or convert towards road travel
- Support to move your personal items (based on cubic metres) for you and each member of your family - for contracts greater than 6 months (for Population and Primary Health Care contracts greater than 18 months) minimum and dependent on location. Car may be substituted.
- Temporary accommodation on arrival
- Rent subsidy (part or full) may be provided dependent upon your employment level and location
- Subsidised utilities dependent upon your employment level and location

## Medical Officer Salary: Benefits and Allowances (pro-rata for part time employees)

**Superannuation benefits** - NT Health contributes 10.5% of your salary in accordance with the federal legislative requirements to an applicable superannuation fund of your choice. (Superannuation contributions are capped at the employer's rate)

**Annual recreation leave:** 6 weeks per annum (accumulates across period of employment)

**Additional one week** of annual recreation leave for working 10 Sundays across the calendar year (or a pro-rata portion)

### Recreation leave loading payment

Additional Leave -NT Health offers medical officers the opportunity to take leave at half pay or to purchase additional recreation leave

### Hospital based medical officers (including Population and Primary Health Care) are eligible for salary packaging

- \$9,010 net per annum (\$17,000 grossed up value) before-tax salary may be sacrificed for certain non-cash benefits
- Up to \$2,650 (\$5,000 grossed up value) for a meal and entertainment card
- for a novated lease vehicle

### Rural based medical officers are eligible for Regional and Remote Attraction and Retention payments

- An allowance of \$26,361 per annum (current amount based on Level 2) will be payable fortnightly to eligible hospital and rural GP specialists working in regional and remote NT
- Retention payment currently \$32,951 per annum as lump sum on completing each 12 months of service in regional and remote NT
- Rural registrars are also eligible to receive a rural allowance

### All medical officers are eligible for Professional Development assistance

- Professional Development Allowance (PDA) is paid fortnightly as additional salary
  - PDA starts at approx. \$3,000 for interns increasing to (approx.) \$26,000 for specialists and rural GPs (or a pro-rata portion)
- Professional development leave: Up to 10 days leave per annum to attend conferences, training or to prepare and attend exams (does not accrue)
- Provision for non-clinical support time to support supervision and teaching etc
- Protected teaching time for medical officers in training
- Sabbatical leave: 13 weeks after 5 years of service is available to refresh and undertake a period of study or research (hospital and rural GP specialists only)
- Reimbursement of up to \$3,000 of HELP debt – subject to a number of conditions and Chief Executive Officer approval

### Additional Allowances/Benefits based on position may include

- Managerial allowance
- Pre-eminent Status Allowance – (by written application addressing the criteria for this allowance)
- Private Practice Allowance
- Practitioner Allowance
- Senior Rural Medical Allowances
- Mobile phone/Laptop
- Access to on-site gyms, pools and other wellbeing initiatives

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## Working hours/Penalties

Ordinary hours of duty will as far as practicable be confined to 38 hours per week, or an average of 38 hours per week spread over 2, 3, 4 weeks.

- Shift penalties apply outside the normal span of 6:00 to 18:00 hours Monday to Friday
- After hours, stand by and on-call allowances available (where appropriate and applicable)
- Overtime remuneration (where appropriate and applicable)

## Personal Leave

- 3 weeks per annum (accumulates across period of employment)

## Paid parental and partner leave (for employees with greater than 12 months continuous service)

- Between 14 and 18 weeks paid parental leave (for employees with greater than 12 months continuous service) and up to 3 years unpaid
- Between 1 and 2 weeks paid partner leave (for employees with greater than 12 months continuous service)

## Other Leave

- Compassionate leave
- Cultural and Ceremonial Leave: 5 days unpaid per annum

## Long service leave

- 3 months after 10 years of continuous service, with the possibility to have prior service recognised after two years' service (subject to recognised employer and breaks in service)

## Remote locality

- 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.

## Designations, salary and allowances (subject to eligibility criteria, excluding 10.5% superannuation)

Medical officer (MO1 to MO5)	\$82,052 - \$115,221
Hospital Medical Officer (HMO1 to HMO7)	\$115,221 - \$165,464
Senior Hospital Medical Officer (SHMO1 to SHMO2)	\$172,624 - \$177,779
Registrar (REG1 to REG7)	\$118,516 - \$145,998
Senior Registrar (SREG1 to SREG2)	\$161,219 - \$175,013
Fellow (FEL1)	\$188,890
Rural Registrar	\$295,778 - \$309,404*
Senior Rural Registrar	\$319,094 - \$326,566*
Rural Medical Practitioner (RL3.1 to RL3.5)	\$336,704 - \$390,595*
Senior Rural Medical Practitioner (RL4.1)	\$432,027 - \$463,313*
Staff Specialist (SMO1.1 to SMO1.6)	\$351,543 - \$493,315
Senior Staff Specialist (SMO2.1 to SMO2.3)	\$472,401 - \$564,966
Rural Medical Administrator	\$494,373 - \$522,107*
Rural Generalist Trainee	\$309,818 - \$340,596^
Rural Generalist	\$430,510 - \$452,558^
Senior Rural Generalist	\$474,603 - \$502,337^

\*These Incentives have been applied to the Rural Medical Practitioner / Rural Generalist classification

- Level 1: Residing in Darwin and performing the majority of their duties in regional and remote areas: 50% of revenue generated by the Medical Officer up to a maximum payment of \$75,000 per financial year.
- Level 2: Residing in Katherine, Alice Springs or Nhulunbuy, performing majority of their duties in regional and remote areas: 50% revenue generated up to max of \$85,000 per financial year.
- Level 3: Residing in Tennant Creek or another remote NT community and performing the majority of their duties in regional and remote areas: 50% of revenue generated up to max \$100,000 per financial year.

\*Please note, this is in reference to the Revenue Activity Incentive Payment only.

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^ Allowance paid to Rural Generalist Trainee where:

- Accepted into RGP and enrolled in ACRRM or RACGP and committed to AST/ARST; and
- Qualified by relevant College compliant with department credentialing process to work in specified areas of practice (e.g. anaesthetics, obstetrics) with model of supervision suitable for the environment and where the department is utilising those skills; and
- Is residing in locality of Katherine or Gove.

### **Contract incentives**

- Employees employed on a casual basis will receive a casual employment loading of 20%.



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