



A great career
in health

goes with
the Territory

Working in the Northern Territory

Nurse and Midwife 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 the Nurses and Midwives terms and conditions of employment.

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:

[Nurses and midwives NTPS 2018-2021 Enterprise Agreement](#)

Workforce Incentive Program

Northern Territory Government Incentives

Nurses and Midwives Incentives

- Superannuation benefits 10.5%. 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)

- Hospital based employees are eligible for salary packaging up to \$9,010 net (\$17,000 grossed up value) per annum 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.

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
- 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)
- Personal leave (carers and personal): 3 weeks per annum (accumulates during 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)

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
 - [Peer Support Conversations](#): Offers a Peer Support Officer (PSO) for confidential discussion during difficult times in the workplace or personal life.
 - [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

Education and training opportunities

- Nursing and Midwifery Scholarships
- Employed Model Program
- Graduate Programs

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Allowance incentives

- Shift Responsibility Allowance*
- Exemplary Practice Allowance
- Post Graduate Allowance
- Professional Development Allowance

Working hours

The ordinary hours of duty for a full-time employee will be an average 76 hours per fortnight

The ordinary hours of duty will, wherever reasonably practicable, be worked so that:

- In any week no more than five shifts are exceeded
- In any fortnight not more than ten shifts are exceeded
- Shiftwork penalties and overtime apply in line with Enterprise Agreement definitions
- Overtime remuneration (where appropriate and applicable)

Remote locality

- Remote locality electricity Subsidy
- Payment up to \$500 towards pay TV/internet services

Employees residing outside of Alice Springs, Darwin and Katherine 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.

Relocation

A relocation package is offered, this includes support to move personal items and/or vehicle for you and your family members. (dependent on length of contract and location)

Salary

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

Nurse 1 (Graduate Enrolled Nurse; Enrolled Nurse)	\$63,402 - \$71,670
Nurse 2 (Graduate Registered Nurse/Midwife; Registered Nurse/Midwife)	\$71,670 - \$94,821
Nurse 3 (Registered Nurse/Midwife)	\$98,777 - \$105,538
Nurse 4 (Registered Nurse/Midwife)	\$109,924 - \$118,093
Nurse 5 (Registered Nurse/Midwife)	\$121,044 - \$126,127
Nurse 6 (Registered Nurse/Midwife; Nurse Practitioner)	\$133,064 - \$138,388
Nurse 7 (Registered Nurse/Midwife)	\$149,484 - \$154,845
Nurse 8 (Registered Nurse/Midwife)	\$161,022 - \$166,418



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