



A great career  
in health

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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. You will have the opportunity to experience everything our unique Territory has to offer, and still have time to visit family and friends interstate or overseas.

This document is a summary of the Nurses and Midwives terms and conditions of employment, and is subject to change without notice.

**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, present and emerging.

#### **Legislation**

Please read this document in conjunction with the:

[Nurses and midwives NTPS 2022-2026](#)

[Enterprise Agreement Workforce Incentive](#)

[Program](#)

# Northern Territory Government Incentives

## Nurses and Midwives Salary

Positions, salary and allowances (subject to eligibility criteria, excluding 11% superannuation).

<b>Nurse 1</b> (Graduate Enrolled Nurse; Enrolled Nurse)	<b>\$69,281 - \$79,106</b>
<b>Nurse 2</b> (Graduate Registered Nurse/ Midwife; Registered Nurse/Midwife)	<b>\$78,316 - \$104,660</b>
<b>Nurse 3</b> (Registered Nurse/Midwife)	<b>\$107,936 - \$116,489</b>
<b>Nurse 4</b> (Registered Nurse/Midwife)	<b>\$120,114 - \$130,347</b>
<b>Nurse 5</b> (Registered Nurse/Midwife)	<b>\$132,267 - \$139,215</b>
<b>Nurse 6</b> (Registered Nurse/Midwife; Nurse Practitioner)	<b>\$145,403 - \$152,747</b>
<b>Nurse 7</b> (Registered Nurse/Midwife)	<b>\$163,346 - \$170,912</b>
<b>Nurse 8</b> (Registered Nurse/Midwife)	<b>\$175,954 - \$183,685</b>

## Nurses and Midwives Allowances Overview

In addition, up to approximately \$40,000 in allowances made up of:

- Attraction and Retention Allowance up to \$9,000 dependent on the location (paid over two years).
- Post graduate allowance up to \$5,589.
- Professional development allowance up to \$2,334.
- Exemplary Practice allowance up to \$11,481.
- Salary Package (hospital based employees) up to \$9,010.
- Relocation assistance.
- Annual nursing and midwifery scholarships.
- Shift responsibility allowance.
- Remote locality allowance (dependent on the location).
- Zone A taxation concessions may be available.

Note: Further details on following pages.



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

- Up to 7 weeks annual leave per year
- Annual leave loading bonus equivalent to 17.5% of the value of annual recreation leave accrued during the previous year.
- Recreation leave loading payment (non-shift workers) OR penalties in lieu of shift work (additional penalties).
- Long service leave: 3 months after 10 years of continuous service.
- Prior service recognised for the purposes of long service leave after 2 years' service (subject to recognised employer and breaks in service).
- Personal leave (carer's 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:
  - Up to 52 weeks unpaid partner leave (for employees with less than 12 months continuous service).
  - Between 1 week to 155 weeks paid and unpaid partner leave (for employees with between 12 months and 5 years continuous service).
  - Between 2 weeks to 154 weeks paid and unpaid partner leave (for employees with more than 5 years continuous service).

### **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 5 shifts are exceeded.
- In any fortnight no more than 10 shifts are exceeded.
- Shift-work penalties and overtime apply in line with Enterprise Agreement definitions.
- Overtime remuneration (where appropriate and applicable).
- Flexible work arrangements with casual and part-time employment options.

### **Casual Employees**

Employees employed on casual basis will receive a casual employment loading of 22%.

### **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 available, this may include support to move personal items and/or vehicle for you and your family members (dependent on length of contract and location).

### **Salary Sacrifice**

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.
- Additionally, hospital based employees are eligible for salary packaging up to \$2,650 (\$5,000 grossed up value) for a meal and entertainment card.
- Salary sacrifice up to \$27,500 per annum (including employer contributions) towards eligible superannuation funds.
- Novated lease vehicle options available.

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## Work life balance incentives

- Flexible work arrangements may include:
  - 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.

## Exciting supported career pathways and opportunities

- Employed Model Programs – multiple specialties across acute and primary areas.
- Graduate Nursing and Midwifery Programs.
- Access to profession specific and leadership programs.

For more information about nursing and midwifery with NT Health please visit [Nursing and midwifery | NT Health](#)



Credit: Tourism NT

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