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Working in the Northern Territory

# Dental 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 dental officer 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 Dental Officers' 2018-2022 Enterprise Agreement](#)

*Workforce Incentive Program*

# Northern Territory Government Incentives

## Northern Territory Public Sector Incentives

Superannuation benefits 10.5% superannuation guarantee contributions in accordance with the federal legislative requirements. (superannuation contributions are capped at the employer's rate)

- Eligibility to choose to salary sacrifice into an applicable superannuation fund
- Potential eligibility to salary sacrifice per annum (Fringe Benefit Tax year)

### Leave incentives

- Recreation leave loading payment
- Annual recreation leave: 6 weeks per annum (calendar year) (accumulates across period of employment)
- 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 across period of employment)
- Compassionate leave
- 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)
- 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 20%
- 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

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## Dental Officer Incentives

### Allowance and overtime incentives

- Professional development allowances between (approx.) \$8,200 to \$12,500
- Allowance in lieu of private practice
- Retention and Remote Service Allowance
- Overtime compensation (paid per occurrence with minimum payment requirements)

### Leave incentives

- Sabbatical leave: 13 weeks after 10 years of service

### 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.

- After hours, stand by and on-call allowances available
- Overtime remuneration available (where appropriate and applicable)

### Education and training opportunities

- Dental student supervision
- Clinical education
- In-house training and education
- Remote training leave for staff who work for longer than 5 years outside of Darwin or Alice Springs

### Positions, salary and allowances

(subject to eligibility criteria, excluding 10.5% superannuation)

• Dentist 1	\$110,991
• Dentist 2	\$116,182
• Dentist 3	\$121,617
• Snr Dentist 1	\$134,504
• Snr Dentist 2	\$144,129
• Snr Dentist 3	\$153,756
• Dentist Manager	\$155,779
• Remote Dentist Manager	\$158,370
• Remote Service Manager	\$160,898
• Snr Dentist Manager	\$162,223
• Clinical Manager	\$176,624
• Principal Dental Advisor	\$191,027

\*Retention and remote service allowances are payable in addition to salary as follows:

- Dental Officer residing and working in Darwin, the greater Darwin region, or Alice Springs, after each year of continuous service: \$10,250
- Dental Officer residing and working outside the greater Darwin or Alice Springs regions, after each year of continuous service: \$14,350

\*As per NTPS Dental Officers' Enterprise Agreement 2018-22



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