



A career  
with purpose

goes with  
the Territory

Working in the Northern Territory

# Aboriginal Health Practitioners

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 6 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.

**This document is a summary of the Aboriginal Health Practitioners terms and conditions of employment.**

For further information and eligibility criteria relevant to the NTPS Aboriginal Health Practitioners 2018 - 2022 Enterprise Agreement, visit the following website: Aboriginal Health Practitioners 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: [Aboriginal Health Practitioners 2018-2022 Enterprise Agreement and Determination 1009 of 2021](#).

[Workforce Incentive Program](#)

To plan your ongoing career and benefits in Rural & Regional Medicine, please visit the Workforce Incentive Program - Aboriginal Health Practitioners Stream on the following link: [www.health.gov.au/our-work/workforce-incentive-program/practice-stream](http://www.health.gov.au/our-work/workforce-incentive-program/practice-stream)

# 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)

- 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 across the calendar year (or a pro-rata portion) (shift workers)
- 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)
- 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

### 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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## Working hours

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 or 4 weeks.

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

## Incentives

Allowance and overtime incentives

- Professional development allowances between (approx.) \$300 to \$5,000 (pro-rata for part time employees)
- On-call allowance

Overtime compensation (paid per occurrence with minimum payment requirements).

## 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.

## Salary

• AHP Class 1	\$63,099 up to \$69,992
• AHP Class 2	\$71,395 up to \$91,418
• AHP Class 3	\$94,162 up to \$103,412
• AHP Class 4	\$106,515 up to \$110,048
• AHP Class 5	\$113,349 up to \$120,835
• AHP Class 6	\$124,426 up to \$135,760
• AHP Class 7	\$139,833 up to \$150,765



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