

Working in the Northern Territory

Allied Health Professional and Paramedic 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 work 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.

Working hours

Ordinary hours of duty are on average 36.75 hours per week or spread over 2, 3 or 4 weeks.

- Shift penalties apply in line with Enterprise Agreement definitions
- After hours, stand by and on-call allowances are available
- Overtime remuneration available (where appropriate and applicable)

This document is a summary of Allied Health Professional and Paramedic conditions and pay.

Legislation
Please read this document in conjunction with the: *Northern Territory Public Sector 2025-2029 Enterprise Agreement*

Northern Territory Government Incentives

Northern Territory Public Sector Incentives

- Superannuation benefits 12%. Superannuation guarantee contributions in accordance with 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).

- Up to $5,000 (grossed up value) for a meal and entertainment card.
- Hospital based employees eligible for salary packaging of 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.

Zone A taxation concessions may be available.

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 (or a pro-rata portion).
- Christmas Closedown Leave: Additional 3 days leave to cover the agency's closedown period between Christmas Day and New Years' Day (subject to agency requirements).
- Long service leave: 3 months after 10 years of continuous service.
  - With the possibility to have prior service recognised after 2 years' service (subject to recognised employer and breaks in service).
- Personal leave (including carers): 3 weeks per annum (accumulates across period of employment).
- **Parental leave:**
  - Between 14 and 18 weeks paid parental leave for employees with more than 12 months continuous service.
  - Up to 156 weeks (3 years) (paid and unpaid) parental leave for employees with more than 12 months continuous service.
- **Partner leave:**
  - Between 1 and 2 weeks paid partner leave for employees with more than 12 months continuous service.
  - Up to 156 weeks (3 years) partner leave (paid and unpaid) for employees with more than 12 months continuous service.
- Foster and Kinship Carers Leave: 10 days paid leave and up to 10 days unpaid leave to provide temporary care or undertake mandatory training and assessment.
- Cultural and ceremonial leave: 5 days per annum (unpaid).

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
- 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:
  - *Healthy@Work*: Provides a comprehensive directory of wellbeing initiatives
  - *My Wellbeing Index App*: Measures and addresses mental health and wellbeing
  - *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).

Allied Health and Paramedic Incentives

Classifications and salary (excluding superannuation)

- Technical Level 1 $62,094 - $69,430
- Technical Level 2 $79,859 - $79,902
- Technical Level 3 $82,325 - $90,206
- Technical Level 4 $92,326 - $101,170
- Technical Level 5 $104,115 - $113,344
- Technical Level 6 $116,914 - $122,407
- Professional Level 1 $70,971 – $90,331
- Professional Level 2 $92,910 – $110,781
- Professional Level 3 $114,199 – $127,898
- Senior Professional Level 1 (Performance based pay) $132,408 – $147,919
- Senior Professional Level 2 (Performance based pay) $152,751 – $166,487

The following incentives are available to employees, subject to delegate approval:

- Professional Incentive Allowance: Annual allowance paid on a fortnightly basis to employees with 12 months continuous service at the top increment of their classification.
- Payment on promotion scheme: An employee (excluding Senior Professionals) may progress to a higher salary increment upon promotion.
- P1/P2 Progression Scheme: A Professional 1 employee may progress to the Professional 2 classification level in certain circumstances.
- Professional Excellence Status Scheme: A scheme designed to recognise excellence in professional performance subject to eligibility.
- Technical Recognition Scheme: A scheme designed to recognise high quality technical performance subject to eligibility.
- Allied Health Assistants are employed as technical employees and are eligible for the Technical employee incentive where a T1 employee may progress to the T2 classification level in certain circumstances.

Allowance and overtime incentives

Profession specific special rates and allowances

- Pharmacists: A market allowance equivalent to 15% of the employee's salary is paid on a fortnightly basis. In addition, pharmacists are eligible for a retention allowance of $5,000 after 12 months of continuous service in Darwin or Palmerston, and $10,000 for those located outside of Darwin and Palmerston (Determination 1020 of 2026)
- Sonographers: A Sonographer skills allowance is available to sonographers, who will be employed at no less than the 5th increment of the P2 designation and will progress through the incremental structure by way of normal conditions (Schedule 3 – 8.11)

Location specific allowances

Katherine and Alice Springs: Allied Health Professionals and Paramedics who complete 12 months of continuous service will receive a lump-sum payment of $2,000. Additional lump-sum payments of $2,000 will be provided following each subsequent anniversary of commencement.

Other relevant allowances

A range of allowances are available for employees on top of their normal salary. Please refer to Part 7 of the NTPS EA 2021-2025 or Part 3 of the NT PSEM By-Laws 2016 for more information, including:

- Higher Duties Allowance (By-law 23)
- Travelling Allowance (By-law 30): $106/night + $16.40/day incidentals and meal rates
- Temperate Clothing Allowance (By-law 29): $678 maximum
- Recall to duty compensation (paid per occurrence with minimum payment requirements)
- Overtime compensation (paid per occurrence with minimum payment requirements).

Relocation packages

A generous relocation package may be offered. This can include support to move personal items and/or car for you and your family members.

- New employees who are required to relocate to commence employment may be eligible for payment to cover the full or partial costs of relocating the employee, family members (if any) and reasonable household goods.
- Affordable Housing Scheme: NT Government leases private properties for eligible tenants to sub-lease at 70% of market rates. These are managed by contracted property managers and are available in Darwin, Palmerston, Coolalinga, Tennant Creek and Alice Springs. For further information see the *Affordable Housing Scheme website.*

A great career in health goes with the Territory

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
- Allowance for freight on household goods

Refer to the *Remote Locality Provisions Determination* for classification of location categories and further information.

Assistance with studies

Study Leave and Fee Reimbursement: An employee may apply for assistance to undertake or continue an approved course of study which is recognised as relevant to the public sector. Applications can be made for paid study leave, unpaid study leave and reimbursement for fees incurred for enrolment, tuition or examination related to the course (NT-PSEMA By- Laws: 41).

Continuing professional development

Clinical education
The Allied Health Clinical Education Unit offers a range of free development opportunities for Allied Health professionals including:

- Allied Health Inter-Professional Early Career Program
- Professional Practice Supervision (Foundational, Intermediate and Advanced) Training
- Allied Health Leadership Training
- Allied Health Grand Rounds
- Clinical Yarning
- Cultural Responsiveness.

Professional practice supervision

- Professional practice supervision (PPS) is supported and encouraged across NT Health allied health irrespective of your stage of career development. PPS incorporates formal, regular and structured activities that support reflection and facilitate an environment for personal and professional growth.

Professional Development Allowance has been updated as per Determination 1 for 2026:

- 1 to 3 years of service $1,000 per annum
- 3+ years of service $2,000 per annum

Other professional development opportunities
Allied Health professional networks are supported by discipline specific profession leads, who lead and advocate for the Allied Health profession-specific workforce. A range of discipline specific professional development opportunities are available, as well as opportunities for role shadowing or role swapping in other work areas.

A range of courses and trainings for all staff are available through the MyLearning platform, EASA Corp Training or the Office for the Commissioner of Public Employment.

