Information sheet

Offer for a new Nurses and Midwives' 2026 – 2030 Enterprise Agreement

Details of Overall Offfer

1. **Term of Agreement**

It is proposed the new Agreement will have a four-year term that will provide employees with job certainty and secure terms and conditions over this period, including employment security provisions whereby there are no involuntary redundancies for the term of the Agreement.

2. Salary and Allowance Increases

Providing the offer is accepted when put to the vote, salary increases will be applied as follows:

- 3% from the first pay period commencing on or after 9 August 2026; provided this offer is accepted.
- 3% from the first pay period commencing on or after 9 August 2027
- 3.5% from the first pay period commencing on or after 9 August 2028
- 3% or CPI from the first pay period commencing on or after 9 August 2029

This provides a total salary increase of 12.5%, or 13.10% compounding over the term of the Agreement.

Nurses/Midwives – Specific conditions

3. N2 Remuneration Restructure

A proposed restructure of the N2.2-N3.1 classifications will position more than half of all employees at second position nationally at the commencement of the Agreement.

	Current Rates $ p.a.	Restructure rate $ p.a.
Nurse 2 (Registered Nurse / Registered Midwife)		
2.1	81,479	81,479
2.2	85,008	85,553
2.3	89,350	89,831
2.4	93,693	94,322
2.5	98,754	99,038
2.6	102,554	103,000
2.7	106,722	107,120
2.8	107,800	110,334
Nurse 3 (Registered Nurse / Registered Midwife)		
3.1	111,174	113,092

4. Top of Increment Bonus for N4's and above

This is a new allowance of $750 per annum for all Nurse 4 and above with 12 months continuous service at the top of the increment. Payment is in recognition of long service, knowledge, experience, qualifications and skills senior nurses provide to the workplace, and will apply from commencement of the Agreement.

5. Attraction and Retention

Continue Current Allowance

The existing Attraction and Retention Allowance will be maintained. These payments are currently available to eligible employees during their first 24 months of service and are structured as follows:

	Darwin Palmerston	Katherine Gove	Central Australia Barkly	Remote
3 month Attraction payment - applicable to new employees	$1,000	$1,000	$1,500	$2,000
12 month Retention payment	$1,500	$2,000	$3,000	$3,500
24 month Retention payment - paid 12 months after first retention payment	$1,500	$2,000	$3,000	$3,500

New Regional and Remote Retention Bonus

Current employees and new employees who have received the existing attraction and retention allowance and remain employed in an eligible regional or remote location will be entitled to receive an ongoing retention bonus every 24 months thereafter.

	Katherine Gove	Central Australia Barkly	Remote
Ongoing 24 month Regional and Remote Retention Bonus	$1,500	$2,000	$2,500

6. New Lead Apron Allowance

Where an employee is required to wear a lead apron as part of their ordinary duties, the Department will manage work practices to ensure, wherever reasonably practicable, the employee is not required to wear a lead apron for more than one hour without a 10-minute rest break. Where an employee is unable to take a break, the employee will be paid a Lead Apron Allowance of $15.00 for that shift.

7. Hyperbaric Allowance

Where an employee is required to work in a hyperbaric chamber, they will be paid an allowance of $85.00 per shift. This allowance recognises the specialised hyperbaric working environment and the restrictions associated with undertaking these duties.

8. Shift Responsibility Allowance

The Shift Responsibility Allowance rate has been increased from the Nurse 3.1 to Nurse 3.4 level for all Nurse 2s undertaking shift management responsibility of a hospital ward, where a Nurse 3 or Nurse 4 is not rostered to be in charge of that hospital ward. It will be extended to be inclusive of the morning shift.

9. Increased Casual Loading

Casual employees will receive an increase to casual loading from 22% to 25%, which provides a 3% uplift in remuneration for employees who choose to work more flexibly, whilst also bringing parity with arrangements under other Agreements. The casual workforce will also have access to enhanced entitlements relating to travel allowance as outlined in Determination 1010 of 2026.

10. Part-time Employment
Provisions for part-time employees have been improved by removing the restriction that limited part-time employees to working a maximum of 64 hours per fortnight.

11. Midwifery Composite Allowance
This clause has been updated to improve clarity as agreed by the parties.

12. Improvements to Professional Development
Greater access is being provided to Professional Development entitlements including:

- on 1 September of each year, new employees who have 6 months or more continuous service in their first year will be entitled to claim 50% of the PDA Allowance;
- remove the first tier providing for nurses with 12 months' continuous service to access the higher amount of $2,410 per annum at the commencement of the Agreement; and
- the allowance can now be claimed for 100% of air travel and accommodation when attending professional development activities.

13. Strengthen Safe and Healthy Work environment
Consistent with the *Work Health and Safety (National Uniform Legislation) Act 2011*, improved measures will be included for all parties to:

- take reasonable and practical steps to prevent and address psychosocial risks in the workplace; and
- NT Health will commit to working with ANMF through established forums such as the joint Consultative Committee and Workplace Health and Safety committees to address workplace violence and aggression.

14. Hours of Work and Restrictive Duty
Improvements to fatigue related provisions will include:

- where it is not operationally feasible for an employee working in a remote community health centre to take their PDO within 3 months of accrual, an employee may request payment in lieu. Payment will be at single time. However, it remains the preference that PDOs are utilised to support rest and recovery;
- nurses will ordinarily not be rostered on call for more than 3 consecutive days, and where not operationally practicable, not more than 5 consecutive days, with on call arrangements to be managed in accordance with fatigue management principles.

15. Remove the restriction when performing higher duties
Higher duties will be payable after one shift for nurses at all levels, removing the current requirement that nurses earning above the maximum Nurse 3 salary must perform higher duties for at least one week before becoming eligible for payment.

16. Improved Overtime and Restrictive Duty (on call) payments to apply to all employees
New provisions that allow the CEO to approve overtime and restrictive duty for employees above the N6, subject to exceptional circumstances being demonstrated, when employees are required to participate in an on-call roster, and required to work additional hours to respond to serious incidences, or if required to undertake clinical duties.

17. Shiftwork Penalties
Enhanced provisions that provide for a N6 to receive penalty payments if they are required to perform their ordinary hours on a rotating roster that includes day, afternoon and night shifts.

18. Excess Travel Time
Enhance excess travel time to provide an entitlement to employees at the N4 level or below when they are required to travel to and from remote communities.

Common Provisions

19. Remote locality review
The Agreement will acknowledge the commitment of the parties to conduct a remote locality review, in line with the NTPS General Enterprise Agreement. The review will examine the remote localities and provisions under the Agreement, By-laws and Determinations to improve attraction and retention of employees in remote localities.

20. New provision to support Disability and Diversity in the workplace
A new clause will recognise a commitment to support and accommodate a diverse and inclusive workplace which values the identities, skills and capabilities of all people including those with a disability, from culturally and linguistically diverse background, and senior employees.

Inclusion of Determinations and By-laws

The following provisions will be incorporated into the new agreement: Long service leave provisions contained in By-law 8; Community Language Allowance improvements; minimum superannuation contributions of 3 hours per engagement for casual employees; broaden Enrolled Nurses in Training conditions; Overtime and On-call provisions for senior nurses.

Compliance with the Fair Work Act 2009

Updated or new clauses to reflect recent changes to the *Fair Work Act 2009* including Management of Change, Dispute Settling Procedures, Individual Flexibility Arrangements, Casual Employment (Employee Choice Pathway), Union Rights, Right to Disconnect and Fixed Period Employment.

Improved leave provisions

New or improved leave provisions will be made to a number of clauses in the agreement consistent with the *Northern Territory Public Sector 2025 – 2029 Enterprise Agreement*. As discussed during the negotiation meetings these are summarised below:

21. Personal leave to cover medical attendance
Personal leave provisions will be improved to allow certificates of attendance for medical appointments to be provided (which will count as personal leave with documentary evidence), including for health issues other than just for an illness or injury (e.g. for preventative care).

22. Compassionate leave
This clause has been improved to allow access to compassionate leave provisions during a period of recreation leave (i.e. recredit of recreation leave).

23. Attendance at Approved Employee Assistance Providers
The new agreement will clarify that attendance at approved Employee Assistance Providers, including reasonable traveling time, will be granted without deduction of any leave entitlements.

24. Blood Donor Leave
To be improved to allow time for donating blood plasma.

25. Organ Donor Leave
The Chief Executive Officer will have the ability to approve a recredit of leave for employees to donate a kidney or part of a liver, up to an equivalent amount received in payment from the Federal Government's Supporting a Living Donor Program (based on a period of absence of up to 18 weeks).

26. Leave to Engage in Voluntary Emergency Management Activities
The current provisions will be improved in relation to volunteering for emergency management activities, and include leave may be taken for prevention, preparation, response or recovery purposes.

Employer Efficiencies

To support this offer, which is significantly above the parameters of the Wages Policy, the following offset efficiencies are proposed.

27. Accident Allowance
Removal of this unused clause in recognition that other leave provisions are available such as personal leave or workers compensation. The removal of this clause is consistent with other NTPS enterprise agreements.

28. Agency Nurses
Strengthened administration and approval processes for the engagement of agency nurses combined with enhancement of the Attraction and Retention Allowance and nationally competitive wages and entitlements to reduce the utilisation where practical on agency nurses.