

Offer for a New Northern Territory Public Sector 2026-2030 Nurses and Midwives' Enterprise Agreement

Details of Overall Offer

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
- 3% from the first pay period commencing on or after 9 August 2027
- 3% from the first pay period commencing on or after 9 August 2028
- 3% from the first pay period commencing on or after 9 August 2029

This provides a total salary increase of 12%, or 12.55% compounding over the term of the Agreement.

Nurses/Midwives – Specific conditions

1. 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. This provides N2 employees with a salary increase of 3.3% and a total package of 3.42%.

	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

2. Attraction and Retention

The current Attraction and Retention Allowance, which is payable for up to 24 months, will be retained and enhanced to provide an ongoing payment every two years thereafter for employees located outside the Darwin/Palmerston area. This recognises the value of this incentive to attract workers to the Territory, whilst recognising the continued service of those who remain working in hard-to-fill regional and remote areas.

	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	\$1,500	\$2,000	\$3,000	\$3,500
Ongoing Retention payments - paid every 24 months thereafter	N/A	\$1,000	\$1,500	\$2,000

3. 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 \$7.00 for that shift.

4. Increased Casual Loading

Casual employees will receive an increase to casual loading from 22% to 25%, which provide a 3% uplift in remuneration for employees who choose to work more flexibly whilst also bringing parity with arrangements under other Agreements.

5. 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.

6. Midwifery Composite Allowance

Update to this clause to improve clarity as agreed by the parties.

7. Improvements to Professional Development

Professional Development has been enhanced to provide greater access 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; and
- The allowance can now be claimed for 100% of air travel and accommodation when attending professional development activities.

8. 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.

9. 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.

Common Provisions

10. 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.

11. 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.

12. 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.

13. 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.

14. 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 work place which values the identities, skills and capabilities of all people including those with a disability, from culturally and linguistically diverse background, and senior employees.

15. 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; Enrolled Nurses in Training conditions; Overtime and On-call provisions for senior nurses.

16. Compliance with the Fair Work Act 2009

Updated or new clauses to reflect recent changes to the *Fair Work Act 2009* include 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 and other provisions

17. 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).

18. 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).

19. 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.

20. Blood Donor Leave

To be improved to allow time for donating blood plasma.

21. 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).

22. 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

23. Accident Allowance

It is proposed to remove this unused clause as other leave provisions are available such as personal leave or workers compensation is available. The removal of this clause is consistent with other NTPS enterprise agreements.

24. 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.