

**NORTHERN TERRITORY OF AUSTRALIA**

*Public Sector Employment and Management Act 1993*

**DETERMINATION NUMBER 1010 OF 2025**

**AVAILABILITY ALLOWANCE – CASUAL EMPLOYEES – DEPARTMENT OF HEALTH**

I, Nicole Hurwood, Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act 1993* (the Act) and with reference to section 13(a) of the Act, determine that:

1. Casual employees employed by the Department of Health in the following work units and designations will be entitled to an "Availability Allowance" in circumstances where they are required to hold themselves in readiness to attend the workplace:
  - (a) Darwin After Hours Nursing Service
    - Nurse 2 or Nurse 3
  - (b) Medical Imaging Services – Northern Territory
    - Professional 2 or Professional 3 - Radiographer or Sonographer
  - (c) Primary Health (Remote) Centres
    - Physical 2 – Driver
  - (d) Support Services Division – Gove District Hospital
    - Physical 3 – Orderly (with relevant Behaviours of Concern Management training)
  - (e) Theatre Division – Alice Springs Hospital, Gove District Hospital, Katherine Hospital and Royal Darwin and Palmerston Regional Hospital
    - Nurse 2
  - (f) Renal Division – Alice Springs Hospital, Tennant Creek Hospital and Royal Darwin and Palmerston Regional Hospital
    - Nurse 2
  - (g) Remote Primary Health Centres – Northern Territory
    - Nurse 2, Nurse 3, Nurse 4 or Nurse 5
  - (h) Urban Community Health – Northern Territory
    - Nurse 2, Nurse 3 or Nurse 4
  - (i) Social Work – Northern Territory
    - Professional 2 and Professional 3

- (j) Pharmacy - Northern Territory
- Professional 2 or Professional 3 – Clinical Pharmacists
- (k) Nurse Practitioners - Northern Territory
- Nurse 6
2. The “Availability Allowance” will be paid at the same hourly rate applying from time to time to restrictive duty, which at the date of this determination was \$2.31 per hour. This rate is contained in Determination 1 of each year and will be adjusted accordingly with any variation to that Determination.
3. The “Availability Allowance” is only payable with prior direction and approval, and only in circumstances where critical service delivery is essential, as determined by the respective Regional Executive Director, Executive Director, General Manager, Director of Nursing and Midwifery or Director, Allied Health.
4. The “Availability Allowance” is not payable in circumstances where the casual employee is in receipt of any other payment.
5. The “Availability Allowance” is only payable when the casual employee makes themselves available for a casual engagement when required to do so.
6. Receipt of the “Availability Allowance” is not to be interpreted as a firm advance commitment to continuing and indefinite work.
7. This determination is to have effect on the date it is signed.
8. In respect of employees covered by paragraph 1, an employee who was employed on the date this determination is signed, and who worked between 1 February 2025 and the day immediately before this Determination (the transitional period) is entitled to be paid an amount that is equal to the difference between:
- (a) the amounts already received, or purportedly received, in return for work performed during the transitional period; and
  - (b) the amount they would have been entitled to be paid during the transitional period if the entitlement set out in paragraph 1 had come into operation on 1 February 2025.
9. This determination may be varied from time to time, unless revoked earlier, will cease from 31 January 2027.

Dated 7 March 2025



NICOLE HURWOOD  
Commissioner for Public Employment