

# Wellbeing and Inclusion employee conditions and benefits

## About the team

Student Wellbeing and Inclusion Programs and Services (SWIPS) provides differentiated support services to reform inclusion and improve engagement and access to learning for children, students and communities.

There are a range of essential front-line and leadership positions available for social workers, psychologists, teachers, occupational therapists and speech pathologists in Darwin, Alice Springs, or the regional centres of Katherine, Nhulunbuy or Tennant Creek.

Be part of a multidisciplinary Territory wide team creating positive change and strengthening the link between wellbeing, inclusion and engagement to support our children and young people.

## Classifications and Salaries (including 11.5% superannuation)

Job opportunities	Classification	Total remuneration
Inclusion Advisors <i>Psychologists, Occupational Therapists, Speech Pathologists</i>	Professional Level 1	\$81,160 - \$103,210
	Professional Level 2	\$106,109 - \$126,196
	Professional Level 3	\$130,039 - \$145,437
Inclusion Advisors <i>Senior Teachers, including hearing and vision specialists</i>	Senior Teacher 1	\$162,946
Positive Behaviour Implementation Coaches <i>Social Workers, Psychologists, Senior Teachers, Occupational Therapists, Speech Pathologists</i>	Professional Level 2	\$106,109 - \$126,196
	Professional Level 3	\$130,039 - \$145,437
School Counsellors <i>Social Workers, Psychologists</i>	Professional Level 1	\$81,160 - \$103,210
	Professional Level 2	\$106,109 - \$126,196
	Professional Level 3	\$130,039 - \$145,437
Senior Psychologists <i>Psychologists</i>	Senior Professional 1	\$150,506 - \$167,941

### Leave Entitlements

SWIPS employees enjoy generous annual leave entitlements including:

- Recreation Leave - 6 weeks paid.
- Personal Leave - 3 weeks paid.
- Emergency Leave - 3 days paid.
- Compassionate Leave - 3 days paid.
- Cultural and Ceremonial Leave - 5 days paid.
- Purchased Leave and Leave at Half Pay are also available to eligible employees.

### Parental leave (primary caregiver)

- Less than 39 weeks' service or eligible casual employee – up to 1 year unpaid leave.
- Between 39 weeks and 12 months' service - between 1-14 weeks' paid leave - Maximum period of leave (including paid & unpaid) 1 year.
- 1-5 years' service - 14 weeks full pay or 28 weeks half-pay leave - Maximum period of leave (including paid & unpaid) 3 years.
- 5+ years' service - 18 weeks' full pay or 36 weeks half-pay leave - Maximum period of leave (including paid & unpaid) 3 years.

### Partner parental leave

- Less than 12 months' service - no paid leave - Maximum period of leave (including paid & unpaid) 1 year unpaid leave.
- 1-5 years' service - 14 weeks full pay or 28 weeks half-pay - Maximum period of leave (including paid & unpaid) 3 years (paid & unpaid).
- 5+ years' service - 18 weeks full pay (or 36 weeks half-pay) - Maximum period of leave (including paid & unpaid) 3 years (paid & unpaid).

### Long Service Leave

- 10 years of service - 3 months paid leave (90 calendar days).
- 10+ years of service - Additional 9 calendar days for each year of service completed.

### Recognition of Prior Service

SWIPS employees may be eligible to have prior +2 years of service with previous employers recognized for long service leave.

Further information can be found at:

[NTPS Educators' 2024-2027 Enterprise Agreement](#)  
[NTPS 2021-2025 Enterprise Agreement](#)

### Relocation Benefits

SWIPS employees relocated from inter or intrastate for appointments greater than 6 months are eligible for temporary accommodation while permanent accommodation is arranged (up to 12 weeks or 6 fortnights allowance) or an allowance to assist with immediate accommodation needs (up to 12 weeks).

- Employee only - \$647 / fortnight accommodation allowance.
- Employee with resident family unit - \$894 / fortnight accommodation allowance.
- Airfares for the employee and immediate family and pets.
- Costs associated with moving of a household, personal effects, and a vehicle (Uplifts).
- Employee only (cubic meter maximum limits) 15m<sup>3</sup> for single, 25m<sup>3</sup> for couple.
- Employee with resident family unit a maximum of 30m<sup>3</sup> cubic meter allowance.
- Short and/or long-term storage arrangements for furniture and vehicles for up to 6 weeks.

### Professional Excellence Scheme

The Professional Excellence Scheme recognizes and rewards excellence in employees appointed at Professional Level 3, Senior Professional Level 1 and Senior Professional Level 2.

Eligible SWIPS employees need to contribute significantly in service to internal and external clients and stakeholders, advancing the NT's economic/social interests or public sector, and/or knowledge and understanding in a particular professional field.

Approved employees will be paid 2 annual increments calculated at 10% of their normal salary.

Further information can also be found at [Clause 37 | NTPS 2021-2025 Enterprise Agreement](#)

### Flexible Work Arrangements

Flexible work options are available to promote mentally healthy workplaces that help employees balance work and personal responsibilities. Flexible work options can cover a range of areas such as work from home and hours of work.

Further information can be found at: [Commissioner's Guidelines | Flexible Work](#)

### Professional Development

SWIPS employees that are studying a course or qualification may be entitled financial and non-financial support through the Assistance with Studies scheme:

- Up to 100% of any upfront HELP or course fees.
- Up to 8 hours per week paid or unpaid study leave to attend lectures, tutorials or exams.
- Up to 4 weeks per year paid or unpaid study leave to attend residential or industry placement.

Further information about Assistance with Studies eligibility and conditions can be found at [OCPE Assistance with Study | By-Law 41](#)

SWIPS Professional classified staff are eligible for Professional Development Allowance (PDA) to support professional courses, tuition or conferences; fees for professional bodies essential for professional registration and/or practice; purchase or subscriptions to technical/business; and air travel to conferences (up to 50% of the allowance), as follows:

- 1-5 years of service - up to \$688 per annum.
- 5+ years of service - up to \$1,518 per annum.
- Up to 2 days of paid study leave per approved distance education unit of study, per semester.

Further information about PDA can be found at: [Clause 37 | NTPS 2021-2025 Enterprise Agreement](#)

SWIPS provides 4WD training to staff required to visit remote schools and communities.

### Higher Education Loan Program (HELP) Reimbursement

New SWIPS employees may be eligible for a reimbursement of HELP debts related to essential job qualifications, as follows:

- 3+ years of service – up to \$3,000 for your initial qualification.

Further information about eligibility and conditions can be found at: [HELP Reimbursement | Determination 1015-2022](#) or

[HELP Reimbursement | Educators Determination 1038-2024](#)

### Remote Incentives

#### Remote housing

SWIPS employees in Nhulunbuy and Tennant Creek may be eligible for access to Government Employee Housing or a rental concession.

- Rental concession 100%.
- Electricity subsidy \$1,646 per annum.

#### Fares out of isolated locations (FOIL)

A fares out allowance may be provided to an employee entitled to accrue recreation leave air fares under by-law 33 or 47, as follows:

- One (1) fare out may be used in the year when the by-law 33 or 47 air fare accrues; and.
- Two (2) fares out may be used in the alternate year.
- Kilometer allowance – By-Law 32.

An employee's air fare entitlement under the provisions of by-law 33 may be utilized as kilometer allowance where the employee chooses to travel by road and drive a private vehicle.

For more information visit [OCPE Fares Out | By-Law 43](#)

#### Special remote study leave

SWIPS employees based in Nhulunbuy and Tennant Creek accrue 2 points per annum of special remote study leave. Once 20 points have been accrued an employee may take off a year to study.

### Employee Assistance Program (EAP)

The employee assistance program (EAP) offers confidential short-term support.

Employees and their immediate family members can access counselling.

Emergency assistance is available from other avenues including:

- LifeLine (crisis support, suicide prevention services) [www.lifeline.org.au](http://www.lifeline.org.au) | Tel: 13 11 14.
- Beyond Blue (depression and anxiety support) [www.beyondblue.org.au](http://www.beyondblue.org.au) | Tel: 1300 224 636.
- Police and emergency services, if required [www.pfes.nt.gov.au](http://www.pfes.nt.gov.au) .