



Wellbeing and inclusion

Employee conditions and benefits

About the team

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

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

Classifications and salaries (including 12% superannuation)

Job opportunities	Classifications and salary
Psychologist School Social Worker <i>(Social Worker)</i> Occupational Therapist Speech Pathologist	P1 - \$73,100 - \$93,041 P2 - \$95,697 - \$114,104 P3 - \$117,625 - \$131,735
School Counsellor <i>(Counselling, Social Worker, Psychologist)</i>	P1 - \$73,100 - \$93,041 P2 - \$95,697 - \$114,104
School Counsellor Team Leader <i>(Social Worker)</i>	P3 - \$117,625 - \$131,735
Assistant Director Psychology Services <i>(Senior Psychologist)</i>	SP1 - \$136,380 - \$152,357
Senior Teacher Inclusive Education <i>(Senior Teacher, including hearing and vision specialists)</i>	ST1 - \$145,286
Positive Behaviour Implementation Coach <i>(Social Worker, Psychologist, Teacher, Occupational Therapist, Speech Pathologist)</i>	P2 - \$95,697 - \$114,104 P3 - \$117,625 - \$131,735

Classification levels

- P1 – Professional Level 1
- P2 – Professional Level 2
- P3 – Professional Level 3
- SP1 – Senior Professional Level 1
- ST1 – Senior Teacher 1

Legislation

Please read this document in conjunction with [Northern Territory Public Sector 2025-2029 Enterprise Agreement](#) and [Northern Territory Public Sector Educators 2024-2027 Enterprise Agreement](#).

Professional incentives

Professional Development Allowance:

- \$1000 per annum (1-3 years of service)
- \$2000 per annum (3+ years of service)

Professional Excellence Status Scheme:

- Eligibility from Professional Level 2 (top increment) to Senior Professional Level 2
- Access to 5% allowance option

Professional Incentive Allowance, structured payments based on classification levels and 12 months continuous service:

Professional Level 1 - \$850

Professional Level 2 - \$1100

Professional Level 3 - \$1350

Senior Professional 1 - \$1600

Senior Professional 2 - \$1850

Work life balance incentives

Flexible work arrangements, including:

- Ordinary working hours of 36.75 hours a week
- Variation to full-time hours
- Flex time
- Compressed work weeks
- Part time employment
- Job sharing
- Career break schemes (paid leave and or special leave without pay)
- Leave at half pay
- Purchase of additional leave
- Employee Assistant Program (EAP) – Employees and their families may access up to six sessions of professional and confidential counselling services free of charge

Relocation benefits

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

- Accommodation allowances to assist with immediate accommodation needs
- Airfares for the employee and immediate family and pets
- Costs associated with moving of a household, personal effects, and a vehicle (uplifts)
- Storage arrangements for furniture for up to 6 weeks

Leave entitlements

SWIPS employees enjoy generous leave provisions, including:

- 6 weeks annual recreation leave
- 3 weeks personal leave
- 3 days Christmas closedown leave
- 3 days emergency leave
- 3-5 days compassionate leave
- Foster and kinship carers leave
- Parental leave (primary caregiver)
- Partner parental leave
- Long service leave
- 17.5% annual leave loading on accrued recreation leave
- Up to 5 days cultural and ceremonial leave (unpaid)
- Prior service may be recognised after 2 years (subject to recognised employer and breaks in service)

Professional development

- Assistance with Studies scheme, Employees that are studying a course or qualification may be entitled financial and non-financial assistance
- Professional Development Allowance (PDA)
- 4WD training for staff required to visit remote schools and communities
- Professional Practice Training
- Higher Education Loan Program (HELP)

Remote incentives

SWIPS employees in Nhulunbuy and Tennant Creek may be eligible for a number of benefits including:

- Rental and electricity concession
- Special study leave
- Airfares out of remote locations and accommodation
- Family travel assistance program
- Allowance for freight on household goods
- Refer to the [Remote Locality Provisions Determination](#) for classification of location categories and further information
- Location specific allowance of \$2000 per annum for Katherine and Alice Springs based employees

Find out more



View NTPS employment conditions, leave entitlements and Enterprise Agreements



Learn more about our team and current job opportunities