

Wellbeing and inclusions incentives

About the team:

The Student Wellbeing and Inclusion Programs and Services (SWIPS) adopts a multidisciplinary approach to service planning and delivery to build equitable access to and ensure effective and efficient service for all children and students in NT Government schools.

The multidisciplinary teams consist of School Counsellors, Positive Behaviour Implementation Coach, Inclusion Advisors (educators), Inclusion Advisors (OT/SP), Inclusion Advisor Psychologists and Practice Leaders.

Designations, Classifications and Salaries (subject to eligibility criteria, Including 11% superannuation):

Please read this document in conjunction with the:

[NTPS 2021-2025 Enterprise Agreement Salaries and Allowances](#)

Professions	Classification	Total remuneration
Inclusion Advisors (Psychologists, Occupational Therapists, Speech Pathologists)	Professional Level 1	\$78,457 - \$100,450
	Professional Level 2	\$103,336 - \$123,207
School Counsellors (Social Worker / Psychologists)	Professional Level 3	\$126,870 - \$141,898
Inclusion Advisors (Senior Teachers, including Hearing and Vision)	Senior Teacher 1	\$155,603
Positive Behaviour Implementation Coach	Professional Level 2	\$103,336 - \$123,207
	Professional Level 3	\$126,958 - \$141,986

Leave Entitlements:

- Recreation Leave: 6 weeks paid.
- Personal Leave: 3 weeks paid.
- Emergency Leave: 3 days paid.
- Compassionate Leave: 3 days paid.

Parental leave (primary caregiver) [\(clause 92.8\)](#)

- Less than 39 weeks or eligible casual employee – no paid leave – Maximum period of leave (including paid & unpaid) 1 year unpaid leave
- Between 39 weeks and 12 months - Between 1 and 14 weeks paid leave - Maximum period of leave (including paid & unpaid) 1 year
- 1-5 years - 14 weeks full pay or 28 weeks half-pay - Maximum period of leave (including paid & unpaid) 3 years.
- 5+ years - 18 weeks full pay (or 36 weeks half-pay) - Maximum period of leave (including paid & unpaid) 3 years.

Partner parental leave [\(clause 92.9\)](#)

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

Purchased Leave

- Completed at least 12 months of continuous service - A maximum of an additional 6 weeks, paid leave.

SWIPS Employment conditions and benefits

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Leave at Half Pay

- Leave at half pay provisions allow an employee to utilise a period of accrued recreation leave at half the usual rate of salary and allowances in order to double the period of leave taken.
- Employee must apply for at least one week, or 5 working days of recreation leave to access the leave at half-pay.

Relocation Benefits:

- For appointments greater than 6 months, employees being relocated from interstate or intrastate 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
 - ❖ Employee with resident family unit - \$894 / fortnight
- 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) 15m³ for single, 25m³ for couple
 - ❖ Employee with resident family unit a maximum of 30m³ 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 recognises and rewards employees for excellence.

Eligible employees need to contribute significantly in one or more of the following:

- providing a high standard of service to internal and external clients and stakeholders
- advancing the economic and/or social interests of the Northern Territory (NT)
- advancement of the NT Public Sector
- a body of knowledge and understanding in a particular professional field.

Go to the Office of the Commissioner for Public Employment website to read more about:

[clause 48, NTPS 2017 - 2021 enterprise agreement determination 1013 of 2018.](#)

Eligible employees:

- Professional 3*
- Senior professional 1
- Senior professional 2

*The employee must have been paid at the maximum increment for at least 2 years at the time of applying for this scheme.

Further information can also be found [here](#)

Professional Development:

- SWIPS provides 4WD training to successful applicants.
- employees may be entitled to Assistance with Studies and Professional Development allowance (PDA). The Professional Development allowance is payable for the following professional development activities.
 - ❖ Fees for professional courses, tuition, conferences or similar.
 - ❖ Fees for professional bodies where eligibility for membership is essential for professional registration and/or practice in the public sector.
 - ❖ Subscriptions to technical/business publications.
 - ❖ The purchase of technical books; and
 - ❖ Air travel to conferences (up to 50% of the allowance)

The reimbursement or payment is subject to qualifying periods, amounts and conditions. The annual allowance entitlement year is 1 January to 31 December, and continuous service is determined as at 1 January each year.

- The amount of the PDA for professional classification employees are as follows:

SWIPS Employment conditions and benefits

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- ❖ 1 up to 5 years of continuous service in the Professional stream- up to \$688 per annum.
- ❖ 5 years or more continuous service in the Professional stream– up to \$1518 per annum.
- Employees holding a **Professional classification** (Positive Behaviour Implementation Coach, School Counsellors, Inclusion Advisor Psychologists/OT/ SP, Practice Leaders) and undertaking an approved distance education course of study are entitled to two days of paid study leave, per approved unit of study, per semester.

Remote incentives – Nhulunbuy and Tennant Creek:

Remote housing

Available at Tennant Creek and Nhulunbuy SWIPS remote locations (Category 1) for the purposes of access to Government Employee Housing (GEH) / rental concession.

- ❖ Rental concession 100%
- ❖ Electricity subsidy \$1,646p.a.

Fares out of isolated locations (FOIL)

A fares out 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.

Special remote study leave

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

Employee Assistance Programs (EAP):

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

Employees and their immediate family members* (current spouse/partner and dependents) can access counselling on the [support and counselling](#) page.

Emergency assistance is available from other avenues including:

- LifeLine (crisis support, suicide prevention services)
www.lifeline.org.au
Tel: [13 11 14](tel:131114)
- Beyond Blue (depression and anxiety support)
www.beyondblue.org.au
Tel: [1300 224 636](tel:1300224636)
- police and emergency services, if required
www.pfes.nt.gov.au/