



**ANMF NT Members
Log of Claims
“Without Prejudice”**

**Northern Territory Public Sector Nurses & Midwives
Enterprise Agreement 2026**

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Log of Claims

This Log of Claims has been developed following extensive consultation with members of the Australian Nursing and Midwifery Federation Northern Territory Branch (ANMF NT).

Unless varied by the claims contained in this document, all existing provisions of the current Enterprise Agreement are to be maintained.

Members have consistently expressed concerns that nurses and midwives employed within the Northern Territory Public Sector are undervalued relative to the work required for a highly trained, highly professional group that are pillars of the Northern Territory health system. Members have frequently reported increasing workload pressures, workforce shortages, and ongoing payroll inaccuracies contributing to work stress.

Members have strongly indicated that significant improvements to wages and employment conditions are required to attract and retain experienced nurses and midwives within the Northern Territory public health system.

Members have identified the need for:

- Competitive remuneration to ensure NT nurses and midwives remain among the highest paid nationally
- Recognition and retention measures for long-serving staff
- Improvements to payroll accuracy and timeliness of final entitlements
- Fair compensation for unsociable hours and casual employment arrangements

ANMF NT notes ongoing concerns regarding payroll errors, including instances where employees have experienced delays of up to nine months in receiving final entitlements following resignation. Members expect improved payroll governance and processes to ensure accuracy and timely payment.

ANMFNT therefore advances its claims below.

1. Wages and related matters

ANMF NT seeks to ensure Northern Territory Nurses and Midwives remain within the top two highest paid jurisdictions in Australia. This position has been able to be maintained over previous Enterprise Agreements and should be maintained at that level during the life of this agreement to ensure recruitment and retention meets the needs of the service

To achieve this outcome ANMFNT advances the following claims:

- a) A 6% Wage increase per annum to all classifications covered by the agreement.
- b) 3-year agreement term with a further 1-year option by mutual agreement.



“Without Prejudice”

- c) ANMF NT seeks an amendment to clause 9 of the current EA to required negotiations for a replacement Agreement to commence no later than 6 months prior to the nominal expiry date of the agreement.
- d) Wage and Allowances increases to be back paid from 9th August 2026.
- e) Allowances increased annually in line with wage increases.
- f) Night Duty shift penalty to increase to 30%.
- g) Afternoon shift penalty to increase to 20%.
- h) Saturday shift penalty to increase to 75%.
- i) ANMF NT seeks amendments to Clauses 46.7 (c), 46.8 and Clause 52 to ensure that Nurse Level 6 and above (including N7 and N8) who are required to undertake clinical duties in exceptional circumstances are entitled to:
 - Payment of overtime for those clinical duties, or
 - Time off in lieu (TOIL) in accordance with Clause 46.23where operational requirements prevent the employee from taking TOIL within a reasonable timeframe, the accrued TOIL must be paid out.
- j) ANMF NT seeks amendments to Clause 21 - Casual Employment to increase to the casual loading from 22% to 25%.

This increase is sought to more appropriately compensate casual employees for the absence of paid leave entitlements available to full time and part time employees including:

 - Annual leave
 - Personal leave
 - Paid Public Holidays
 - Other leave entitlements provided under the agreement
- k) ANMFNT seeks amendments to Clause 93.2 to provide greater flexibility in repayment arrangements where an overpayment has occurred, particularly where the overpayment has resulted from payroll or administrative error by the employer.
- l) Recovery of overpayments on termination of employment - Subclause 93.2(d) to be amended as follows:

On the cessation of an employee’s employment, any amount or entitlement due to the person must be first used to repay the overpayment provided the overpayment is identified within the first full pay period after the employment has ended. The final payment of entitlements will not be withheld if overpayments have not been identified within the first full pay period after the employment has ended. Any overpayments identified after this period will be recovered in accordance with regulation 5 of the Financial Management Regulations 1995.
- m) Additional provisions within subclause 93.2 are also sought providing that on termination of employment final payments will be made within 1 full pay period after the day employment has ceased unless there are outstanding overpayments related to misconduct allegations by the Employee. If overpayments cannot be calculated and deducted from an employee’s entitlement in that period, any overpayment can be recovered by the Employer using normal debt recovery processes.
- n) NTPS Nurses and Midwives seek that Employer superannuation contributions increase by 2% in addition to the percentage required superannuation guarantee legislation. It is also sought that Superannuation be paid to Employees whilst on Workers Compensation.
- o) Clause 48.1 Excess Travel time payment available to all levels of Nurses and Midwives.
- p) Public Holidays and Part-Time Employees (subclause 90.4) – the following amendment is sought: “A part-time employee will receive payment for a public holiday which falls on a day normally worked by the employee as part of the

“Without Prejudice”

employee’s agreed hours of duty.” *If the employee has been rostered to perform duty on the day of the week the public holiday falls greater than 50% of the time in the preceding 26 weeks, then the part-time employee will be paid for the public holiday.*

2. Professional Development Allowance Issues

Members report that access to professional development is inconsistent across the Northern Territory Public Sector and is often dependent on managerial discretion and complex approval processes. Nurses and midwives have advised that the current arrangements create unnecessary barriers to accessing education and training opportunities.

Members also report that the existing reimbursement model does not adequately reflect the geographic realities of the Northern Territory, where travel and accommodation are frequently required in order to attend education and training. Members consider that greater certainty and improved support for professional development is essential to maintaining a skilled and sustainable nursing and midwifery workforce.

ANMF NT therefore advances the following claims.

- a) Professional development leave
ANMF NT claims that all nurses and midwives be entitled to five days paid professional development leave each year to attend approved education and training activities. This entitlement will apply on a pro rata basis to part time employees and will not accumulate from year to year.
- b) Access to professional development
ANMF NT claims that access to professional development must not be unreasonably withheld and that approval processes be streamlined to ensure fair and consistent access to education and training opportunities.
- c) Travel and accommodation for professional development
ANMF NT claims that reasonable travel and accommodation costs associated with approved professional development activities be fully reimbursed to ensure nurses and midwives working in remote and regional areas are not disadvantaged in accessing education and training.
- d) Professional development allowance
ANMF NT claims that the professional development allowance be paid as a regular allowance rather than through a reimbursement model, to provide employees with greater certainty and flexibility in accessing education and training.

3. Other Allowances

- a) Introduction of a lead apron allowance of \$3.50 per hour for nurses and midwives required to wear lead during the performance of their duties.
- b) Amendment to clause 29 relating to the Midwifery Composite Allowance to improve clarity and remove reference to the term caseload midwifery model. Eligibility for the allowance should be based on duties performed within Midwifery Group Practice.
- c) Post graduate qualification allowance at clause 31 to be paid as a percentage of existing salary and to apply to casual nurses and midwives on a pro rata basis.
- d) Shift Responsibility Allowance at subclause 28.2 (b) of the current EA will be paid at level 3.4 for the entire shift if rostered/allocated as the team leader (in charge of

“Without Prejudice”

- shift) on any shift (M/L/N) irrespective of whether there is an N3 or above present in the work area.
- e) Full electricity subsidy for Nurses/Midwives accommodated in Rio Tinto housing, in Nhulunbuy (Gove).
 - f) Introduction of a Cytotoxic Exposure Allowance for nurses and midwives required to prepare, administer or handle cytotoxic medications.
 - g) Introduction of a Hyperbaric Allowance like that which applies in the Victorian public sector in recognition of the specialised skills, high pressure environment, patients’ safety responsibilities.
 - h) Reimbursement of workplace parking fees where nurses and midwives are required to pay for parking in order to attend work.

4. Recruitment and Retention

ANMFNT recognises the significant importance of long-term staff in the maintenance of an effective health service. We wish to work collaboratively with NTG to halt the ‘Medical Tourism’ currently in place and encouraged through agency Employers.

We therefore submit the following claims

- a) ANMF NT members request the continuation of the existing Attraction and Retention Incentive Allowance at clause 26.4 be extended throughout the new enterprise agreement term and increased annually by the same percentage quantum as salaries.
- b) Introduction of an additional retention bonus for employees with five years’ service, with further bonuses payable every two years
- c) Remote Area Nursing Incentive of \$20,000 per annum. Remote nurses and midwives require stronger incentives and recognition to reflect the conditions in which they live and work
- d) ANMF NT recommends all current remote area incentives that sit outside of the Enterprise Agreement (EA), be formally included in the EA.

5. Safe Workloads/Hours of Work

Members report that workload pressures across the Northern Territory health system are unsustainable. Persistent workforce shortages, increasing patient acuity and regular reliance on overtime are exposing nurses and midwives to unacceptable levels of fatigue.

Members advise that current staffing levels and rostering practices frequently result in insufficient rest between shifts and pressure to perform overtime. These conditions place staff wellbeing at risk and undermine the delivery of safe patient care.

ANMF NT therefore advances the following claims to reduce fatigue risks, strengthen workload protections and support the delivery of safe and sustainable health services across the Northern Territory.

- a) Safe workloads in midwifery
ANMF NT claims that babies must be included within midwifery workload calculations. The current review provisions contained in subclause 86.6 are

“Without Prejudice”

insufficient to prevent unsafe workloads where both mothers and babies require care and monitoring.

- b) Skill mix and early career practitioners
ANMF NT claims provisions to ensure appropriate skill mix across all rosters. Early career nurses and midwives, including novice practitioners, must not be rostered as the most senior clinician on duty and must not be allocated responsibility for being in charge of a shift.
- c) Programmed Days Off – Remote Area Nurses
ANMF NT claims that where Remote Area Nurses are directed by the employer not to take programmed days off and the maximum accrual of five PDOs has been reached in accordance with subclause 39.7(h), all duty performed on that programmed day off will be paid at overtime rates.
- d) Minimum break between shifts
ANMF NT claims a minimum break of ten hours between rostered shifts, consistent with clause 42 of the current Enterprise Agreement, to reduce fatigue and support safe working hours.
- e) Recall to duty and rest relief
ANMF NT claims amendments to recall to duty provisions at subclauses 46.27 and 46.28 to ensure that employees receive a continuous ten-hour break immediately prior to the commencement of their next rostered shift following recall to duty.
- f) Consecutive on call days and fatigue management
ANMF NT claims that the maximum number of consecutive on call days be reduced from five to three in accordance with fatigue management principles and the Restrictive Duty and On Call Provisions guideline.
- g) ANMF NT further claims that clause 50.4 be amended to include the following provision (as an additional subclause): *Where a Remote Area Nurse has been recalled to duty for five consecutive nights, additional resources should be deployed where possible. Where this is not possible, a formal documented fatigue risk assessment must be undertaken. Where repeated recall occurs across five or more consecutive nights, the staffing profile of the clinic must be reviewed.*
- h) Travel for work related duties
ANMF NT claims that travel and flights undertaken for work related duties, including attendance at meetings, will be recognised as hours worked and compensated through overtime payment or time off in lieu.
- i) Monitoring of safe workload models
ANMF NT claims that clause 87 be amended to require ANMF NT involvement in the monitoring and review of safe workload models, including consultation and agreement regarding any proposed changes during the life of the Enterprise Agreement.
- j) Clause 40 - an amendment to provide that ordinary hours worked greater than 64 hours but 76 or less per fortnight will count as service for all purposes for Part-time Nurses and Midwives.

6. Work Health and Safety

Members report increasing concern regarding workplace safety risks, particularly those associated with fatigue, excessive overtime and inadequate local safety consultation structures. Nurses and midwives have a critical role in identifying and managing workplace hazards, and effective work health and safety arrangements are essential to protecting staff wellbeing and maintaining safe patient care.

ANMF NT therefore advances the following claims.

“Without Prejudice”

- a) Tea breaks during overtime - ANMF NT claims that clause 43 be amended to provide a paid tea break after every four hours of continuous overtime to mitigate fatigue and support safe working conditions.
- b) Meal Breaks (Clause 44) – ANMF NT members request that clause 44 be amended to provide that, in workplaces with 2 or less Nurses/Midwives on duty in any shift, a meal break be taken in paid time if the Employee is not permitted by the Manager to leave the workplace during that break.
- c) Health and Safety Representatives (HSR’s) and Committees
 - i. ANMF NT claims that strengthened provisions be inserted into the enterprise agreement to support the establishment and effective operation of workplace health and safety structures in accordance with the *Work Health and Safety (National Uniform Legislation) Act 2011* (the Act).
 - ii. The strengthened provisions sought should also require that the employer must support requests from employees for the establishment of work groups, the election of Health and Safety Representatives and the formation of local Health and Safety Committees in accordance with the Act.
 - iii. The strengthened provisions sought should also require that the employer must also actively promote and recognise the role of Health and Safety Representatives and local Health and Safety Committees in identifying workplace hazards, addressing risks and improving safety outcomes.

7. Leave Entitlements

- a) ANMF NT claims an amendment to subclause 62.2(a)(iii) to remove the requirement to work ten Sundays in order to access the additional week of recreation leave. ANMFNT seeks to amend this to say all employees on rostering outside of normal business hours including on call are entitled to the additional week of recreation leave regardless of the number of Sundays worked. ANMF NT further claims that Remote Area Nurses be entitled to the additional week of recreation leave provided under this subclause.
- b) Defence Service Leave - ANMF NT claims an amendment to clause 67 to provide that where employees take leave without pay to participate in Australian Defence Force training or deployment beyond the four weeks provided at subclause 67.2(a), the Department of Health will top up Australian Defence Force wages to the employee’s substantive salary.
- c) Union training leave - ANMF NT claims that all entitlements contained within clauses 15.10 to 15.16 relating to union training leave remain in the agreement, together with the model Union Delegate rights term required by the Fair Work Commission.
- d) Health screening leave - ANMF NT claims that health screening leave at clause 70 be increased to 12 hours per annum.
- e) Christmas closedown leave - ANMF NT claims that employees affected by a Christmas closedown period will receive paid leave for the full closedown period. Employees will not be required to use recreation leave or time off in lieu during the Christmas closedown period.
- f) Menstruation, menopause and perimenopause leave
ANMF NT claims the introduction of a new leave entitlement providing 12 days per annum, non-cumulative, for employees experiencing symptoms associated with menstruation, menopause or perimenopause. This leave will support employees to manage symptoms and maintain their health and wellbeing at work.



“Without Prejudice”

8. Disaster Relief

- a) A new disaster relief clause is sought that provides employees with additional entitlements when required perform duty in response to an impending or potential disaster; impending or potential public health emergency or a public health emergency, or other event that has the potential to overwhelm resources. Disaster relief entitlements would include:
- i. Employees will be provided with meals and water where it is possible and reasonable to do so and where the employee is unable to provide their own meals and water because they are unable to leave the facility.
 - ii. Where an employee is unable to leave the facility or is required to remain at the facility for long periods of time and it is reasonable and necessary, the employee will be provided with rest space, accommodation and amenities.
 - iii. If an employee is unable to attend work or a suitable alternative place of work because of a disaster the employee will receive payment for special leave.
 - iv. Time off in lieu (TOIL) is inappropriate during or after a declared disaster given the need to work beyond usual hours to maintain clinical services.

9. DoH/ANMF NT Branch EA Consultative Committee

Members have indicated that ongoing consultation between ANMF NT and the Department of Health is important to address operational issues that arise during the life of the Enterprise Agreement. Effective consultation provides an opportunity to identify emerging workforce challenges, improve workplace systems and support the delivery of safe health services across the Northern Territory.

- a) ANMF NT therefore claims the continuation of the Enterprise Agreement Consultative Committee throughout the life of the agreement.
- b) The Consultative Committee will consider matters including:
- i. Access to childcare across all Northern Territory regions, including Nhulunbuy, Katherine and Alice Springs
 - ii. Improvements to expression of interest processes and recruitment procedures
 - iii. Simplification of payroll systems and payslip information
 - iv. Improvements to managerial approval processes for leave
 - v. Review of the peri operative on call system at Alice Springs Hospital
 - vi. Review of Remote Area Nursing workforce strategies with a focus on strengthening the permanent workforce

ANMF NT reserves the right to advance additional claims and to respond to any claims made by the employer during the course of negotiations.

This Log of Claims is submitted on behalf of members of the Australian Nursing and Midwifery Federation Northern Territory Branch.

Authorised by:

Heidi Crisp

Branch Secretary

Australian Nursing and Midwifery Federation Northern Territory Branch