

# Summary of Special Incentive Conditions for Teachers in Hughenden

The following benefits will be additional to the salary paid according to your classification relative to the Teachers' Pay Scale. The Remote Area Package acknowledges that remotely located teachers live and work in conditions vastly different from those in major regional and metropolitan centres and acknowledges the additional financial challenges and/or hardship that presents when relocating to a regional centre. Eligible employees are defined as continuing or fixed term teachers who relocate or are located in schools in the identified Diocese of Townsville Incentive Payments Remote Area Staff Scheme (IPRASS) centres.

## **Accommodation Assistance 2020**

Teacher accommodation assistance is available to teachers employed by Townsville Catholic Education (TCE) in Hughenden (an IPRASS 6 Location).

### **Accommodation**

Teacher accommodation assistance is available to teachers employed by TCE in Hughenden.

Rent charged will be calculated at 75% of the market value rate for 47 weeks per year, based on a shared or family / single occupancy of the accommodation. Rent is deducted as a pre-tax (salary packaging) amount from the employee's fortnightly salary.

A security deposit equivalent to four weeks rental may be required for this period.

A range of two, three and four bedroom furnished houses and units are available. Houses will primarily be set aside for family accommodation. Where single staff is placed into a three bedroom house there will be a maximum of two occupants. Apart from single bedroom units, all accommodation is available for dual occupancy. Each occupant pays 50% of the rent amount.

### **Beginning teachers – start up assistance**

This applies only to beginning teachers in their first year of appointment in an IPRASS level 4-7C school. It provides for the first five weeks of rent free to new graduate appointees in Townsville Catholic Education Office (TCEO) provided accommodation.

### **Pets**

No pets are permitted in TCE leased or owned units or houses.

### **Furniture**

All units and houses are furnished with basic household items including beds. Tenants are responsible for supplying all linen, cutlery, crockery, cookware, small appliances etc.

## **Relocation and Transportation Assistance**

TCEO will assist teachers relocating to Hughenden by a reimbursement allocation for the removal of personal/household effects. An amount up to \$3,000 will assist single Teachers and \$6,000 for families (spouse and dependents, if applicable), to contribute towards the cost of relocating personal and household effects, upon presentation of receipts for costs incurred.

### **Transportation of a Motor Vehicle**

One motor vehicle will be transported from Brisbane or the applicant's current Queensland residence to the school location on appointment or within the first six months of appointment. The transportation

of one motor vehicle back to Brisbane or Queensland residence will be provided for upon resignation, provided that two consecutive years of service have been completed at the same school.

### **Repayment of Relocation Expenses**

For teachers employed on a fixed term contract, relocation expenses are paid on the condition that the teacher will remain for the entire contract period. If a teacher terminates employment prior to the completion of the contract term they will be required to reimburse TCEO for expenses paid on commencement of the contract. This will be calculated on the length of the contract remaining. In this instance TCEO will not pay any expense associated with the teacher leaving Hughenden. The Executive Director reserves the right to waive this condition in certain circumstances.

For ongoing employment contracts all relocation expenses are paid on the basis that the teacher completes a minimum of two years continuous service. If a permanently appointed teacher terminates employment prior to completing 12 months continuous service they would be expected to reimburse TCEO of 60% of the relocation expenses paid on their appointment. In the event the teacher terminates employment in the second year of service prior to completion of a full two years continuous service they would be expected to reimburse TCEO 50% of the relocation expenses paid on appointment.

### **Additional Leave Days**

#### **Emergent Leave Days**

Non-cumulative emergent leave of four days per year will be available to full-time and part-time teachers in Hughenden. Emergent leave days may be used to travel to a larger regional/metropolitan centre to attend both urgent and non-urgent personal, medical or legal appointments.

#### **Travel Days**

Teachers in Hughenden are eligible for an additional two travel days annually.

### **Travel Assistance**

#### **Travel on Appointment**

Travel costs of the teacher and family (spouse and children, if applicable) relocating to Hughenden will be provided by TCEO. Acceptable travel consists of standard economy airfare from Brisbane for the teacher (spouse and dependents, if applicable), or the cost of travel by road from Brisbane or the teachers' current Queensland residence, based on the ATO approved calculation.

#### **Vacation Travel Concession**

Provided a teacher has completed a minimum of 12 months continuous service in an IPRASS location and is returning to the same school in the following year, a teacher and family (spouse and dependents, if applicable) are provided with a travel concession to Townsville or Brisbane which must be taken during a vacation period by either road or air.

#### **Additional Well-being Travel Incentive**

The intent of the additional well-being travel is to provide teachers, new to IPRASS locations, with a chance to reconnect with family and friends within a relatively short time of commencing their role in a remote location. Acknowledging that adjustment can be difficult in a new and remote location the additional well-being travel is intended to facilitate travel 'home' or alternatively a trip away from the IPRASS location to promote connectivity with friends and/or family. In addition to the vacation travel assistance outlined above - teachers employed 12 months or more, in their 1st and 2nd years in an IPRASS Centre will be entitled to the following:

On receipt of the completed Remote Incentive Reimbursement Voucher, a reimbursement of up to \$1,200 to subsidise the cost of travel (Air (standard economy) Rail or Road) to any major regional or metropolitan centre within Australia. Supporting documentation will be required. Travel must be taken during vacation time (Term 1 or 2).

*Note: The additional well-being travel assistance cannot be 'banked'. That is, if it is not used by the end of Term 2, it cannot be used at any other time or added to any other concessions.*

Teachers are responsible for booking their own flights and making their own travel arrangements. All reimbursements will need to be claimed via the Remote Incentive Reimbursement Voucher. At the discretion of the Principal travel may be booked by TCEO.

## ITAS (Isolated Teachers Assistance Scheme)

Fortnightly payments will be as prescribed below. Benefits paid to teachers vary according to:

- category of school
- teachers without dependants
- teachers with dependent spouse or housekeeper
- number of dependent children and full-time students living at home

*Note: Dependent means someone living at home, who does not earn a taxable income and who is supported by the teacher income earner.*

Teacher without dependants (includes dual income families)	\$65.70
Teacher with dependant spouse (only single income families)	\$131.40
Allowances for each dependent child & student living at home	\$25.15

## IPRASS

All teachers, including principals and senior administration employees who teach at Hughenden will receive a Remote Incentive Allowance as per the below schedule. All full-time and part-time teachers must complete at least 10 weeks service before a proportionate IPRASS payment is made on termination.

Year 1	\$1,650
Year 2	\$1,650
Year 3	\$2,750
Year 4	\$6,660
Year 5	\$8,250
Year 6	\$5,050
Year 7 and subsequent years	\$1,750

## Reference

Remote Area Package Guideline  
Remote Area Teaching Incentives