

Summary of Special Incentive Conditions for Teachers on Palm Island

The following benefits will be additional to the salary paid according to your classification relative to the Teachers' Pay Scale. It is acknowledged that special arrangements have been developed for Palm Island and specific arrangements have been developed to address the specific nature of this Incentive Payments Remote Area Staff Scheme (IPRASS) centre.

Accommodation Assistance 2020

Teacher accommodation assistance is available to teachers employed by Townsville Catholic Education (TCE) on Palm Island (an IPRASS 7C Location).

Free Rental Accommodation

A range of two, three and four bedroom furnished units are available. These are clustered together approximately 2 km from the school and are owned and maintained by TCE. A security deposit equal to four weeks rent may be required for this period.

Pets

No pets are allowed inside these units or houses.

Furniture

All units and houses are furnished with basic household items. Tenants are responsible for supplying all linen. Should other beds be required, it is the responsibility of the tenant to provide.

Foxtel Television

Free connection to TCE Package.

Relocation and Transportation Assistance

All Reasonable Relocation Costs

All reasonable costs to Palm Island will be paid for by Townsville Catholic Education Office (TCEO). This will include an annual barge transfer to and from the island of personal effects and household items not able to be taken on the plane. Relocation away from Palm Island will be restricted to travel to Townsville.

Travel Assistance

Travel on Appointment

Travel costs of the teacher and family (spouse and children, if applicable), will be met by TCEO. Travel costs will be a standard economy airfare from Brisbane for the teacher (spouse and children, if applicable), or the cost of travel by road from Brisbane or current Queensland residence, based on the ATO Formula.

A Return Airfare

A return airfare for each teacher and resident family members will be provided each term from Palm Island to Townsville.

Note: The intention of this offer is to provide regular breaks away from the closed community, with its restricted services and shopping facilities. Airfares cannot be "saved up" or put towards more expensive arrangements.

Extra Airfares

Assistance will be considered for one family member e.g. mother, father, sister, brother, husband or children of **single** teachers to access one return flight each term to and from the island.

Additional Well-being Travel Incentive

A three-day transfer (Thursday, Friday and Saturday nights) from Palm Island to Townsville will be provided once per term. Accommodation to the value of \$500 (paid as taxable allowance reimbursed through the payroll system) plus the return airfare will be provided. However if teachers wish to upgrade towards more expensive accommodation, this will be at the expense of the teacher concerned. Accommodation transfers may not be cashed out. Employees must return to Palm Island on the Sunday. This offer will apply to family members (spouse and dependent children). This clause replaces the two days available through the IPRASS Agreement.

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)	\$68.20
Teacher with dependant spouse (only single income families)	\$103.70
Allowances for each dependent child & student living at home	\$32.65

IPRASS

All teachers, including principals and senior administration employees who teach on Palm Island 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	\$2,750
Year 2	\$2,750
Year 3	\$8,250
Year 4	\$8,250
Year 5	\$8,250
Year 6	\$9,250
Year 7 and subsequent years	\$2,500

Reference

Remote Area Package Guideline
Remote Area Teaching Incentives