



TEACHER INCENTIVES

The Department of Education Tasmania is committed to our Teachers within regional locations. Teaching within regional areas can provide career progression and professional development through opportunities that are not always available at metropolitan schools. As a Teacher in regional Tasmania, you are welcomed into your school and local community with a range of benefits available.

Regional Incentives

There are various allowances and payments that an employee may be able to access, these are outlined below:

District Allowance

District Allowance is paid each year to cover the extra costs that are incurred by living in a regional area. The allowance changes depending on the location of the school and ranges from:

- » \$1,861 to \$3,724 with dependents; or
- » \$931 to \$1,861 with no dependents

Leave Expenses

Leave Expenses for return airfares (to the nearest city) are available to employees stationed on the Bass Strait Islands four times a year.

Paid Time to Attend Urgent Personal Business

Teaching employees within Cape Barren Island School, Flinders Island District High School, King Island District High School, Mountain Heights School, Redpa Primary School, Rosebery District High School, Strahan Primary School and Zeehan Primary School are entitled to apply for up to one full day each term in paid time to attend to urgent personal business which is unable to wait until the end of term when school holidays fall.

Teaching employees within Bicheno Primary, Edith Creek Primary, St Helen's District High, St Mary's District High, Swansea Primary, Tasman District and Winnaleah District High are entitled to apply for up to two full days per year for the same purpose as described above.

Incentive Payments

Incentive Payments are for eligible Teachers whilst working at some designated school locations:

- » \$2,759 upon commencement
- » \$2,759 upon completing 3 years continuous employment
- » \$5,523 upon completing 4 years continuous employment
- » \$5,523 upon completing 5 years continuous employment
- » \$5,523 upon completing 6 years continuous employment

Further information regarding regional incentives can be found within the Teachers Agreement 2019 (No. 2).

Accommodation

Residential accommodation may be available for employees working in regional and remote locations of the state. Accommodation is located within proximity to the schools and the local community and can be rented from the Department between \$10 to \$50 per week.

If you are interested in more information regarding the Department's accommodation please email teacher.recruitment@education.tas.gov.au.

Beginning Teacher Time Release (BeTTR) Program

The BeTTR program is designed for teachers who are in their first and second year of employment since graduation.

This program provides up to four hours a fortnight to undertake personal development. This enables graduate teachers access to support and guidance as they embark on their teaching career.

More information regarding the BeTTR program can be found within the Teachers Agreement.

Teacher Transfer

There is currently capacity for employees to apply for a transfer to change their school location. This also includes employees who have completed their eligible service in regional school locations.

Relocation Expenses

The Department may cover relocation costs to regional/ remote locations and also to high priority/hard to fill roles. These relocation expenses are considered on a case by case bases.

New employees who meet the criteria outline within the [Relocation Expenses Procedures](#) may be entitled to claim for reasonable expenses incurred for the following reasons:

- » transportation of furniture and personal effects;
- » travel;
- » removal expenses relating to pets;
- » private vehicle allowance; or
- » special accommodation payment – up to 12 weeks.

Awards and Agreements

Teachers are employed by the Department of Education in accordance with, and subject to, the provisions of the *State Service Act 2000* which includes the State Service Principles and the Code of Conduct. Outlined below are some of the relevant legislation, employment conditions and links to these sites.

- » [Teaching Service \(Tasmanian Public Sector\) Award](#)
- » [Teachers Agreement 2019 \(No.2\)](#)
- » [State Service Act 2000](#)
- » [Teacher Transfer/Assignment of Permanent Duties Industrial Agreement 2013](#)
- » [Relocation Expenses Procedures](#)
- » [Salary Scales](#)

For further information

If you are interested in more information regarding the Department's teacher incentives please email teacher.recruitment@education.tas.gov.au.