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Teacher Incentives and Allowances

Department for Education,
Children and Young People

Table of Contents

Version 1 – 10/06/2025

1	Beginning Teacher Time Release (BeTTR) Program.....	3
2	BeTTR Hour.....	3
3	Paid Time to Attend Urgent Personal Business	3
4	Teacher Transfers	3
5	Travel and Relocation Assistance	4
6	Hard-to-Staff Schools Teacher Incentive	4
7	Incentive Payments in Isolated Schools.....	5
7.1	Isolated Incentive Payment	6
7.2	Beginning Teacher Commencing Salary.....	6
7.3	Experienced Teacher Allowance.....	6
7.4	Settling in Payment	6
7.5	Paid Time to Attend Urgent Personal Business (Isolated Schools).....	6
7.6	District Allowance	7
7.7	Leave Expenses – Bass Strait Islands	7
7.8	Tax Zone Offset.....	7
8	Supporting Links	7

The Department for Education, Children and Young People Tasmania is committed to supporting all teachers and provides a range of additional incentives and benefits on top of annual salary, including additional payments to teaching employees in the Departments eight isolated schools.

Further information on the following topics can be found in the supporting links section.

1 Beginning Teacher Time Release (BeTTR) Program

The BeTTR program applies to beginning teachers who are in their first and second year of employment since graduation and are employed on a permanent or fixed-term basis for at least one school term is above 0.4 full-time equivalent (FTE).

The program enables graduate teachers to undertake personal development and have access to support and guidance as they embark on their teaching career.

Full-time beginning teachers are eligible to access a minimum “instructional load” time release of four hours per fortnight in the first year and two hours per fortnight in the second year. Part-time teachers, above 0.4FTE, can access the time release on a pro-rata basis.

2 BeTTR Hour

A series of one hour online sessions tailored to the needs of Early Career Teachers (ECT) which focus on the fundamentals of teaching and learning meaningful to ECT's, with opportunities to connect with subject matter experts within DECYP as well as nationally and internationally acclaimed leaders in education.

BeTTR Hour is for ECTs in their first four years of practice. Held twice per term, participants can enrol in individual sessions or whole series.

3 Paid Time to Attend Urgent Personal Business

Teaching employees (excluding Principals) in Bicheno Primary School, Edith Creek Primary School, St Helens District High School, St Marys District School, Swansea Primary School, Tasman District School and Winnaleah District High School are entitled to apply for up to two full days per year in paid time to attend urgent personal business which is unable to wait until the end of term when school holidays fall.

Sufficient notice and detail are to be provided to the Principal to assess the request. Principals have the discretion to approve paid time off and this is managed at the school level.

4 Teacher Transfers

The Department facilitates an annual Teacher Transfer process for approving the transfer of teachers between schools and colleges.

There are many categories of transfer available for request, each with their own eligibility criteria. For example, permanent employees who complete 'eligible' service in schools may make an application for transfer to an alternate location through this process.

Eligible service is based on the period of time assigned to a school/college as follows:

- three years of service in a Level D school/college;
- years of service in a Level B and C; and
- years of service in a Level A.

Schools are categorised as Level A, B, C or D;

- Level D schools/colleges are isolated schools
- Level C are those with an agreed difficulty in commuting from an urban centre
- Level B are those with an Occupational Education Needs Index (OENI) of 0.68 or greater or are special education facilities and
- Level A are all other schools/colleges.

5 Travel and Relocation Assistance

An employee may be entitled to receive payment and/or reimbursement of the costs in respect to appointment, promotion or assignment of duties involving relocation.

A range of relocation payments are available, the payment and purposes for which they can be paid are discretionary.

Expenses that can be paid may include the transport of the employee and dependents, removal and transport of necessary household furniture and pets (not including livestock).

Additional expenses may also include special accommodation payment up to 12 weeks, reasonable transport costs, accommodation, and meal expenses enroute.

Specific eligibility criteria apply. Queries are considered on a case-by-case basis. Most hard to fill/regional areas are approved reasonable relocation costs and/or reimbursement.

6 Hard-to-Staff Schools Teacher Incentive

Eligible employees in identified schools (below) will receive a lump sum payment of \$1,000 after six weeks of Term 1 and a further \$2,275 after six weeks of Term 3 (pro-rata if part-time).

Identified schools may be varied from year-to-year.

- [Yolla District School](#) (North-West)
- [Smithton High School](#) (North-West)
- [Lilydale District School](#) (North)
- [Port Dalrymple School](#) (North)
- [Fairview Primary School](#) (South)
- [Glenora District School](#) (South)
- [Jordan River Learning Federation – Senior School](#) (South)
- [Montrose Bay High School](#) (South)
- [New Norfolk High School](#) (South)

7 Incentive Payments in Isolated Schools

There are eight isolated schools across the northern part of Tasmania that attract further incentives and allowances. These schools each have their own unique context are community focused and are committed to the goal that every student has the opportunity to learn and to achieve to their full potential. For further information see Teachers Agreement 2023 and Variation of Teachers Agreement 2023 within the supporting documents.

Cape Barren Island School

Cape Barren Island School is a remote area school within the Tasmanian Indigenous Community of Cape Barren Island, off Flinders Island in the Bass Strait, for students from Kindergarten to Year 10 from the surrounding community.

Flinders Island District High School

Flinders Island District High School is located in Whitemark, on an island North-East of Tasmania in the Bass Strait for students from Kindergarten to Year 12.

King Island District High School

King Island lies to the western entrance to Bass Strait and is 64km long by 27km wide. King Island District High School provides quality education for children from Birth to Year 12.

Mountain Heights School

Mountain Heights School is a Kindergarten to Year 12 school located in Queenstown, Tasmania, catering for approximately 210 students.

Redpa Primary School

Redpa Primary is a small school located in an idyllic rural setting in Circular Head, providing varied programs for students from Birth to Grade 6.

Rosebery District High School

Rosebery District School provides education for students from Kindergarten to Grade 12. Being one of the larger towns on the west coast with a population of around 1000, Rosebery is one of two schools that provides secondary education across the West Coast.

Strahan Primary School

Strahan is a thriving little town on the West Coast of Tasmania, surrounded by wild and beautiful terrain. The school is the heart of the community; engaging learning from birth to Year 6.

Zeehan Primary School

Zeehan Primary School is situated in the mining town of Zeehan on Tasmania's west coast, and has a student population of only about 65 Kindergarten to Year 6 students.

7.1 Isolated Incentive Payment

Permanent Teachers appointed to an isolated school or a fixed-term employee who has been employed for at least one year in an isolated school are paid the following additional salary.

Upon commencement	\$3,138
Upon completing 1 year continuous employment	\$3,138
Upon completing 2 years continuous employment	\$3,275
Upon completing 3 years continuous employment	\$3,275
Upon completing 4 years continuous employment	\$6,281
Upon completing 5 years continuous employment	\$6,281
Upon completing 6 years continuous employment	\$6,281

In respect of a fixed-term employee, the commencement payment will not be paid until the completion of the year. The additional salary for part-time employees will be paid on a pro rata basis according to the employee's allocated workload.

7.2 Beginning Teacher Commencing Salary

The commencing salary for a beginning teacher (in their first year of employment after graduating) in an isolated school is Band 1 Level 8, where outside of being assigned to an isolated school would be assigned a salary commensurate with Band 1 Level 5.

7.3 Experienced Teacher Allowance

An experienced teacher who has completed 12 months of continuous service at Band 1 Level 12 will be paid an experienced teacher allowance of \$3,250 per annum pro-rata on a fortnightly basis.

The teacher must be employed in the isolated school for the 12 months continuous service at Band 1 Level 13 and remain at the isolated school to be eligible for payment.

7.4 Settling in Payment

A teacher who is appointed to an isolated school which involves the teacher relocating is eligible for a settling in payment of \$5,000 (this is in addition to relocation costs being paid/reimbursed).

The settling in payment is conditional on the teacher committing and completing two years at the isolated school and may be required to be paid back if this service has not been completed.

7.5 Paid Time to Attend Urgent Personal Business (Isolated Schools)

Employees (excluding Principals) in isolated schools are entitled to apply for up to eight full days over a two-year period in paid time to attend urgent personal business which is unable to wait until the end of term when school holidays fall.

These days can be taken in blocks of multiple days rather than one day per term. Where a teacher is required to attend a specialist medical appointment which requires overnight travel the teacher is entitled to the travel allowance for meals and accommodation.

7.6 District Allowance

A district allowance is designed to cover the extra costs (i.e. fuel, phone calls and freight) necessarily incurred by an employee stationed in an isolated area.

The allowance is paid to eligible employees on a fortnightly basis at two different rates depending on the personal circumstances of each employee, in particular if residential arrangements involve dependents residing with them or those with no dependents.

If the employee has a dependent residing with them who is also an employee of the Department and in receipt of a district allowance, they will be regarded as an employee with no dependents.

Location	Rate per annum	
	No Dependents	Dependents
King Island, Cape Barren, Flinders and Bruny Island District School	\$2308	\$4618
Mountain Heights School, Rosebery District High School, Strahan Primary School and Zeehan Primary School	\$1154	\$2308
Redpa Primary School	\$578	\$1154

7.7 Leave Expenses – Bass Strait Islands

Leave expenses for return airfares (to the nearest city) are available to employees stationed on the Bass Strait Islands (King, Flinders or Cape Barren) and are paid four times a year.

7.8 Tax Zone Offset

You may be eligible for a tax offset under the Commonwealth Taxation Zone B schools if stationed at Mountain Heights School, Rosebery District High School, Strahan Primary School or Zeehan Primary School. More information is available at www.ato.gov.au.

8 Supporting Links

[Teaching Service \(Tasmanian Public Sector\) Award](#)

[Teachers Agreement 2023](#)

[Variation of Teachers Agreement 2023](#)

[Teacher Transfer/Assignment of Permanent Duties Industrial Agreement 2013](#)

[State Service Act 2000](#)

[DECYP School Map](#)

[Training and Development Hub for Teachers](#)

[Early Career Teacher Development Program](#)

[Travel and Relocation Assistance \(Ministerial Direction No. 21\)](#)

For more information email teacher.recruitment@decyp.tas.gov.au