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CATHOLIC SCHOOLS

Diocese of Townsville
**Catholic
Education**

If you have the ambition, we have the opportunity!

REMOTE AREA TEACHING

Remote Area Teaching Incentive Scheme for Teachers in Catholic Schools in the Diocese of Townsville

Teaching is an exciting and challenging career, and in an isolated or remote community, it can be even more rewarding. Each year the Catholic Education Office in the Diocese of Townsville has positions available for teachers who want to make a difference in the lives of children in remote and rural communities.

The Diocese of Townsville spans the coastal region from Proserpine to the Cardwell Range and extends west to the Northern Territory border. Our rural and isolated school communities include Hughenden, Winton, Collinsville, Cloncurry, Mount Isa, Charters Towers and Palm Island.

Townsville Catholic Education Office recognises that teachers moving to an isolated area may incur some financial challenges or hardship. Because of this, financial benefits and incentives are available to those who choose to live in remote communities.

Applicable Areas of the Diocese

The schools where teaching staff are being offered the Remote Area Incentive Package are some of the most remote in our diocese and are recognised as such in the IPRASS Levels 4-7C.

IPRASS 4	Collinsville
IPRASS 5	Mount Isa
IPRASS 6	Hughenden, Winton and Cloncurry
IPRASS 7C	Palm Island

These schools are distinctively different from other schools in terms of:

- Isolation
- Remoteness from a/or other major centres
- Educational needs; and
- Cultural, social, climatic and recreational environments.

The Remote Area Package acknowledges that principals and teachers in these schools live and work in conditions vastly different from those encountered in major regional centres, through the provision of a range of financial incentives.

The provision of these incentives is one aspect of the Townsville Catholic Education Office's commitment to serving these Catholic communities – promoting Catholic education, providing schools with support and encouraging visionary Christian leadership, for the purpose of promoting the Church's mission to transform society.

IPRASS Incentive Payments

The Incentive Payment – Remote Area Staff Scheme (IPRASS) provides a financial bonus for teachers who work in our more isolated schools. It should be remembered that while these schools are in isolated or remote areas, the experiences they offer teachers are immense. Teachers in these areas have the opportunity to become respected members of the community and will often have the chance to take on a leadership role much earlier in their careers than their counterparts in less remote areas.

In the first and second years of teaching in these isolated communities, teachers receive an incentive payment. In subsequent years these incentive payments may increase.

ITAS Allowance

ITAS is a locality payment made fortnightly to continuing full time, continuing part time and fixed term teachers (with or without dependents) who are employed in specified locations.

Leave Days

Travel - Teachers in Mount Isa, Cloncurry, Hughenden, Winton and Palm Island are given two extra travel leave days annually, in addition to regular designated school holidays.

Emergent Leave Days - Non-cumulative Emergent Leave Days will be available each year to full time and part time teachers in designated IPRASS centres of Levels 5, 6 and 7 on the following basis:

Level 5	4 days per year
Level 6	5 days per year
Level 7	5 days per year

Emergent Leave Days may be used to travel to a more focused regional centre to attend both urgent and non-urgent personal, medical or legal appointments that cannot be conducted in the remote area location.

Relocation Benefits

Townsville Catholic Education Office will assist teachers moving to isolated areas with their relocation costs. This includes assistance with the cost of transport of personal belongings during the move. In addition, teachers who have worked in an isolated school for two years or more will be assisted with relocation if they transfer to another Catholic school in the Townsville diocese.

One motor vehicle will be transported from the applicant's current centre to the school location on appointment or within the first six months after appointment. The transportation of one motor vehicle back to Brisbane or Queensland Centre will also be provided for upon resignation, provided that two (2) consecutive years of service have been completed at the same school.

Teacher Accommodation Assistance

Teacher Accommodation Assistance is applicable to eligible teachers employed by Catholic Education Office in the Centres of Palm Island, Hughenden, Cloncurry, Mount Isa, Collinsville and Winton.

Eligible teaching staff may access either:

- Option A Employer provided accommodation (as available in some centres); or
- Option B An annual accommodation allowance along with the option to salary package remaining rental accommodation costs (where a private tenancy arrangement is preferred by the teacher): or

- Option C An annual accommodation allowance along with the option to salary package remaining mortgage costs (where a teacher has purchased their own accommodation): or
- Option D Employee payment of 75% of market rental for only 47 weeks per year along with the facility to salary package rental expenses (where a teacher agrees to reside in accommodation provided by the Townsville Catholic Education Office).

An air-conditioning assistance reimbursement will be paid to teachers to defray electricity expenses incurred by the running of air conditioners. The rate applies to Terms 1 and 4 only.

Travel Assistance

Vacation travel - Provided a teacher has completed a minimum of 12 months continuous service in a location in a IPRASS 4-7C school and is returning to the same school the following year, a teacher and family (spouse and children, if applicable) are provided with a travel concession to Townsville or Brisbane to be taken only during a vacation period by either air or road as follows:

1. Air - The concession will provide standard economy return airfare only;
2. Road – an allowance for the kilometres travelled would be applied.

Reimbursement shall apply to the kilometres travelled or the cost of the airfare(s) whichever is the lesser; the amount reimbursed will not exceed the actual amount paid.

Travel on appointment - Travel costs of the teacher and family (spouse and children, if applicable) to any of IPRASS 4-7C school locations, will be met by Townsville Catholic Education Office (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, whichever is the lesser.

Graduate Teacher 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 5 weeks of rent free to new graduate appointees.

Study Assistance

TCEO agrees to meet the full cost of 4 subjects in a Masters of Theology/Religious Education course at an approved educational institution. If the applicant has completed 3 or more years of service in one of the six Level 4-7C.

Priority Transfers

Primary Schools - When a full-time primary teacher (with a continuing contract) completes at least two (2) years of service in an IPRASS 4-7C School, they will receive priority transfers to any other school in the Townsville Diocese subject to vacancies.

Secondary Schools - No intra-system transfer exists amongst Townsville Catholic Education Office Secondary Colleges. However TCEO will ensure teachers in IPRASS 4-7C systemic secondary schools receive an interview with non-IPRASS systemic secondary schools for a suitability interview if their subjects are suitable to the recruiting school and applications are made in due time.

Teachers who work on Palm Island receive a range of benefits in addition to those set out in this brochure.

Contact Us

For further information, contact Employment Services at Townsville Catholic Education

Phone: (07) 47790 900

Email: recruitment@tsv.catholic.edu.au

ABN 13 622 319 794

www.tsv.catholic.edu.au