



Teacher Incentives

Department for Education,
Children and Young People



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Version 1 – 27/03/2024

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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 these topics can be found in the supporting links section of this document.

If you are looking for a sea change, clean air and beautiful countryside, look no further than our regional communities and isolated schools.

Living and working in a regional community is an incredible opportunity. It will bring a variety of career and development pathways, a close-knit team environment, enriching teaching and learning experiences, and its share of challenges along the way.

Teaching within regional areas can provide career progression and professional development through opportunities that are not always available at a metropolitan school(s).

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).

This 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.

For more information on the BeTTR program, refer to the supporting links.

2 Paid Time to Attend Urgent Personal Business

Teaching employees (excluding Principals) in Bicheno Primary, Edith Creek Primary, St Helens District High, St Marys District, Swansea Primary, Tasman District 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 is 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.

3 Teacher Transfers

The Department facilitates an annual Teacher Transfer process (open for requests from employees mid-year) for managing the transfer of teachers between schools and colleges. This process is managed by Regional HR Staffing Coordinators with direct consultation with schools. Each request is assessed individually taking into account school operational requirements.

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.

There are many categories of transfer available for request, each with their own eligibility criteria.

For example, 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 and college as follows:

3 years of service in a Level D school/college;

4 years of service in a Level B and C; and

6 years of service in a Level A.

For further information on schools, levels and the transfer process, refer to the supporting links.

4 Relocation

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 and mostly dependent on the location of employment. Most hard to fill/regional areas are approved relocation costs and/or reimbursement.

Refer to supporting links for further information on travel and relocation assistance.

5 Incentive Payments in Isolated Schools

There are eight isolated schools across the northern part of Tasmania. 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.

The Departments' isolated schools attract further incentives and allowances, and are:

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. Zeehan Primary has a student population of only about 65 Kindergarten to Year 6 students.



5.1 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	\$2759
Upon completing 1 year continuous employment	\$2759
Upon completing 2 years continuous employment	\$2759
Upon completing 3 years continuous employment	\$2759
Upon completing 4 years continuous employment	\$5523
Upon completing 5 years continuous employment	\$5523
Upon completing 6 years continuous employment	\$5523

In respect of a fixed-term employee, the commencement payment of \$2759 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.

5.2 Beginning Teacher Commencing Salary

The commencing salary for a beginning teacher in an isolated school is Band 1 Level 8.

5.3 Experienced Teachers 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 \$3250 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.

5.4 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.

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.

5.5 Paid Time to Attend Urgent Personal Business in 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.

5.6 District Allowance

A District Allowance is designed to cover the extra costs that are incurred by living in an isolated area. The allowance is paid at different rates depending on the personal circumstances of the employee and in particular if residential arrangements involve residing with dependents or those with no dependents, together with the location.

Location	Rate per annum	
	No Dependents	Dependents
R – King Island, Cape Barren, Flinders and Bruny Island District School	\$1861	\$3724
B – Mountain Heights School, Rosebery District High School, Strahan Primary School, Zeehan Primary School	\$931	\$1861
S - Redpa Primary School	\$466	\$931

5.7 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.

5.8 Tax Zone Offset

You may be eligible for a tax offset for living in a remote area. Remote areas are either Zone A or Zone B as specified in the Australian zone list. More information is available at www.ato.gov.au.

6 Supporting Links

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

[Teachers Agreement 2023](#)

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

[State Service Act 2000](#)

[Salary Scales](#)

[Beginning Teacher Time Release Program](#)

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

[Tasmanian Municipality Map](#)

[DECYP Municipality and School Information](#)

For more information please call Recruitment and Employment on 03 6165 6287 or email teacher.recruitment@decyp.tas.gov.au