

Choose your teaching adventure

Discover the benefits
of teaching in a rural
or remote location



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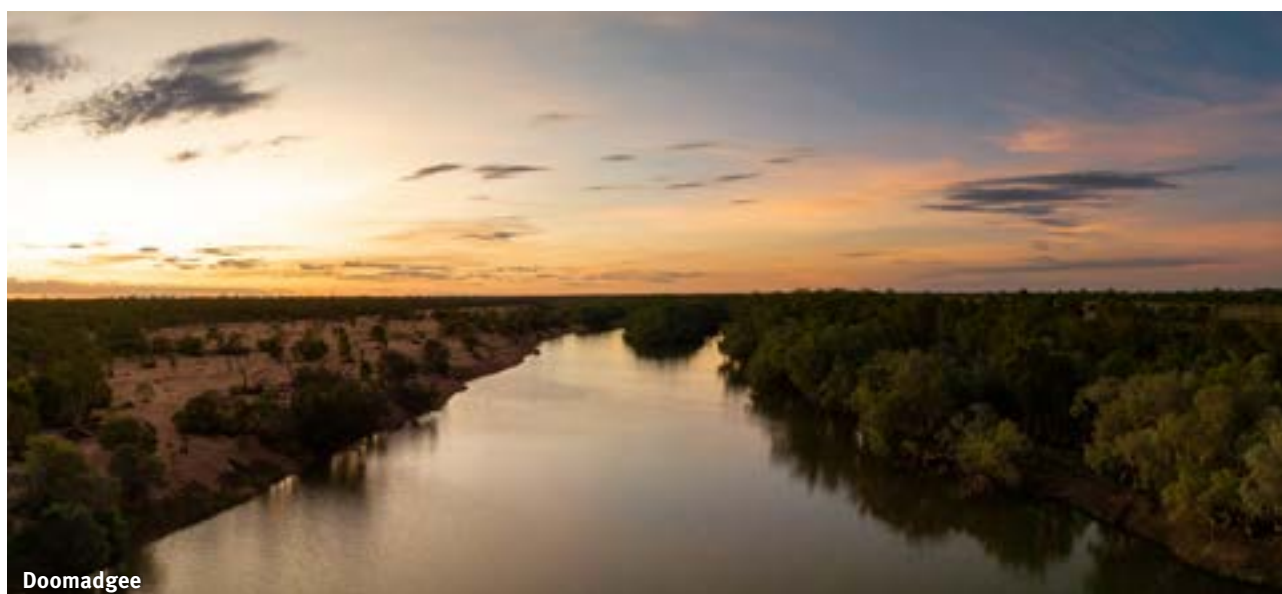
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Note

Links throughout this booklet marked with • are accessible by Department of Education employees only.

All payments and rates listed in this booklet are valid from 23 January 2023.

View this
booklet
digitally





Your adventure awaits!



Why go rural and remote?

So many teachers tell us that the experience of being in a TR4–7 school is once in a lifetime. These schools are a big part of their local communities, and teachers and their families are welcomed in. You get to experience opportunities that don't come along in a metropolitan school and be part of an environment that is more in sync with nature and its surrounds.

The following pages list some of the financial and career benefits that are offered by the Department of Education when you move to a rural or remote location.

Permanency

Permanency may be offered to suitably qualified teachers upon appointment to a rural or remote Queensland state school with a Transfer Rating (TR) of 4–7. See pages 20–31 for the school lists.

Transfer and appointment expenses

If you are permanently appointed to a rural or remote location, your transfer and appointment expenses are covered as per the *Directive*. Some expenses may be paid for positions that are not permanent.

How do I arrange this?

Speak to your appointing [Regional Human Resource \(HR\) team](#) when an offer of employment is made.

Refer to *Directive 11/11: Transfer and appointment expenses and the Department's Transfer and Appointment expenses page* •

Accommodation

Subsidised housing is available in many of our rural and remote locations across Queensland and can represent significant savings. Access to housing is dependent on location and is subject to availability at the time of your employment.

How do I arrange this?

During the process of receiving an offer of employment, speak with your [Regional HR team](#) about housing availability.

For more information, refer to the department's *Teacher Housing Policy*.

Career advancement

In a rural or remote school, you will have greater opportunities to take on additional responsibilities.

Working in a rural or remote school will help position you to accelerate your leadership options. Aspiring leaders in these locations can apply for the [Take the lead](#) initiatives.

You will have access to professional development:

- [Centres for Learning and Wellbeing \(CLaW\)](#) •
- cultural capability training to support you to make inclusive and culturally safe environments for Aboriginal and Torres Strait Islander students, children in their early years, staff, families, communities and Elders
- [Rural and Remote Professional Learning Grant – Master of Education](#).

Remote induction programs

The department is committed to delivering structured induction and mentoring support for beginning teachers at regional and local levels. These contextualised programs are designed to raise awareness and develop knowledge of pedagogy, curriculum and strategic initiatives specific to the local school community.

In addition, specific induction programs are provided to teachers newly appointed to TR6–7 locations to help you learn about your new environment and lifestyle.

For more information on remote induction programs, please contact your [Regional HR team](#).

Additional vacation leave

If you are a teacher working in one of the rural or remote schools listed on the [schools with extended summer holiday page](#), you can access additional vacation leave. This leave is calculated on a pro-rata basis if not employed in a full-time capacity.

Transfer points and teacher transfer

Transfer points provide one basis for determining the relative priority order of transfer requests. Teachers accrue transfer points based on the school's transfer rating and their period of service in that location. Part-time teachers accrue transfer points at the same rate as full-time teachers and are considered within the same point cohort.

Points accrue on an accelerated basis in TR4–7 locations. Therefore, teachers who elect to work for longer periods in these schools increase their prospects of securing a transfer to a preferred geographical location, while schools benefit from the greater stability and stronger community integration.

Further information about the teacher transfer process, including guidelines and the transfer rating system, can be found on the [Department's OnePortal site](#) •.

Pro Rata payments and Income Tax

All payments and allowances are calculated pro rata if you are not employed in a full time capacity.

All payments listed in this booklet are annual figures and are subject to income tax.



Recognition of Rural and Remote Service (RoRRS) Scheme

Who is eligible for RoRRS benefits and payments?

Fixed-term temporary or permanent teachers who meet the below requirements:

- Employed under the [Department of Education State School Teachers' Certified Agreement 2022](#).
- Located in rural and remote TR4–7 Queensland locations*.

Specifically this includes:

- school principals and deputy principals
- heads of campus
- heads of program
- guidance officers
- community teachers
- teachers working in state delivered kindergartens
- regional school sport officers
- Education Officers Special Duties (EOSD) roles.

Casual teachers do not receive RoRRS benefits.

* Located means assigned to an organisational unit code which has a transfer rating of 4 to 7.

Tax implications













Some benefits may be subject to [Fringe Benefit Tax \(FBT\)](#) • and may result in a [Reportable Fringe Benefit Amount \(RFBA\)](#) which is reported on the employees' Income Statement (formerly known as a payment summary). While the RFBA is not taxable (i.e. not subject to income tax), employees must still report the total RFBA from all employment on their income tax return as it is taken into account in determining their eligibility for certain government benefits and concessions.

You should seek financial advice on how RoRRS benefits and allowances impact your personal situation.



RoRRS benefits – quick reference summary

Benefit	Details	Payment schedule
 Recognition of Location Travel Allowance (p10)	Teachers and their eligible dependant(s) aged over 2 years receive the same annual payment for travel during school holidays in TR5–7 schools. Children under 2 receive 50% of teacher rate.	Teacher completes a form to select options. Paid fortnightly or in 2 lump sums. Payments are calculated from January with payments starting the first fortnight in March.
 Recognition of Service Payment (p11)	A payment made annually from your first year of teaching until your 8th year if you remain teaching in a TR4–7 school.	Paid automatically in September.
 Identified Location Allowance (p13)	A payment of up to \$1,000 for teachers teaching in an identified Indigenous community.	Paid each year for 5 years automatically in October.
 Specified Sites Allowance (p13)	A payment made automatically to teachers in a specified school serving Indigenous communities.	Paid automatically in fortnightly pay.
 Indigenous Communities flights option (p13)	3 return flights each year in specified remote Indigenous locations OR the Recognition of Location Travel Allowance.	Teacher completes a form to select options.
 Stephen Is and Dauan Is flight option (p14)	Choice of flights OR Recognition of Location Travel Allowance for teachers on Dauan and Stephen Islands.	Teacher completes a form to select options.
 Torres Strait Islands flights and allowances (p14)	Return flight each year PLUS Recognition of Location Travel payment for teachers at all eligible Tagai State Colleges.	Teacher completes a form to select options.
 Master of Education Professional Learning Grant (p16)	Teachers with 2 or more years' teaching experience can apply to receive a grant of up to \$10,000 per year to help pay for a Master of Education.	Teacher applies for grant. Paid as a reimbursement.
 Additional discretionary leave (p16)	Additional paid discretionary leave of 2 to 5 days are provided every year, depending on location.	Negotiated by teacher with principal.
 Beginning Teacher Payment (p17)	This payment is made to teachers who are in their first 12 months of teaching.	Paid automatically in first fortnight's pay.
 Locality Allowance (p17)	A payment that varies by location, see Allowances and payments per school. If you have a dependant(s), you are entitled to the family rate.	Teacher completes a form if seeking the family rate. Paid fortnightly.
 Federal Government Reduction of Higher Education Loan Program (HELP) (p17)	Very remote locations can apply for a HELP Debt Reduction after 4 years full-time (or PT equiv). Plus every year you can apply to have your HELP debt indexation waived.	Teacher applies to Federal Government.
 Potential support from these government schemes (p18)	Living Away From Home Allowances Scheme , Commonwealth Government Assistance for Isolated Children Scheme , Queensland Academies Isolated Student Bursary .	
 Transfer and appointment expenses	Transfer and appointment expenses are covered for permanently appointed teachers to a rural or remote location. Some expenses may be paid for positions that are not permanent.	
 Subsidised housing	Available in many rural and remote locations and can represent significant savings. Access to housing is dependent on location and is subject to availability.	
 Career advancement	Access career advancement opportunities, professional development and cultural capability training.	
 Accelerated transfer points	Receive accelerated teacher transfer points.	

Benefit	TR4	TR5	TR6	TR7a	TR7b	TR7c
 Recognition of Location Travel Allowance (p10)	\$0	\$1,200 pp over 2yrs \$600 pp under 2yrs	\$2,100 pp over 2yrs \$1,050 pp under 2yrs	\$6,000 pp over 2yrs \$3,000 pp under 2yrs	\$4,800 pp over 2yrs \$2,400 pp under 2yrs	\$3,000 pp over 2yrs \$1,500 pp under 2yrs
 Recognition of Service Payment (p11)	Yr 1: \$1,200 Yr 2: \$1,800 Yr 3–8: \$2,400	Yr 1: \$1,800 Yr 2: \$2,700 Yr 3–8: \$3,600	Yr 1: \$2,400 Yr 2: \$3,600 Yr 3–8: \$4,800	Yr 1: \$3,000 Yr 2: \$4,500 Yr 3–8: \$6,000		
 Identified Location Allowance (p13)	Up to \$1,000 per year if eligible					
 Specified Sites Allowance (p13)	Eligible schools and amounts listed in the Department of Education State School Teachers Certified Agreement 2022					
 Indigenous Communities flights option (p13)	⊗			3 flights OR Recognition of Location Travel Allowance (selected schools).		
 Stephen Is and Dauan Is flight option (p14)	⊗			3 x flights OR Recognition of Location Travel Allowance.		
 Torres Strait Islands flights and allowances (p14)	⊗			All eligible Tagai State College campuses: 1 x flight PLUS Recognition of Location Travel Allowance.		
 Master of Education Professional Learning Grant (p16)	☑	☑	☑	☑	☑	☑
 Additional discretionary leave (p16)	2 days	4 days	5 days	5 days		
 Beginning Teacher Payment (p17)	\$1,000		\$1,500	\$2,000		
 Locality Allowance (p17)	\$270–\$2,655	\$502–\$3,125	\$893–\$4,422	\$2,196–\$9,193	\$2,108–\$8,995	\$1,352–\$5,990
 Federal Government Reduction of Higher Education Loan Program (HELP) (p17)	Selected schools across TR4–7 locations in Queensland.					

Use the **benefits calculator** to see which payments you are eligible for



Payments and benefits – details and eligibility

Recognition of Location Travel Allowance

What is it?

This payment is made to an eligible teacher and their dependant(s) to assist with the costs of travel to and from a TR5–7 community.

How is it calculated?

The allowance is based on the school's transfer rating. The amount paid for each location is based on the cost of 2 return flights each year for teachers and their dependant(s) to Brisbane and the closest coastal provincial centre.

Who is eligible?

- Permanent and Fixed-term temporary teachers* and their dependant(s) who reside with the teacher in TR5–7 locations.
- Dependant(s) must earn less than the [Queensland minimum wage](#) to be eligible.

How do I get the payment?

If eligible, you will receive a RoRRS Location Travel Declaration form by email.

- You will be asked to select the frequency of payments. You can choose fortnightly payments or two lump sums. This selection will remain in place for the full year.
- You will be asked for details about your dependant(s) so the correct payments can be made.
- You will receive the form again in July to confirm that your family situation has not changed.
- Forms returned past the due date will result in the ceasing of payments for dependant(s).

When is the payment made?

Lump sum payments are made in March and September. Fortnightly payments start mid-March and occur for 20 fortnights until mid-December

How long can I receive this payment for?

Permanent and Fixed-term temporary teachers will receive this payment as long as they are appointed to and live in a TR5–7 location. The payment ceases when you move, resign or retire.

Do I have to use the payment for travel?

No. You can use this payment however you choose to meet the needs of you and your family.

** Fixed-term temporary teachers must be employed for a minimum of 60 consecutive days to be eligible for the Recognition of Location Travel Allowance.*

If your circumstances change between Semester 1 and Semester 2, you are responsible for notifying the Business Solutions Team via BusSol@qed.qld.gov.au.

If the actual annual cost of flights exceeds the annual gross Recognition of Location Travel Allowance, you can email the RoRRS team at the end of the school year with supporting evidence such as invoices, receipts and boarding passes to support a claim. Phone: 07 3055 2999 or email: RoRRS.HR@qed.qld.gov.au.

Definition of a dependant for the Recognition of Location Travel Allowance

Spouse:

- the teacher's partner (not a teacher) living with the teacher
- earns less than the [Queensland minimum wage](#).

Dependant spouses receive 100% of the teacher allowance.

Adult (aged 18+):

- an adult living with the teacher in a family situation and for whom the teacher is legally responsible
- earns less than the [Queensland minimum wage](#).

Dependant adults receive 100% of the teacher allowance.

Child (aged 2+):

- the child of a teacher and/or their spouse, aged 2 years to 17 years
- lives with the teacher for most of the school year
- financially dependent on the teacher/spouse.

This includes children fostered or adopted for whom the teacher has primary responsibility of care. Dependant children aged 2+ receive 100% of the teacher allowance.

Child (aged under 2):

- the child of a teacher and/or their spouse, aged under 2 years
- lives with the teacher for most of the school year
- is financially dependent on the teacher/spouse.

This includes children fostered or adopted for whom the teacher has primary responsibility of care. Dependant children under 2 receive 50% of the teacher allowance.

Where both claimants are teachers, only one is to claim for the dependant(s).

If you believe your circumstances are outside the above criteria and would like your situation to be considered, you must provide a certified Statutory Declaration with the details of your circumstances and full details of your dependant(s) with your RoRRS Location Travel Declaration form.

Recognition of Service Payment

What is this benefit?

This payment recognises teachers' commitment to work in rural and remote locations. It is paid each year in September.

Who is eligible?

Fixed-term temporary and permanent teachers who work in rural or remote locations of TR4–7.

How long can I receive this payment?

You will receive this from your first year of service in an eligible school until your 8th year of service, if you remain teaching in TR4–7 schools.

How much is the payment?

Different rates apply for different schools in TR4–7 locations, the table below gives the rates for each TR zone. Individual schools are listed on [pages 20–31](#). The more remote your location, the higher the payment.

Am I eligible for the Recognition of Service payment if I am already in a TR4–7 location?

Every person's situation is different and individual. This question is best answered by contacting the RoRRS team on RoRRS.HR@qed.qld.gov.au.

Recognition of Service Payment* (annual gross amounts)

Transfer rating	1st yr of service	2nd yr of service	3rd to 8th yrs of service
7	\$3,000	\$4,500	\$6,000
6	\$2,400	\$3,600	\$4,800
5	\$1,800	\$2,700	\$3,600
4	\$1,200	\$1,800	\$2,400

Approved leave under the provisions relevant to [Directive 01/19: Leave without Salary Credited as Service](#) is included in the calculation of service years.

** If you commence part way through a school year, the allowance is calculated on a pro-rata basis.*





Moranbah

Identified Indigenous communities – extra benefits

Identified Location Allowance

What is this allowance?

This allowance recognises the specific conditions associated with employment in the identified Indigenous locations of:

Aurukun	Hopevale	Pormpuraaw
Bloomfield River	Kowanyama	Torres Strait Islands
Burketown	Lockhart	Urandangi
Bwgcolman	Mapoon	Woorabinda
Cherbourg	Mornington Island	Yarrabah.
Coen	Northern Peninsula Area	
Doomadgee		

Who is eligible?

You will receive this allowance in your first 5 years of teaching in any of the above locations. You must serve in the location for a minimum of the equivalent of one school term in a calendar year. This generally equates to 50 days.

How much is the allowance?

The allowance is up to \$1,000 each year.

How do I access this payment?

This allowance is automatically paid to you in October each year if you meet the criteria above.

Days in an Identified location	Identified location incentive amount	Percentage of total (\$1,000) payment	Number of school terms relevant to payment
50 days	\$250	25%	1 term
100 days	\$500	50%	2 terms
150 days	\$750	75%	3 terms
200 days	\$1,000	100%	4 terms

This allowance is paid on a pro rata basis if you are not employed in a full-time capacity. The amount received will reflect the number of days served in the eligible communities.

Specified Sites Allowance

What is this allowance?

A payment made automatically to teachers in a specified school serving Indigenous communities.

What is the eligibility for this payment?

The [Department of Education State School Teachers Certified Agreement 2022](#) contains a list of eligible schools in Schedule 4 and the amounts you are able to receive in Schedule 1.

Indigenous Communities flights option

Who is eligible?

Teachers working in a school located within an identified Indigenous community operating under government reforms. The eligible schools are:

- Aurukun State School (FNQ)
- Bloomfield River State School (FNQ)
- Cape York Aboriginal Australian Academy – Hopevale Campus (FNQ)
- Doomadgee State School (NQ)
- Kowanyama State School (FNQ)
- Lockhart State School (FNQ)
- Mornington Island State School (NQ)
- Northern Peninsula Area State College (FNQ)
- Pormpuraaw State School (FNQ)
- Western Cape College – Mapoon campus (FNQ)

What are the details?

Teachers in these locations can choose to receive:

- [Recognition of Location Travel Allowance](#) OR
- 3 return flights per year for teachers and their dependant(s).

Two of the flights will be to the community's designated coastal provincial centre, with the third flight to Brisbane.

If I want the flights, how does this work?

You will receive a Location Travel Declaration form via email from the payroll team. You make your selection in early February each year.

- These flights are booked on your behalf by your regional HR team and need to be taken during the school vacation periods. You will receive a form to complete, to select flight dates.
- Teachers must select this option on the semester 1 Location Travel Declaration form and return the form by the due date. This benefit may be subject to [Fringe Benefits Tax](#), it is recommended that you seek individual financial advice.

Are there any Indigenous communities that are not eligible?

Palm Island, Yarrabah, Woorabinda and Cherbourg are not eligible to take a flight option, but still receive the [Recognition of Location Travel Allowance](#).

Why aren't they eligible?

They are located within driving distance of a regional centre.

Remote communities – flight benefits

✈ Stephen Island and Dauan Island flight option

Who is eligible?

Teachers working in a school located on Stephen Island or Dauan Island only.

What are the details?

Teachers in these locations can choose to receive:

- [Recognition of Location Travel Allowance](#), OR
- 3 return flights.

This includes 2 return flights to Cairns (via Horn Is) and one return flight to Brisbane each calendar year for the teacher and their eligible dependant(s).

✈ Torres Strait Islands flights and allowances

What is this benefit?

This is a return flight to Horn Island or Cairns each calendar year for teachers working in the Torres Strait and their eligible dependant(s). The flights will provide you and your family with access to a broader range of services and facilities than your community provides. This flight is in addition to the [Recognition of Location Travel Allowance](#) for the eligible schools.

The eligible schools are:

Badu Island Campus	Poruma Campus (Coconut Island)
Darnley Island Campus	Saibai Island Campus
Kubin Campus (Moa Island)	St Pauls Campus (Moa Island)
Mabuiag Island Campus	Warraber Island Campus
Malu Kiwai Campus (Boigu Island)	Yam Island Campus
Mer Island Campus	Yorke Island Campus.

How do I notify the Department of my choice?

You will be sent an email with a Location Travel Declaration form to be completed. The selection you make will stay in place for the full year.

The form also requires you to complete details for yourself and each eligible family member. You will receive the form again in July to confirm that your dependant details have not changed.

The flights:

- include baggage allowance for the standard allowance purchased with the ticket (20kg)
- must be booked on the teacher's behalf by the FNQ regional HR team and need to be taken during a school vacation period
- will not be reimbursed if a flight is booked by the teacher
- are not transferrable for a cash payment
- will be forfeited if not used within the calendar year.

For the purpose of this benefit, a flight booked in January will be considered part of the previous calendar year.

How do I provide details for my preferred flights?

An email providing additional details of the booking process will be sent to eligible teachers at the end of February (for semester 1 flight requests). For teachers who start their employment in Semester 2, please email the [FNQ regional HR team](#) or call on 07 4037 3994 to check your eligibility and request an Extreme Remote Flight booking form.

Fixed-term temporary teachers must be employed for a continuous period greater than the equivalent of 60 calendar days to be eligible.

The flight benefit is provided at the same rate for full-time and part-time teachers.

Dependant(s) are not required to travel at the same time as the teacher.

To be eligible, dependant(s) must:

- *reside with the teacher in one of the eligible remote locations*
- *earn under the [Queensland minimum wage](#)*
- *be listed on the RoRRS Location Travel Declaration form in Semester 1 and Semester 2 of the same year.*



Yorke Island

Additional benefits

Professional Learning Grant – Master of Education

What is this benefit?

This is a grant to assist you to complete a Master of Education.

Who is eligible?

Teachers who:

- are currently employed as a teacher in a TR4–7 Queensland state school listed in this booklet
- hold full or provisional teacher registration with the Queensland College of Teachers and have at least 2 full years’ teaching experience
- are studying or intend to study a Master of Education degree (or similar) via online delivery/ external mode at a higher education institution (HEI) in the calendar year of application.

Grant benefits

Upon successful application, you will be reimbursed course fees (up to \$10,000 per year).

How can I access this grant?

You must apply when the grant becomes open for applications on Smart Jobs.

Refer to [Teach QLD](#) for more information.



Additional discretionary leave

What is this benefit?

These are extra paid leave days that are available to assist teachers to attend to medical or personal business that cannot be conducted in their remote centre.

How do I access this leave?

This leave is at the discretion of the department and is determined by the principal in your school. Application is made directly to the principal of your school.

Guidelines for this benefit:

Requests to access additional discretionary leave immediately prior to or after the vacation periods may be declined. RoRRS additional discretionary leave does not accumulate and, if not used, the outstanding days are forfeited. Additional discretionary leave allocation is reset at the start of each school year.

Refer to [Directive 05/17: Special Leave](#).

Can I access this leave if my business is not urgent?

Where non-urgent business is to be conducted, principals need appropriate notice in order to maximise the opportunity to obtain a replacement teacher. Requests for this leave are at a principal’s discretion and may not be granted without sufficient notice or if a replacement cannot be located.

Transfer rating	Additional discretionary leave (per school year)
6–7	5 days
5	4 days
4	2 days

Standard discretionary and RoRRS additional discretionary leave is calculated on a pro-rata basis if not employed in a full-time capacity. In the event that a dispute arises over the approval of an application to access additional discretionary leave, please follow the dispute procedure contained in your [certified agreement](#).

** as per [Directive 05/17: Special Leave](#) (over employee’s 12 month employment period).*

Beginning Teacher Payment

Beginning teachers appointed to TR4–7 locations are eligible to receive a one-off payment of \$1,000 (TR4 and TR5), \$1,500 (TR6) and \$2,000 (TR7).

A beginning teacher is a teacher who has completed all ITE requirements and has been granted provisional registration by the Qld College of Teachers. The payment will be made in the employee's first fortnightly pay.



Locality Allowance

What is this allowance?

This is a payment made to teachers and varies according to the school's location, quality of life factors and cost of living. The amount is displayed as an annual figure in this booklet, and is paid fortnightly.

If I have dependant(s) with me, is the payment different?

Yes. If you have a dependant(s), you are entitled to the family rate.



How do I notify the Department of my dependant(s)?

Complete the Locality Allowance Declaration form as soon as you commence employment in a TR4–7 school. Search 'Locality Allowance Declaration' on [OnePortal](#) •. If you do not have dependant(s), you are entitled to the single rate and this will be automatically paid.

For more information about the Locality Allowance see [Directive 16/18: Locality Allowances](#).



Reduction of Higher Education Loan Program (HELP)

This is a Federal Government initiative that provides teachers in very remote locations the opportunity to have their HELP debt reduced and/or their HELP debt indexation waived each year.

Teachers are encouraged to refer to the Federal Government's list of very remote schools to determine their eligibility. Basic criteria includes teaching in a very remote location full-time since January 2019 (or part-time equivalent).

Teachers can also apply to have the indexation on their accumulated HELP debt waived each year they teach in a very remote location. This includes early childhood teachers.

You can find out more about this initiative (including eligible schools) at [Department of Education, Skills and Employment](#). The website includes a list of eligible schools, a FAQ page, and a direct email to contact for further support.



Related support

Family support

Teachers with families who move to and remain in rural and remote communities can access financial assistance to offset the costs of attending secondary schools in provincial and metropolitan areas, depending on the specific location.

For more information, refer to:

- [Living Away From Home Allowances Scheme](#)
- [Commonwealth Government Assistance for Isolated Children Scheme](#)
- [Queensland Academies Isolated Student Bursary.](#)

Salary packaging

[RemServ](#) and [Smart Salary](#) are approved to provide salary packaging options for the department.

Additional information on salary packaging services is available on the Department's [OnePortal](#) • site.

Please note: These benefits are available to all employees, in all locations.

Tax benefits – zone tax offset

The zone tax offset is a tax concession offered by the Australian Tax Office (ATO) for people who live and work in remote areas of Australia.

If you live or work in a remote area, which is defined as either Zone A or Zone B on the Australian zone list, you may be entitled to claim the zone tax offset.

Further information on the zone tax benefit is available on the [ATO website](#) and through the [zone or overseas forces tax offset calculator](#).

Department of Education (DoE) OnePortal links

Once you have been appointed, find more information on the Department's [OnePortal](#) • site.

- [View the past 4 years of location allowances in MyHR](#)
- [Payslip Interpretation](#) •
- [RoRRS payment enquiries](#) •
- [Scholarships and grants](#)
- [Transfer and Appointment expenses](#) •



Allowances and payments per school

Queensland is rich with Aboriginal and Torres Strait Islander history, stunning landscapes and exciting activities. With friendly and welcoming people and communities, our TR4–7 regions have something for everyone, no matter how you spend your weekends!

Tropical **Far North Queensland (FNQ)** is as beautiful and diverse as the people who call it home. Covering approximately 275,000km², the region stretches from Cardwell in the south, to the Torres Strait in the north and inland west to the Gulf of Carpentaria. Explore some of Australia's most remote and stunning locations right in your backyard and get a taste for tropical lifestyle and adventure.

Sunny **North Queensland (NQ)** is a diverse geographic region, offering a range of teaching experiences in unique and spectacular locations – from the Whitsundays, up the coast to Townsville, west through to Mount Isa and up to the Gulf of Carpentaria. With welcoming communities, a laid-back culture, rich history and ancient landscapes, the area is just waiting to be explored.

Stunning **Central Queensland (CQ)** spans from the Mackay and Rockhampton coast, west to the Queensland border, with rural towns in North Burnett, the Bowen Basin Coalfields, and remote outback towns as far as Birdsville. Rich with vast and beautiful landscapes, the region has authentic outback hospitality that will welcome you with open arms.

Beautiful **North Coast (NC)** stretches from Strathpine in Brisbane's north, to Agnes Water, encompassing some of Queensland's most beautiful islands, captivating coastlines and natural hinterland areas. With stunning forests and clear ocean waters, this relaxed region has so much to offer.

Vibrant **Darling Downs South West (DDSW)** is on the western slope of the Great Dividing Range and covers an impressive 480,000km² of land. Renowned for vast skies, a flourishing food and wine industry and beautiful waterways, you'll be glad you experienced this piece of Queensland.

How to use this section

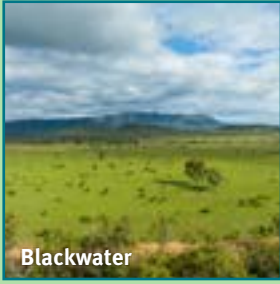
There are 6 maps in this section. Each map shows eligible schools by transfer rating.

- Use the maps to compare the different locations in relation to their distance from an airport, or a major town.
- Compare the payments between TR locations.
- Find a region or school name to see the available benefits.








You can flip back any time to review the eligibility for each of these payments. If you find a school and you'd like to know more, go to the [Schools Directory](#) for specific school information and links to their website.

All figures shown in tables on pages 20–31 are the annual amounts payable, however, some allowances may be paid fortnightly or twice a year. Further information can be found in the [Quick reference summary](#) on pages 8–9. All figures in the tables are pre-tax.

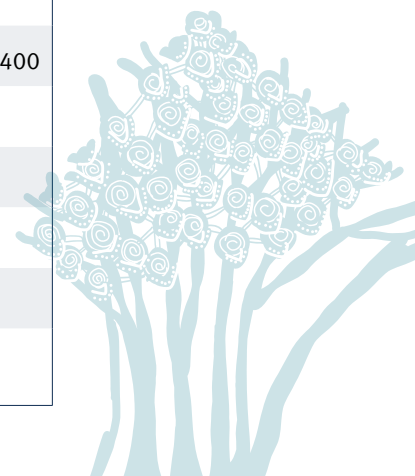
TR4 schools



TR4 schools

 Recognition of Location Travel Allowance	\$0
 Recognition of Service Payment	Year 1 \$1,200 Year 2 \$1,800 Years 3–8 \$2,400
 Identified Location Allowance	\$0
 Additional discretionary leave	2 days
 Beginning Teacher Payment	\$1,000
 Locality Allowance (single rate–family rate)	\$270–\$2,655
 HELP Debt Reduction	Eligible schools identified with \$

 [Click the benefit name to see details](#)

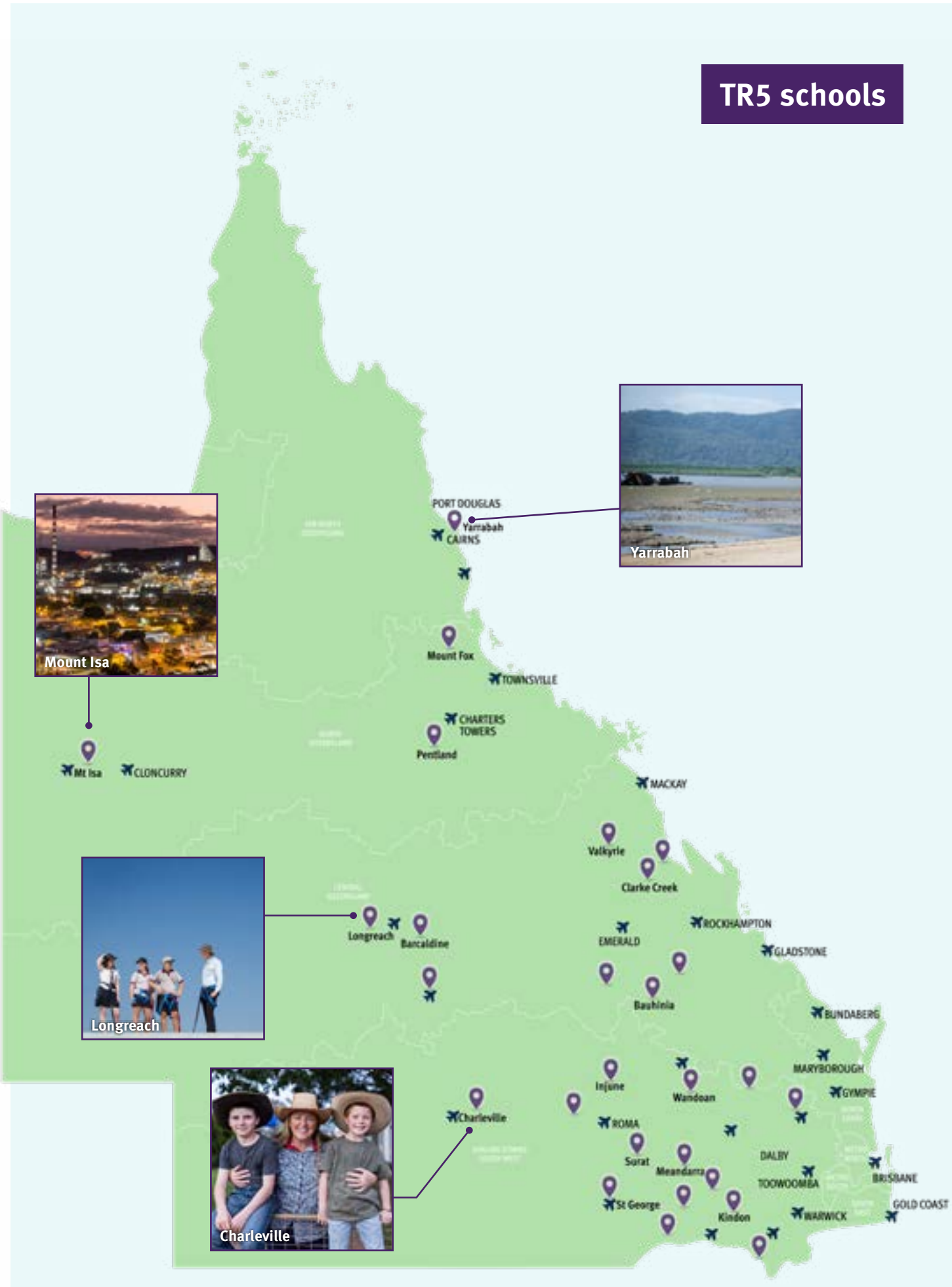


School Name	Region
Alexandra Bay SS	FNQ
Dimbulah SS	FNQ
Irvinebank SS	FNQ
Mount Garnet SS	FNQ
Mutchilba SS	FNQ
Collinsville SHS	NQ
Collinsville SS	NQ
Gumlu SS	NQ
Hamilton Island SS	NQ
Hayman Island SS ^{\$}	NQ
Millaroo SS	NQ
Ravenswood SS	NQ
Scottville SS	NQ
Anakie SS	CQ
Blackwater North SS	CQ
Blackwater SHS	CQ
Blackwater SS	CQ
Bluff SS	CQ
Camp Fairbairn OEC	CQ
Capella SHS	CQ
Capella SS	CQ
Capricornia SDE — Emerald	CQ
Carmila SS	CQ
Clermont SHS	CQ
Clermont SS	CQ
Comet SS	CQ
Coppabella SS	CQ









School Name	Region
Denison SS	CQ
Dingo SS	CQ
Duaranga SS	CQ
Dysart SHS	CQ
Dysart SS	CQ
Emerald North SS	CQ
Emerald SHS	CQ
Emerald SS	CQ
Gindie SS	CQ
Glenden SS	CQ
Marlborough SS	CQ
Middlemount CS	CQ
Moranbah East SS	CQ
Moranbah SHS	CQ
Moranbah SS	CQ
Moura SHS	CQ
Moura SS	CQ
Nebo SS	CQ
Springsure SS	CQ
Theodore SS	CQ
Tieri SS	CQ
Wowan SS	CQ
Burra Burri SS	DDSW
Condamine SS	DDSW
Drillham SS	DDSW
Dulacca SS	DDSW
Durong South SS	DDSW

School Name	Region
Goondiwindi SHS	DDSW
Goondiwindi SS	DDSW
Inglewood SS	DDSW
Murgon SHS	DDSW
Murgon SS	DDSW
Proston SS	DDSW
Roma State College Middle Campus	DDSW
Roma State College Junior Campus	DDSW
Roma State College Senior Campus	DDSW
Tara Shire State College	DDSW
The Gums SS	DDSW
Wallumbilla SS	DDSW
Yelarbon SS	DDSW
Yuleba SS	DDSW
Abercorn SS ^{\$}	NC
Agnes Water SS ^{\$}	NC
Boynewood SS	NC
Eidsvold SS	NC
Lowmead SS	NC
Monto SHS	NC
Monto SS	NC
Mount Perry SS	NC
Mulgildie SS	NC
Mundubbera SS	NC
Wartburg SS	NC

TR5 schools



TR5 schools

 Recognition of Location Travel Allowance	\$1,200 pp over 2yrs, \$600 pp under 2yrs
 Recognition of Service Payment	Year 1 \$1,800 Year 2 \$2,700 Years 3–8 \$3,600
 Identified Location Allowance	Eligible schools identified with #
 Specified Sites Allowance	Eligible schools identified with *
 Additional discretionary leave	4 days
 Beginning Teacher Payment	\$1,000
 Locality Allowance (single rate–family rate)	\$502–\$3,125
 HELP Debt Reduction	Eligible schools identified with \$

 [Click the benefit name to see details](#)

School Name	Region
Chillagoe SS ^{\$}	FNQ
Yarrabah SS ^{**}	FNQ
Barkly Highway SS	NQ
Happy Valley SS	NQ
Healy SS	NQ
Homestead SS ^{\$}	NQ
Mount Fox SS	NQ
Mount Isa Central SS	NQ
Mount Isa School of the Air	NQ
Mount Isa State Special School	NQ
Pentland SS ^{\$}	NQ
Spinifex State College	NQ
Sunset SS	NQ
Townview SS	NQ

School Name	Region
Baralaba SS	CQ
Barcaldine SS ^{\$}	CQ
Bauhinia SS	CQ
Blackall SS ^{\$}	CQ
Clarke Creek SS	CQ
Ilfracombe SS ^{\$}	CQ
Longreach SDE ^{\$}	CQ
Longreach SHS ^{\$}	CQ
Longreach SS ^{\$}	CQ
Orion SS	CQ
Rolleston SS	CQ
St Lawrence SS	CQ
Valkyrie SS	CQ

School Name	Region
Bungunya SS	DDSW
Bymount East SS	DDSW
Charleville SDE ^{\$}	DDSW
Charleville SHS ^{\$}	DDSW
Charleville SS ^{\$}	DDSW
Cherbourg SS ^{**}	DDSW
Glenmorgan SS	DDSW
Grosmont SS	DDSW
Guluguba SS	DDSW
Hannaford SS	DDSW
Injune P–10 SS	DDSW
Kindon SS	DDSW
Kioma SS	DDSW
Lundavra SS	DDSW
Meandarra SS	DDSW
Mitchell SS ^{\$}	DDSW
Moonie SS	DDSW
St George SHS	DDSW
St George SS	DDSW
Surat SS	DDSW
Talwood SS	DDSW
Texas P–10 SS	DDSW
Wandoan P–10 SS	DDSW
Westmar SS	DDSW
Monogorilby SS	NC










Charleville

TR6 schools



TR6 schools

 Recognition of Location Travel Allowance	\$2,100 pp over 2yrs, \$1,050 pp under 2yrs
 Recognition of Service Payment	Year 1 \$2,400 Year 2 \$3,600 Years 3–8 \$4,800
 Identified Location Allowance	\$0
 Additional discretionary leave	5 days
 Beginning Teacher Payment	\$1,500
 Locality Allowance (single rate–family rate)	\$893–\$4,422
 HELP Debt Reduction	Eligible schools identified with \$

 [Click the benefit name to see details](#)

School Name	Region
Forsayth SS ^{\$}	FNQ
Georgetown SS ^{\$}	FNQ
Mount Surprise SS ^{\$}	FNQ
Cloncurry SS	NQ
Greenvale SS	NQ
Hughenden SS ^{\$}	NQ
Julia Creek SS ^{\$}	NQ
Prairie SS ^{\$}	NQ
Richmond SS ^{\$}	NQ

School Name	Region
Alpha SS ^{\$}	CQ
Aramac SS ^{\$}	CQ
Isisford SS ^{\$}	CQ
Jericho SS ^{\$}	CQ
Kilcummin SS ^{\$}	CQ
Lochington SS	CQ
Mistake Creek SS ^{\$}	CQ
Muttaburra SS ^{\$}	CQ
Tambo SS ^{\$}	CQ
Tresswell SS	CQ
Winton SS ^{\$}	CQ












School Name	Region
Arcadia Valley SS	DDSW
Augathella SS ^{\$}	DDSW
Begonia SS	DDSW
Bollon SS ^{\$}	DDSW
Dirranbandi SS ^{\$}	DDSW
Dunkeld SS	DDSW
Morven SS ^{\$}	DDSW
Mungallala SS ^{\$}	DDSW
Taroom SS	DDSW
Teelba SS	DDSW
Thallon SS	DDSW
Wyandra SS ^{\$}	DDSW



TR7a schools



TR7a schools

 Recognition of Location Travel Allowance	\$6,000 pp over 2yrs, \$3,000 pp under 2yrs
 Recognition of Service Payment	Year 1 \$3,000 Year 2 \$4,500 Years 3–8 \$6,000
 Identified Location Allowance	Eligible schools identified with #
 Specified Sites Allowance	Eligible schools identified with *
 Indigenous Communities flights option	3 flights OR Recognition of Location Travel Allowance. Eligible schools identified with ✈
 Stephen Is and Dauan Is flight option	3 x flights OR Recognition of Location Travel Allowance. Eligible schools identified with ✈
 Torres Strait Islands flights and allowances	All eligible Tagai State College campuses: 1 x flight PLUS Recognition of Location Travel Allowance. Eligible schools identified with ✈
 Additional discretionary leave	5 days
 Beginning Teacher Payment	\$2,000
 Locality Allowance (single rate–family rate)	\$2,196–\$9,193
 HELP Debt Reduction	Eligible schools identified with \$

 [Click the benefit name to see details](#)

School Name	Region
Tagai State College campus:	
Badu Island # * ✈ \$	FNQ
Darnley Island # * ✈ \$	FNQ
Dauan Island # * ✈ \$	FNQ
Horn Island # * \$	FNQ
Kubin # * ✈ \$	FNQ
Mabuiag Island # * ✈ \$	FNQ
Malu Kiwai # * ✈ \$	FNQ
Mer # * ✈ \$	FNQ
Poruma (Coconut Island) # * ✈ \$	FNQ
Saibai Island # * ✈ \$	FNQ
St Pauls # * ✈ \$	FNQ
Stephen Island # * ✈ \$	FNQ
Thursday Island # * \$	FNQ
Warraber Island # * ✈ \$	FNQ
Yam Island # * ✈ \$	FNQ
Yorke Island # * ✈ \$	FNQ

School Name	Region
Burketown SS # * \$	NQ
Doomadgee SS # * ✈ \$	NQ
Mornington Island SS # * ✈ \$	NQ
Urandangi SS # * \$	NQ












Yorke Island

TR7b schools



TR7b schools

 Recognition of Location Travel Allowance	\$4800 pp over 2yrs, \$2400 pp under 2yrs
 Recognition of Service Payment	Year 1 \$3,000 Year 2 \$4,500 Years 3–8 \$6,000
 Identified Location Allowance	Eligible schools identified with #
 Specified Sites Allowance	Eligible schools identified with *
 Indigenous Communities flights option	3 flights OR Recognition of Location Travel Allowance. Eligible schools identified with ➔
 Additional discretionary leave	5 days
 Beginning Teacher Payment	\$2,000
 Locality Allowance (single rate–family rate)	\$2,108–\$8,995
 HELP Debt Reduction	Eligible schools identified with \$

 [Click the benefit name to see details](#)

School Name	Region
Aurukun SS #**➔\$	FNQ
Croydon SS* \$	FNQ
CYAAA — Coen # \$	FNQ
Kowanyama SS #**➔\$	FNQ
Lockhart SS #**➔\$	FNQ
Northern Peninsula Area State College:	
Bamaga Junior (K–6) #**➔\$	FNQ
Bamaga Senior (7–12) #**➔\$	FNQ
Injinoo Junior (K–6) #**➔\$	FNQ
Pormpuraaw SS #**➔\$	FNQ
Western Cape College:	
Mapoon #**➔\$	FNQ
Weipa* \$	FNQ










School Name	Region
Boulia SS \$	NQ
Cameron Downs SS \$	NQ
Camooweal SS* \$	NQ
Dajarra SS* \$	NQ
Karumba SS \$	NQ
Normanton SS* \$	NQ
Bedourie SS \$	CQ
Birdsville SS* \$	CQ
Jundah SS \$	CQ
Stonehenge SS \$	CQ
Thargomindah SS \$	DDSW



TR7c schools



TR7c schools

 Recognition of Location Travel Allowance	\$3000 pp over 2yrs, \$1500 pp under 2 yrs
 Recognition of Service Payment	Year 1 \$3,000 Year 2 \$4,500 Years 3–8 \$6,000
 Identified Location Allowance	Eligible schools identified with #
 Specified Sites Allowance	Eligible schools identified with *
 Indigenous Communities flights option	3 flights OR Recognition of Location Travel Allowance. Eligible schools identified with ➔
 Additional discretionary leave	5 days
 Beginning Teacher Payment	\$2,000
 Locality Allowance (single rate–family rate)	\$1,352–\$5,990
 HELP Debt Reduction	Eligible schools identified with \$

 [Click the benefit name to see details](#)

School Name	Region
Bloomfield River SS #* ➔	FNQ
Cooktown SS	FNQ
CYAAA — Hopevale #* ➔	FNQ
Lakeland SS	FNQ
Laura SS* \$	FNQ
Rossville SS	FNQ
Bwgcolman CS #*	NQ

School Name	Region
Windorah SS \$	CQ
Woorabinda SS #*	CQ
Cunnamulla P–12 SS \$	DDSW
Eromanga SS \$	DDSW
Eulo SS \$	DDSW
Hebel SS \$	DDSW
Quilpie SS \$	DDSW



School list

School Name	Region	TR
Abercorn SS	NC	4
Agnes Water SS	NC	4
Alexandra Bay SS	FNQ	4
Alpha SS	CQ	6
Anakie SS	CQ	4
Aramac SS	CQ	6
Arcadia Valley SS	DDSW	6
Augathella SS	DDSW	6
Aurukun SS	FNQ	7b
Baralaba SS	CQ	5
Barcaldine SS	CQ	5
Barkly Highway SS	NQ	5
Bauhinia SS	CQ	5
Bedourie SS	CQ	7b
Begonia SS	DDSW	6
Birdsville SS	CQ	7b
Blackall SS	CQ	5
Blackwater North SS	CQ	4
Blackwater SHS	CQ	4
Blackwater SS	CQ	4
Bloomfield River SS	FNQ	7c
Bluff SS	CQ	4
Bollon SS	DDSW	6
Boulia SS	NQ	7b
Boynewood SS	NC	4
Bungunya SS	DDSW	5
Burketown SS	NQ	7a
Burra Burri SS	DDSW	4
Bwngcolman CS	NQ	7c
Bymount East SS	DDSW	5
Cameron Downs SS	NQ	7b
Camooweal SS	NQ	7b
Camp Fairbairn OEC	CQ	4
Capella SHS	CQ	4
Capella SS	CQ	4
Capricornia SDE — Emerald	CQ	4

School Name	Region	TR
Carmila SS	CQ	4
Charleville SDE	DDSW	5
Charleville SHS	DDSW	5
Charleville SS	DDSW	5
Cherbourg SS	DDSW	5
Chillagoe SS	FNQ	5
Clarke Creek SS	CQ	5
Clermont SHS	CQ	4
Clermont SS	CQ	4
Cloncurry SS	NQ	6
Collinsville SHS	NQ	4
Collinsville SS	NQ	4
Comet SS	CQ	4
Condamine SS	DDSW	4
Cooktown SS	FNQ	7c
Coppabella SS	CQ	4
Croydon SS	FNQ	7b
Cunnamulla P-12 SS	DDSW	7c
CYAAA — Coen	FNQ	7b
CYAAA — Hopevale	FNQ	7c
Dajarra SS	NQ	7b
Denison SS	CQ	4
Dimbulah SS	FNQ	4
Dingo SS	CQ	4
Dirranbandi SS	DDSW	6
Doomadgee SS	NQ	7a
Drillham SS	DDSW	4
Duarina SS	CQ	4
Dulacca SS	DDSW	4
Dunkeld SS	DDSW	6
Durong South SS	DDSW	4
Dysart SHS	CQ	4
Dysart SS	CQ	4
Eidsvold SS	NC	4
Emerald North SS	CQ	4
Emerald SHS	CQ	4

School Name	Region	TR
Emerald SS	CQ	4
Eromanga SS	DDSW	7c
Eulo SS	DDSW	7c
Forsayth SS	FNQ	6
Georgetown SS	FNQ	6
Gindie SS	CQ	4
Glenden SS	CQ	4
Glenmorgan SS	DDSW	5
Goondiwindi SHS	DDSW	4
Goondiwindi SS	DDSW	4
Greenvale SS	NQ	6
Grosmont SS	DDSW	5
Guluguba SS	DDSW	5
Gumlu SS	NQ	4
Hamilton Island SS	NQ	4
Hannaford SS	DDSW	5
Happy Valley SS	NQ	5
Hayman Island SS	NQ	4
Healy SS	NQ	5
Hebel SS	DDSW	7c
Homestead SS	NQ	5
Hughenden SS	NQ	6
Ilfracombe SS	CQ	5
Inglewood SS	DDSW	4
Injune P-10 SS	DDSW	5
Irvinebank SS	FNQ	4
Isisford SS	CQ	6
Jericho SS	CQ	6
Julia Creek SS	NQ	6
Jundah SS	CQ	7b
Karumba SS	NQ	7b
Kilcummin SS	CQ	6
Kindon SS	DDSW	5
Kioma SS	DDSW	5
Kowanyama SS	FNQ	7b
Lakeland SS	FNQ	7c
Laura SS	FNQ	7c
Lochington SS	CQ	6



Bwgcorman

School Name	Region	TR
Lockhart SS	FNQ	7b
Longreach SDE	CQ	5
Longreach SHS	CQ	5
Longreach SS	CQ	5
Lowmead SS	NC	4
Lundavra SS	DDSW	5
Marlborough SS	CQ	4
Meandarra SS	DDSW	5
Middlemount CS	CQ	4
Millaroo SS	NQ	4
Mistake Creek SS	CQ	6
Mitchell SS	DDSW	5
Monogorilby SS	NC	5
Monto SHS	NC	4
Monto SS	NC	4
Moonie SS	DDSW	5
Moranbah East SS	CQ	4
Moranbah SHS	CQ	4
Moranbah SS	CQ	4
Mornington Island SS	NQ	7a
Morven SS	DDSW	6
Mount Fox SS	NQ	5
Mount Garnet SS	FNQ	4
Mount Isa Central SS	NQ	5
Mount Isa School of the Air	NQ	5
Mount Isa State Special School	NQ	5
Mount Perry SS	NC	4
Mount Surprise SS	FNQ	6
Moura SHS	CQ	4
Moura SS	CQ	4
Mulgildie SS	NC	4
Mundubbera SS	NC	4
Mungallala SS	DDSW	6
Murgon SHS	DDSW	4
Murgon SS	DDSW	4
Mutchilba SS	FNQ	4
Muttaburra SS	CQ	6
Nebo SS	CQ	4

School Name	Region	TR
Normanton SS	NQ	7b
Northern Peninsula Area State College: Bamaga Junior (K-6) Bamaga Senior (7-12) Injinoo Junior (K-6)	FNQ	7b
Orion SS	CQ	5
Pentland SS	NQ	5
Pormpuraaw SS	FNQ	7b
Prairie SS	NQ	6
Proston SS	DDSW	4
Quilpie SS	DDSW	7c
Ravenswood SS	NQ	4
Richmond SS	NQ	6
Rolleston SS	CQ	5
Roma State College Junior Campus	DDSW	4
Roma State College Middle Campus	DDSW	4
Roma State College Senior Campus	DDSW	4
Rossville SS	FNQ	7c
Scottville SS	NQ	4
Spinifex State College	NQ	5
Springsure SS	CQ	4
St George SHS	DDSW	5
St George SS	DDSW	5
St Lawrence SS	CQ	5
Stonehenge SS	CQ	7b
Sunset SS	NQ	5
Surat SS	DDSW	5
Tagai State College campus: Badu Island Darnley Island Dauan Island Horn Island Kubin Mabuiag Island Malu Kiwai Mer Poruma (Coconut Island) Saibai Island St Pauls Stephen Island Thursday Island Warraber Island Yam Island Yorke Island	FNQ	7a
Talwood SS	DDSW	5

School Name	Region	TR
Tambo SS	CQ	6
Tara Shire State College	DDSW	4
Taroom SS	DDSW	6
Teelba SS	DDSW	6
Texas P-10 SS	DDSW	5
Thallon SS	DDSW	6
Thargomindah SS	DDSW	7b
The Gums SS	DDSW	4
Theodore SS	CQ	4
Tieri SS	CQ	4
Townview SS	NQ	5
esswell SS	CQ	6
Urandangi SS	NQ	7a
Valkyrie SS	CQ	5
Wallumbilla SS	DDSW	4
Wandoan P-10 SS	DDSW	5
Wartburg SS	NC	4
Western Cape College: Mapoon Weipa	FNQ	7b
Westmar SS	DDSW	5
Windorah SS	CQ	7c
Winton SS	CQ	6
Woorabinda SS	CQ	7c
Wowan SS	CQ	4
Wyandra SS	DDSW	6
Yarrabah SS	FNQ	5
Yelarbon SS	DDSW	4
Yuleba SS	DDSW	4



Mount Surprise



Longreach

Get in touch

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- 🌐 qld.gov.au/RuralRemoteBenefits

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