

Remote Area Incentive Scheme (RAIS) Guidelines



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Introduction

The Remote Area Incentive Scheme (RAIS) provides a range of allowances and benefits for teachers appointed to state schools located in rural and remote Queensland. These incentives recognise the unique opportunities and challenges associated with working in rural and remote Queensland state schools.

Transfer ratings for schools are determined and assigned through the application of the transfer rating system. For information regarding specific schools please download the [Choose your Teaching Adventure booklet](#). There are seven rating levels and points are allocated to each transfer rating. Teachers accrue transfer points based on a school's rating and their period of service in each school location.

Teachers appointed to state schools in rural or remote communities with a transfer rating (TR) of TR4, TR5, TR6 and TR7 are entitled to additional allowances and benefits, which are detailed in this guideline.

Application

This guideline applies to teachers working in Queensland State Schools in TR4 – TR7 locations.

Allowances and Benefits

Beginning Teacher Support

Beginning teachers appointed after 1 January 2020 to TR6 or TR7 locations are eligible to receive a one-off payment of \$1000.

The payment will be made to the employee in the fortnight preceding commencement in the position, is taxable but is non-superannuable.

Compensation Allowance

The RAIS compensation allowance is provided to subsidise the calculated cost of travel for two return flights each year for teachers and their eligible dependants. Flights are limited to one return flight to Brisbane and a return flight to the closest coastal provincial centre each year per person.

Permanent teachers in TR5-TR7 locations are entitled to receive the compensation allowance from the date of appointment until they transfer to a TR1-TR4 location, resign or retire.

Temporary teachers employed for a continuous period greater than the equivalent of 60 calendar days receive a pro-rata payment.

To receive this payment, teachers and school leaders complete a RAIS Compensation Declaration form that is emailed to the teacher in January each year. This includes nominating a preferred payment option (fortnightly, bi-annually) and this selection remains in place for the full calendar year. Any forms received after the due date will automatically default to the bi-annual payment in March and September.

A RAIS Compensation Declaration form is also sent to teachers and school leaders in July (Semester 2) to confirm that the details for their dependants have not changed. If forms are not returned by the due date, payments for any dependants claimed in the previous semester will cease.

If the actual cost of flights exceed the gross compensation allowance received, staff should contact the [Remote Incentives Team](#) with supporting evidence such as invoices, receipts and boarding passes to support their claim for the additional cost.

Compensation allowance* (annual gross amounts)

Transfer rating	Teacher	Adult 100% of gross cash amount	Child or Student 14+ 75% of Adult gross rate	Child < 14 50% of Adult gross rate
7A	\$6000	\$6000	\$4500	\$3000
7B	\$4800	\$4800	\$3600	\$2400
7C	\$3000	\$3000	\$2250	\$1500
6	\$2100	\$2100	\$1575	\$1050
5	\$1200	\$1200	\$900	\$600

For tax advice regarding your individual circumstances it is recommended that independent financial advice be sought.

Schedule of Dependants

Dependant Spouse	The teacher's partner (not a teacher) living with the teacher who earns less than the Queensland Minimum Wage (currently \$789.00 gross per week). Where both claimants are teachers only one need claim for their dependants.
Adult	An adult living with the teacher in a family situation and for whom the teacher is legally responsible. The adult must earn less than the Queensland Minimum Wage (currently \$789.00 gross per week) to be eligible for RAIS Compensation.
Child Up to 16 years of age	The child of a teacher and/or his or her spouse including those fostered or adopted, for whom the teacher has primary responsibility of care AND for whom the child is financially dependent. *Note: A Child (s) principal place of residence must be that of the teacher in the RAIS location
Student 17 – 24 years of age	A child of the teacher and/or their spouse (aged 17 to 24) who is a full-time student at a school, college or university and whose gross weekly income is less than the Queensland Minimum Wage (currently \$789.00 gross per week). *Note: A Student (s) principal place of residence must be that of the teacher in the RAIS location

NB: In cases of shared care a determination will be made of who is the primary caregiver and payment will be made to that employee.

*Definition of principal place of residence:

A person's principal place of residence is where they live for most of the year.

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 dependants, with your RAIS Compensation Declaration Form.

If you have any questions regarding your eligibility, please contact the Business Solutions Team via BusSol@qed.qld.gov.au

Compensation Benefit Flight Option

Teachers working in a school located within an [Identified Indigenous community](#) operating under [Government reforms](#) have the following options –

- A cash payment based on the school transfer rating, provided in the RAIS compensation and dependant allowances table (displayed above), which is to subsidise the calculated cost for two return flights a year,

OR

- Three return flights a year for teachers, classified officers and their dependents. Two of the flights will be to the community's designated coastal provincial centre, with the third flight to Brisbane. Flights are booked on your behalf by the department and need to be taken during the school vacation periods. Teachers must select this option on the Semester 1 RAIS Compensation Declaration form and return the form by the due date.

Teachers are responsible for ensuring they allow adequate notice of when they would like to have their flights booked. Please be aware, that if flights are booked and not used, the entitlement under the flight option will be lost and the employee will be required to fund cost of travel.

Please note:

It is **not** possible to combine the payment of the RAIS compensation allowance and the RAIS compensation benefit flight option.

The RAIS compensation benefit flight option for identified locations is not available in Palm Island, Yarrabah, Woorabinda and Cherbourg.

This benefit may be subject to [Fringe Benefits Tax](#) (DoE employees only). For tax advice regarding your individual circumstances it is recommended that you seek independent financial advice.

Incentive Allowance

Temporary and permanent teachers who continue to work in rural or remote locations for longer than the minimum required service period, and whose service is recognised as continuous service will receive an incentive allowance. The payment is made in September of each additional year of service until the fifth year is completed, as shown in the table below:

Incentive Allowance* (annual gross amounts)

Transfer rating	3 rd Yr of Service	4 th Yr of Service	5 th Yr of Service
7	\$6000	\$6000	\$6000
6		\$4800	\$4800
5		\$3600	\$3600
4		\$2400	\$2400

*Financial allowances contribute to your taxable income and will be taxed accordingly.

For tax advice regarding your individual circumstances it is recommended that independent financial advice be sought.

Teachers in a TR4-TR6 location receive an annual payment in the fourth and fifth year while teachers in a TR7 location receive annual payments in their third, fourth and fifth year.

Continuous service includes movement from an eligible location (TR4-TR7) to an equal or higher eligible transfer rating location. If however, movement is to a lower eligible transfer rated location (eg. TR6 to TR4), service is deemed to have been broken and service counting towards eligibility for the incentive allowance will commence from the appointment date and any payment will be made at the lower rate.

Where a teacher holds a permanent position in a TR4-TR7 location, but relieves in a position at a TR1-TR3 location for any length of time, the service period obtained in their substantive location will remain valid. For the purpose of the Incentive payment, no service will be counted whilst the teacher is relieving at a TR1-TR3 school, however when the teacher returns to their substantive position (TR4-TR7), counting will recommence.

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

Locality Allowance

In addition to normal salary, teachers and classified officers will receive a fortnightly locality allowance in accordance with [Directive 16/18: Locality Allowances](#). The locality allowance varies across rural and remote centres and is reflective of the school's location, quality of life factors and regional cost of living.

If you do not have any dependants, you are entitled to half of the locality allowance and this will be paid automatically in September each year.

If you have a dependant(s), you are entitled to the full rate. To receive this payment, please obtain a Locality Allowance Declaration Form from your school.

To identify the locality allowance for your school, please download the [Choose your Teaching Adventure booklet](#).

Special Incentive Allowance

Teachers appointed to TR6 and TR7 locations prior to 22 May 2006 are entitled to receive a Special Incentive Allowance until they leave that school, resign or retire. This is in addition to RAIS compensation allowance and is paid in a lump sum in September each year.

The rate of payment is as follows –

- Teachers and classified officers in TR6 locations will receive \$1200 each year
- Teachers and classified officers in TR7 locations will receive \$1500 each year

Identified Location Allowance

Teachers in [identified locations](#) are eligible to receive an additional allowance. This allowance recognises the specific conditions associated with employment in identified indigenous locations, for up to five years.

To be eligible for the Identified Location allowance, a teacher must serve in an eligible location for a minimum of the equivalent of one school term in a calendar year. This generally equates to 50 days.

The Identified Location allowance is made pro-rata and paid in October. Payments are made according to the number of school days worked in an identified school location within a school year. For example:

Identified location allowance table

Days in an identified location	Identified location incentive amount	Percentage of total (\$1000) 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	\$1000	100%	4 terms

Additional Discretionary Leave (also known as Emergent Leave)

Additional discretionary leave has been made available as part of the rural and remote package and is intended to support teachers in remote centres. Additional discretionary leave may be used to assist in attending to medical or personal business that cannot be conducted in the remote centre. Applications for discretionary leave are subject to [Directive 05/17: Special Leave](#) and are at departmental convenience.

Requests to access additional discretionary leave immediately prior to or after the vacation periods may be declined. 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.

Where non-urgent business is to be conducted, principals are to be given appropriate notice in order to maximise the opportunity to obtain a replacement. Where such notice is not provided the principal may determine that leave will not be granted. In the event that a dispute arises over the approval of an application to access additional discretionary leave, please follow the grievance procedure contained in your certified agreement.

Examples of how to use Additional Discretionary Leave) can be found on [pages 15 and 16 of the RAIS Guidelines](#).

Discretionary leave table

Transfer rating	Standard discretionary leave * (Days)	Additional discretionary leave (Days)	TOTAL
6 – 7	5	5	10
5	5	4	9
4	5	2	7

* As per Directive 05/17: Special Leave

Remote Induction Programs

The department is committed to delivering structured induction and mentoring support to beginning teachers as agreed at the regional and local level. In addition, specific induction programs are provided to teachers newly appointed to TR6-TR7 locations. These contextualised programs are designed to raise awareness and develop knowledge of pedagogy, curriculum and strategic initiatives specific to the local school community. For more information on Remote Induction programs please contact your [regional Human Resource team](#).

Permanency

Completing a rural and remote teaching placement may increase your options of gaining permanency with the department.

Transfer points and teacher transfers

Teacher transfer points are calculated based on the last 10 years of service with the department, inclusive of the current school year. Teachers working in a rural or remote location accrue accelerated transfer points, based on their school's transfer rating (TR), and can be used to maximise potential teacher transfers to a preferred geographic area. Further information about the teacher transfer process, including [guidelines](#) (DoE employees only) and the transfer rating system, can be found on the department's website.

Additional vacation leave

Teachers and classified officers in some rural and remote locations access additional vacation leave.

The complete list of schools which have a seven week summer holiday starting one week before the rest of Queensland is available on the [Education Qld website](#).

Relocation and Accommodation

Relocation assistance (transfer and appointment expenses)

Teachers and classified officers may be eligible for transfer and appointment expenses for their initial appointment or when transferred to another location. The conditions attached to this entitlement are provided for within the [Directive 11/11: Transfer and appointment expenses](#).

Further information regarding relocation incentives is available on the [intranet](#) (DoE employees only).

Access to subsidised housing

The department is committed to ensuring we attract and retain capable and confident teachers delivering responsive services in our rural and remote schools. To support this commitment, the department enables access to subsidised teacher housing to eligible teachers.

Teachers and classified officers should contact the Principal at their new school to ascertain if accommodation is available and to seek assistance in securing this accommodation.

For further information, refer to the [Teacher housing policy](#).

Related information:

Family support

Teachers with families who move to and remain in rural and remote centres 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:

- the [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 [Intranet](#) (DoE employees only).

Please note: these benefits are available to all employees, irrespective of location of employment.

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](#).

Remission of HELP debts for teachers in very remote locations – A federal government initiative

The federal government offers an initiative for teachers in very remote areas, known as "[Remission of higher education loan program \(HELP\) debts for teachers in very remote locations](#)".

Applications are now open for waiver of indexation on accumulated Higher Education Loan Program (HELP) debt while employed in a teaching position at a school in a very remote location of Australia (as defined by the ABS Remoteness Structure) from 14 February 2019.

This initiative will also remit all or part of the teacher's accumulated HELP debt after the teacher has been engaged for four years in a teaching position (including as an early childhood teacher), in a very remote location in Australia.

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

Contacts

For more policy related information, contact the Remote Incentive Team:

Email: remoteincentives@qed.qld.gov.au

Telephone: (07) 3055 2981

Website: qed.gov.au/ruralremoteincentives

For access to specific regional enquiries, contact your regional HR team below:

Darling Downs South West
Telephone: (07) 4616 3771

Central Queensland
Telephone: (07) 4842 8404

North Queensland
Telephone: (07) 4758 3222

North Coast Queensland
Telephone: (07) 4122 0888

Far North Queensland
Telephone: (07) 4037 3994

For payment enquiries, contact your regional payroll team:

<https://intranet.qed.qld.gov.au/Services/HumanResources/payrollhr/payrollallowancessuper/Pages/contacts.aspx>

Appendix: RAIS Additional Discretionary Leave examples

Example	Leave Required	Eligible Leave
A teacher residing in DDSW region, teaching in a TR4 school, has an appointment to see a Skin Specialist in Brisbane for day surgery.	3 x leave days 1 x travel day from DDSW location to Brisbane 1 x day for Skin Specialist appointment 1 x travel day from Brisbane to DDSW location	1 x sick leave day (Skin Specialist appointment) 2 x RAIS additional discretionary leave days for travel time required
A teacher residing in FNQ, teaching in a TR7C school has a Solicitor's appointment in Cairns for a Family Mediation hearing.	3 x leave days 1 x travel day from FNQ location to Cairns 1 x day for Solicitors appointment 1 x travel day from Cairns to FNQ location	3 x RAIS additional discretionary leave days
A teacher residing in CQR, teaching in a TR5 school is attending their Grandmother's funeral on the Gold Coast.	4 x leave days 1 x travel day from CQR location to Gold Coast 1 x bereavement leave for funeral 1 x bereavement leave to be with family 1 x travel day from Gold Coast to CQR	2 x days of bereavement leave can be taken 2 x RAIS additional discretionary leave days for travel time required

Appendix: RAIS Additional Discretionary Leave examples

Example	Leave Required	Eligible Leave
<p>A teacher residing in NQ, teaching in a TR6 school is a Queensland State Netball representative and will be competing in the State Championship for 3 days in Cairns and 3 days in Brisbane.</p>	<p>8 x leave days</p> <p>1 x travel day from NQ location to Brisbane</p> <p>3 x special leave days to play in the Cairns competition</p> <p>2 x special leave days to play in the Brisbane competition</p> <p>1 x additional day to play in the Brisbane competition</p> <p>1 x travel day from Brisbane to NQ location</p>	<p>5 x days of special leave</p> <p>3 x RAIS additional discretionary leave days</p>

Appendix: Rural and Remote schools (TR 4 – TR 7)

Schools with # indicate identified indigenous schools eligible for the **Identified Location Allowance**

Schools with an * indicate identified indigenous schools eligible for RAIS compensation additional flight option

School Name	TR
Abercorn State School	4
Agnes Water State School	4
Alexandra Bay State School	4
Alpha State School	6
Anakie State School	4
Aramac State School	6
Arcadia Valley State School	6
Augathella State School	6
Aurukun State School #*	7B
Baralaba State School	5
Barcaldine Prep-12	5
Barkly Highway State School	5
Bauhinia State School	5
Bedourie State School	7B
Begonia State School	6
Birdsville State School	7B
Blackall State School	5
Blackwater North State School	4
Blackwater State High School	4
Blackwater State School	4
Bloomfield River State School #*	7C
Bluff State School	4

School Name	TR
Bollon State School	6
Boulia State School	7B
Boynewood State School	4
Bungunya State School	5
Burketown State School #	7A
Burra Burri State School	4
Bwgcolman Community School #	7C
Bymount East State School	5
Cameron Downs State School	7B
Camooweal State School	7B
Camp Fairbairn OEC	4
Capella State High School	4
Capella State School	4
Capricornia (Emerald Campus) SDE	4
Carmila State School	4
Charleville SDE	5
Charleville State High School	5
Charleville State School	5
Cherbourg State School #	5
Chillagoe State School	5
Clarke Creek State School	5
Clermont State High School	4

School Name	TR
Clermont State School	4
Cloncurry P-12	6
Coen Campus #	7B
Collinsville State High School	4
Collinsville State School	4
Comet State School	4
Condamine State School	4
Cooktown State School	7C
Coppabella State School	4
Croydon State School	7B
Cunnamulla P-12	7C
Dajarra State School	7B
Denison State School	4
Dimbulah State School	4
Dingo State School	4
Dirranbandi P-10 State School	6
Doomadgee State School #*	7A
Drillham State School	4
Duaranga State School	4
Dulacca State School	4
Dunkeld State School	6
Durong South State School	4

Rural and Remote schools (TR 4 – TR 7)

Schools with a # indicate Identified Indigenous schools eligible for the **Identified Location Allowance**)

Schools with an * indicate Identified Indigenous schools eligible for RAIS Compensation additional flight option

School Name	TR
Dysart State High School	4
Dysart State School	4
Eidsvold State School	4
Emerald North State School	4
Emerald State High School	4
Emerald State School	4
Eromanga State School	7C
Eulo State School	7C
Forsyth State School	6
Georgetown State School	6
Gindie State School	4
Glenden State School	4
Glenmorgan State School	5
Goondiwindi State High School	4
Goondiwindi State School	4
Greenvale State School	6
Grosmont State School	5
Guluguba State School	5
Gumlu State School	4
Hamilton Island State School	4
Hannaford State School	5
Happy Valley State School	5

School Name	TR
Hayman Island State School	4
Healy State School	5
Hebel State School	7C
Homestead State School	5
Hopevale Campus #*	7C
Hughenden State School	6
Ilfracombe State School	5
Inglewood State School	4
Injune P-10 State School	5
Irvinebank State School	4
Isisford State School	6
Jericho State School	6
Julia Creek State School	6
Jundah State School	7B
Karumba State School	7B
Kilcummin State School	6
Kindon State School	5
Kioma State School	5
Kowanyama State School #*	7B
Lakeland State School	7C
Laura State School	7C
Lochington State School	6

School Name	TR
Lockhart State School #*	7B
Longreach SDE	5
Longreach State High School	5
Longreach State School	5
Lowmead State School	4
Lundavra State School	5
Mackenzie River State School	5
Marlborough State School	4
Meandarra State School	5
Middlemount Community School	4
Millaroo State School	4
Mistake Creek State School	6
Mitchell State School	5
Monogorilby State School	5
Monto State High School	4
Monto State School	4
Moonie State School	5
Moranbah East State School	4
Moranbah State High School	4
Moranbah State School	4
Mornington Island State School #*	7A
Morven State School	4

Rural and Remote schools (TR 4 – TR 7)

Schools with # indicate Identified Indigenous schools eligible for the **Identified Location Allowance**)

Schools with an * indicate Identified Indigenous schools eligible for RAIS compensation additional flight option

School Name	TR
Mount Fox State School	5
Mount Garnet State School	4
Mount Isa Central State School	5
Mount Isa School of the Air	5
Mount Isa Special School	5
Mount Perry State School	4
Mount Surprise State School	6
Moura State High School	4
Moura State School	4
Mulgildie State School	4
Mundubbera State School	4
Mungallala State School	6
Murgon State High School	4
Murgon State School	4
Mutchilba State School	4
Muttaburra State School	6
Nebo State School	4

School Name	TR
Normanton State School	7B
Northern Peninsula Area State College #*	7B
Orion State School	5
Pentland State School	5
Pormpuraaw State School #*	7B
Prairie State School	6
Proston State School	4
Quilpie State College	7C
Ravenswood State School	4
Richmond State School	6
Rolleston State School	5
Roma State College	4
Rossville State School	7C
Scottville State School	4
Spinifex State College	5
Springsure State School	4
St George State High School	5

School Name	TR
St George State School	5
St Lawrence State School	5
Stonehenge State School	7B
Sunset State School	5
Surat State School	5
Tagai State College - Badu Island Campus #	7A
Tagai State College - Darnley Island Campus #	7A
Tagai State College - Dauan Island Campus #	7A
Tagai State College - Horn Island Campus #	7A
Tagai State College - Kubin Campus #	7A
Tagai State College - Mabuiag Island Campus #	7A
Tagai State College - Malu Kiwai Campus #	7A
Tagai State College - Mer Campus #	7A
Tagai State College - Poruma Campus (Coconut Island) #	7A
Tagai State College - Sabai Island Campus #	7A
Tagai State College - St Pauls Campus #	7A

Rural and Remote schools (TR 4 – TR 7)

Schools with # indicate Identified Indigenous schools eligible for the **Identified Location Allowance**

Schools with an * indicate Identified Indigenous schools eligible for RAIS Compensation additional flight option

School Name	TR
Tagai State College - Stephen Island Campus #	7A
Tagai State College - Thursday Island Campus #	7A
Tagai State College - Warraber Island Campus #	7A
Tagai State College - Yam Island Campus #	7A
Tagai State College - Yorke Island Campus #	7A
Talwood State School	5
Tambo State School	6
Tara Shire State College	4
Taroom State School	6
Teelba State School	6
Texas P-10 State School	5
Thallon State School	6

School Name	TR
Thargomindah State School	7B
The Gums State School	4
Theodore State School	4
Tieri State School	4
Townview State School	5
Tresswell State School	6
Urandangi State School #	7A
Valkyrie State School	5
Wallumbilla State School	4
Wandoan State School P-10	5
Wanpa-rda Matilda Outback Education Centre	5
Wartburg State School	4

School Name	TR
Western Cape College – Mapoon #*	7B
Western Cape College - Weipa	7B
Westmar State School	5
Windorah State School	7C
Winton State School	6
Woorabinda State School #	7C
Wowan State School	4
Wyandra State School	6
Yarrabah State School #	5
Yelarbon State School	4
Yowah State School	7B
Yuleba State School	4