

Question on Notice

No. 97

Asked on 15 February 2024

MR L MILLAR ASKED MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D FARMER)

QUESTION:

With reference to the number of rural teaching vacancies and acting appointments in 2024—
Will the Minister advise if financial incentives for the rural teaching workforce are indexed or regularly reviewed and increased to reflect inflation?

ANSWER:

The *Department of Education State Schools Teachers' Certified Agreement 2022* (the certified agreement) provides for an 11% salary increase over the life of the agreement, plus a Cost of Living Adjustment payment (conditions apply).

Through the certified agreement, the Queensland Government has reviewed, increased and introduced incentives to attract teachers to rural, remote and regional parts of the State under the Department of Education's Recognition of Rural and Remote Services Scheme. These include:

- new and boosted beginning teacher payments ranging from \$1,000 up to \$2,000, depending on location, to support beginning teachers in rural and remote locations;
- expansion of the Recognition of Service Payment (ranging from \$1,200 to \$6,000) now paid from the first year for eight years of service in all rural and remote schools to boost retention in these locations (previously paid in years three to five in very remote schools and in years four and five in regional and remote schools);
- all dependants (aged two years and over) now receive the same Recognition of Location Travel Allowance as teachers in regional and remote schools, with children under two years of age receiving 50% of the teacher rate (previously 0 to 13 years was 50% and 14 to 24 years was 75% of teacher rate);
- the Recognition of Location Travel – Additional Flight Options for the Torres Strait are now provided to part-time teachers at the same rate as full-time teachers (not pro-rata);
- teachers working at Stephen Island and Dauan Island schools now receive three additional flights instead of one;
- reimbursing recent graduate teachers their first-year Queensland College of Teachers registration fee; and
- a new attraction and retention payment of \$900 per year for some regional schools struggling to attract and retain staff.

These financial incentives and improved employment conditions for Queensland's rural and remote teachers are complemented by a range of initiatives and programs focused on attracting and sourcing new teachers for Queensland state schools.

The teachers' certified agreement is due to expire on 30 June 2025, with negotiations with the Queensland Teachers' Union commencing in the first half of 2025. Employment conditions within the certified agreement are subject to discussion and negotiation between the bargaining parties during the bargaining period. Results of bargaining may include increases to allowances, increases can be 'one-off', tied to indexation or to a set of agreed parameters during the life of the agreement.