

Living and working in AMP communities

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Background

Negotiations for improvements to the Remote Area Incentives Scheme (RAIS) undertaken during the 2006 round of enterprise bargaining highlighted the need to provide specific compensation arrangements and incentives for teachers living and working in communities subject to an alcohol management plan (AMP). Further enhancements have been secured since 2006.

For a full list of schools located in these communities and links to information about the alcohol restrictions for each community, see Table A.

This brochure is intended to outline the initiatives that arose from these negotiations and subsequent meetings with members in communities subject to an AMP. Further, the Department of Education and Training State School Teachers' Certified Agreement 2016 committed the department to reviewing the RAIS with the purpose of proposing a range of strategies to attract and retain quality teachers in rural and remote Queensland. The details of the 2018 trial are outlined elsewhere in this document.

N.B. For general information on RAIS, members are directed to the QTU information brochure "[Remote Area Incentives Scheme \(RAIS\)](#)".

Initiatives related to RAIS

Compensation cash benefit

Members living and working in communities covered by RAIS receive an annual cash compensation payment based on the transfer points of the school to offset the calculated cost of travel to Brisbane and the closest coastal provincial centre.

Transfer rating	Cash benefit
Level 7A	\$6,000
Level 7B	\$4,800

Level 7C	\$3,000
Level 6	\$2,100
Level 5	\$1,200

When working in centres subject to an AMP, you can opt for an additional flight out of the centre each year (to a total of three flights) - two flights to the major provincial centre (in most cases Cairns) and one flight to Brisbane. Access to the increased flight allocation is subject to advance notice being provided to the department about the dates on which you intend to fly and is provided in lieu of the cash compensation payment.

If you wish to maintain the cash compensation payment, you may choose to do so.

For teachers not participating in the flight booking service arrangement, if costs for the one return flight to Brisbane and the one return flight to their nominated provincial centre per annum exceed the compensation benefit, then the current practice of reimbursing these additional costs will continue.

If you are working in a RAIS centre subject to an AMP, you will receive correspondence from the department at the beginning of each year requiring you to state a preference for either the payment of the cash compensation amount or the three flights.

Incentive cash benefit

If you continue to work in rural or remote locations for longer than the minimum required service period, you are entitled to receive a cash incentive. The benefit is paid for each additional year of service until the completion of the fifth year, as shown below:

Transfer rating	Years of service				
	1 st	2 nd	3 rd	4 th	5 th
			\$	\$	\$
7			6,000	6,000	6,000

6				4,800	4,800
5				3,600	3,600
4				2,400	2,400

The incentive benefit is paid as part of your gross salary in the second fortnight in September. To be eligible to receive the incentive benefit, you need to complete the required minimum service period for your RAIS location plus an additional period equivalent to two terms, with paid leave recognised for both eligibility and payment purposes.

- Teachers in TR 7 schools receive an annual payment in their third, fourth and fifth years of service.
- Teachers in TR 4-6 schools receive an annual payment in their fourth and fifth years of service.

If you are transferred or promoted within a RAIS location, you maintain your eligibility for incentives at the level associated with your placement location.

Special incentive benefit (taxable income)

If you were appointed to TR 6 and 7 locations prior to 22 May 2006, you are entitled to receive a special incentive benefit in addition to compensation and incentive benefits until you leave that school, resign or retire.

Transfer rating	Cash benefit
7	\$1,500
6	\$1,200

The special incentive benefit is paid as a lump sum at the same time as the incentive benefit, in September each year.

Emergent leave

In transfer rating 7, 6, 5 and 4 schools, you are also eligible for enhanced emergent leave benefits as outlined in the table below (total days available per calendar year).

TR4	TR5	TR6	TR7
2	4	5	5

The total number of days of RAIS emergent leave quoted does not include the five days' discretionary leave (formerly known as emergent/compassionate leave) entitlements provided to all public sector employees.

More detailed information on each of these benefits can be found in the QTU RAIS information brochure.

Initiatives unrelated to RAIS

If you live and work in communities subject to an AMP, you will also receive enhanced working conditions outside of RAIS, as a consequence of joint action by the QTU and the department.

The initiatives (shown in Table B) were outlined in correspondence from the department to the QTU in late October 2006.

These initiatives continue to be monitored by the QTU through regular liaison with DoE. The Union requires your ongoing feedback to ensure these initiatives are effectively implemented and to develop new enhancements to working conditions for teachers living and working in communities subject to an AMP.

Identified location incentive

Teachers working in identified locations are also entitled to receive an additional incentive payment upon commencement and for each year of service in identified Indigenous communities, for up to five years (see page 8 of this brochure). This benefit recognises the specific conditions associated with employment in these locations and provides an additional \$1,000 per annum on top of existing cash incentives and compensation, paid at the same time as the incentive benefit in the second fortnight in September.

Transfers from an AMP location

Teachers are eligible to apply for transfer out of an AMP location upon completion of the minimum service period for that location (two or three years depending on the location). Every effort is made to ensure eligible applicants are transferred to one of their preferred locations (subject to at least two preferences in different geographic areas being nominated).

In recognition of service in AMP communities, teachers transferred out after completing the minimum service period retain accrued transfer points, even if transferred to their first preference location, and are recorded as placements.

2018 trial of teacher selection of incentives

As a result of commitments in the 2016 certified agreement, the department is trialing teacher selection of incentives to provide more agency to teachers in terms of how they allocate their RAIS to their benefit. The trial is being conducted in a limited number of centres and information gained from the trial will inform future enhancements.

The incentives portal includes a greater range of incentives and benefits and provides more flexibility around how these may be received, including:

- greater choice about payment frequency

- fuel expense reimbursements
- travel reimbursements
- freight expense reimbursements
- memberships to sports and health clubs
- priority access to departmental (QELi) courses
- ability to apply for subsidy for Master of Education studies
- support for teachers wishing to access their RAIS leave days.

Teachers located in a community with an alcohol management plan (AMP) will also have access to the additional incentive benefit of claiming rent and electricity expenses through salary deductions or reimbursements.

Union assistance

Inquiries regarding payment or non-payment of RAIS benefits should initially be directed through school to regional office.

Issues of access to RAIS leave entitlements should be directed to a QTU Organiser for negotiation with the principal, in accordance with the terms of the agreed dispute resolution procedures.

Should the relevant issue not be resolved, you should request assistance from the QTU, either via the QTU website (www.qtu.asn.au) or by calling the Queensland Teachers' Assist Desk on 1300 11 7823.

TABLE A**Communities/schools subject to AMPs****North Queensland region**

Communities	Link to information about alcohol restrictions for specific communities
Doomadgee Doomadgee SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/doomadgee
Mornington Island Mornington Island SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/mornington-island
Palm Island Bwgc Colman Community School	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/palm-island

Central Queensland region

Communities	Link to information about alcohol restrictions for specific communities
Woorabinda Woorabinda SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/woorabinda

Darling Downs region

Communities	Link to information about alcohol restrictions for specific communities
Cherbourg Cherbourg SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/cherbourg

Far North Queensland

Communities	Link to information about alcohol restrictions for specific communities
Aurukun	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/aurukun
Hope Vale Hope Vale SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/hope-vale
Kowanyama Kowanyama SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/kowanyama
Lockhart River Lockhart River SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/lockhart-river
Mapoon Western Cape College - Mapoon Campus	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/mapoon
Northern Peninsula area (Seisia, Injinoo, Umagico, New Mapoon, Bamaga) Northern Peninsula Area State College	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/northern-peninsula-area
Pormpuraaw Pormpuraaw SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/pormpuraaw

Wujal Wujal Bloomfield River SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/wujal-wujal
Yarrabah Yarrabah SS	https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits/yarrabah

The links in the above table were last modified in July 2017 and can be accessed from the following page:

<https://www.datsip.qld.gov.au/programs-initiatives/community-alcohol-limits>

TABLE B**AMP locations - enhanced employment conditions for teachers**

Action	Details
1. Transfer guarantee	<ul style="list-style-type: none"> • After minimum service period at AMP locations with a rating of 6 or 7, every effort to effect a transfer to the employee's first or second geographic preference will be made. • After a subsequent year of continuous service, a transfer to the applicant's first or second geographic preference should be facilitated. • In recognition of service in AMP communities, teachers transferred out after completing the minimum service period retain accrued transfer points, even if transferred to their first preference location, and are recorded as placements.
2. Return to base school guaranteed	<ul style="list-style-type: none"> • Guaranteed return to base school transfers for experienced teachers (4+ years of continuous service) who nominate to serve in an AMP community for three consecutive years.
3. Improved maintenance of facilities	<ul style="list-style-type: none"> • Use of "flying gang" through the Maintenance and Capital Works program to provide regular service to AMP communities, focusing on safety, security and climate control issues in departmental housing.
4. Professional development for newly appointed teachers	<ul style="list-style-type: none"> • Enhanced induction for teachers newly appointed or transferred to rating 7 AMP locations, with off-site professional development/induction provided in late term 1/early term 2.
5. Marketing strategy	<ul style="list-style-type: none"> • Implementation of a marketing strategy to promote the unique environment of an AMP community. To include a DVD and other marketing materials, under the Make a Difference - Teach program. • The material will focus on the positive contributions that teachers are already making in the communities and the opportunities that await teachers.
6. Satellite connection	<ul style="list-style-type: none"> • Investigation into the viability of providing satellite hardware as part of the standard fit-out in teacher accommodation in rating 7 AMP communities. This includes the viability of providing a single dish with multiple outlets.
7. Support for new administrators/ heads of campus	<ul style="list-style-type: none"> • Enhanced induction for administrators newly appointed or relocated to AMP communities will be provided in term of appointment/relocation.
8. Retention of benefits	<ul style="list-style-type: none"> • Teachers in AMP communities will retain their accrued transfer points on their initial transfer from an AMP community. • Teachers in AMP communities will retain the RAIS incentive benefit (for up to the maximum of six years) when transferring or being promoted into an AMP community from either an identified Indigenous community or from an AMP into an identified Indigenous community.
9. Guaranteed service in home location	<ul style="list-style-type: none"> • Graduates appointed to AMP workplaces will be guaranteed service in their home location in their first year of teaching prior to commencing their service in an AMP community.
10. Security of permanency	<ul style="list-style-type: none"> • Except in a very limited number of circumstances, appointment to AMP communities should be as a permanent teacher.
11. Flexible working arrangements	<ul style="list-style-type: none"> • The processes to access student free days (SFD) as time-in-lieu for attendance at professional development etc. will be streamlined in order to support schools wanting to provide these days for travel.

12. Sister school program	<ul style="list-style-type: none">• Development of sister school program between large Band 11 schools with executive principals, and clusters of AMP community sites. May involve mentoring, teacher exchange and collegial support.
13. Recreation facility	<ul style="list-style-type: none">• Investigation into the provision of a whole-of-government recreational facility at selected AMP locations for government use (eg: sporting fields).

Schools/centres at which RAIS benefits apply

Location	TR	Location	TR	Location	TR	Location	TR
Abercorn	4	Dimbulah	4	Lockhart River ¹	7B	Spinifex	5
Agnes Water	4	Dingo	4	Longreach	5	Springsure	4
Alexandra Bay	4	Dirranbandi	6	Lowmead	4	St George	5
Alpha	6	Doomadgee ¹	7A	Lundavra	5	St Lawrence	5
Anakie	4	Drillham	4	Mabuiag Island ¹	7A	St Pauls ¹	7A
Aramac	6	Duaringa	4	Mackenzie River	5	Stamford	7B
Auburn River	5	Dulacca	4	Malu Kiwai ¹	7A	Stephen Island ¹	7A
Augathella	6	Dunkeld	6	Mapoon ¹	7B	Stonehenge	7B
Arcadia Valley	6	Durong South	4	Marlborough	4	Sunset	5
Aurukun ¹	7B	Dysart	4	Meandarra	5	Surat	5
Badu Island ¹	7A	Eidsvold	4	Mer ¹	7A	Talwood	5
Bamaga ¹	7B	Emerald	4	Middlemount	4	Tambo	6
Baralaba	5	Eromanga	7C	Millaroo	4	Tara	4
Barcaldine	5	Eulo	7C	Mistake Creek	6	Taroom	6
Barkly Highway	5	Evesham	7B	Mitchell	5	Teelba	6
Bauhinia	5	Forsayth	6	Monogorilby	5	Texas	5
Bedourie	7B	Georgetown	6	Monto	4	Thallon	6
Begonia	6	Gindie	4	Moonie	5	Thargomindah	7B
Birdsville	7B	Glenden	4	Moranbah	4	The Gums	4
Blackall	5	Glenmorgan	5	Mornington Is ¹	7A	Theodore	4
Blackwater	4	Goondiwindi	4	Morven	6	Thursday Island ¹	7A
Bloomfield River ¹	7C	Greenvale	6	Mt Fox	5	Tieri	4
Bluff	4	Gregory Downs ¹	7A	Mt Garnet	4	Townview	5
Bollon	6	Grosmont	5	Mt Isa	5	Tresswell	6
Bouli	7B	Guluguba	5	Mt Perry	4	Urandangi ¹	7A
Boynewood	4	Gumlu	4	Mt Surprise	6	Valkyrie	5
Bungunya	5	Hamilton Island	4	Moura	4	Wallumbilla	4
Burketown ¹	7A	Hannaford	5	Muckadilla	4	Wandoan	5
Burra Burri	4	Happy Valley	5	Mulgildie	4	Wanpa-rda Matilda	5
Bwgcolman ¹	7C	Hayman Island	4	Mundubbera	4	Warraber Island ¹	7A
Bymount East	5	Healy	5	Mungallala	6	Wartburg	4
Cameron Downs	7B	Hebel	7C	Murgon	4	Weipa	7B
Camooeal	7B	Homestead	5	Mutchilba	4	Westmar	5
Camp Fairbairn	4	Hopevale ¹	7C	Muttaborra	6	Windorah	7C
Capella	4	Horn Island ¹	7A	Nebo	4	Winton	6
Carmila	4	Hughenden	6	Normanton	7B	Woorabinda ¹	7C
Charleville	5	Ilfracombe	5	Orion	5	Wowan	4
Cherbourg ¹	5	Inglewood	4	Pentland	5	Wyandra	6
Chillagoe	5	Injino ¹	7B	Pormpuraaw ¹	7B	Wycombe	6
Clarke Creek	5	Injune	5	Poruma ¹	7A	Yam Island ¹	7A
Clermont	4	Irvinebank	4	Prairie	6	Yaraka	7B
Cloncurry	6	Isisford	6	Proston	4	Yarrabah ¹	5
Cockatoo	6	Jericho	6	Quilpie	7C	Yelarbon	4
Coen	7B	Julia Creek	6	Ravenswood	4	Yorke Island ¹	7A
Collinsville	4	Jundah	7B	Richmond	6	Yowah	7B
Comet	4	Kalkadoon	5	Riverleigh	4	Yuleba	4
Condamine	4	Karumba	7B	Rolleston	5		
Cooktown	7C	Kilcummin	6	Roma	4		
Coppabella	4	Kindon	5	Rossville	7C		
Croydon	7B	Kioma	5	Saibai Island ¹	7A		
Cunnamulla	7C	Kowanyama ¹	7B	Scottville	4		
Dajarra	7B	Kubin ¹	7A				
Darnley Island ¹	7A	Lakeland	7C				
Dauan Island ¹	7A	Laura	7C				
Denison	4	Lochington	6				

¹ - locations where teachers receive the identified location incentive