

### Letter of Exchange

The Department of Education and the Queensland Teachers' Union (QTU) agree to the following points of clarification for the matter contained within clause 8.2 of the *Department of Education State School Teachers' Certified Agreement 2019* (the Agreement).

Further, the parties agreed to the inclusion of these clauses, amongst the retention and potential addition of other clauses in the replacement certified agreement.

#### Recognition of Rural and Remote Service

- The parties recognise the unique opportunities and challenges associated with working in rural and remote Queensland state schools.
- The parties agree that the Recognition of Rural and Remote Service (RoRRS) advisory committee will continue in its role of informing the parties on proposed strategies to attract and retain teachers in rural and remote areas of Queensland and to review incentives accessible under this scheme.
- As determined by the Transfer Rating Consultation Group, schools who are subject to two or more points within the Transfer Ratings scheme will be reviewed on an annual basis.
- The Terms of Reference will determine the criteria, process and timing in which schools will be reviewed annually.
- Schools who have been determined by the RoRRS advisory committee for potential Transfer Rating changes may either have the Transfer Rating increased or downgraded. The requirement for any increase or decrease of Transfer Ratings will be as a consequence of a change that has been in effect for two subsequent years in a row.
- The aggregate expenditure associated with the RoRRS benefits (including additional incentives for those in identified communities under government reform) will be provided at a level no less than provided at the time of certification.
- A permanent or temporary classroom teacher in their first 12 months of teaching (beginning teacher) in the fortnight preceding commencement in a position placed in a transfer rating six or seven remote location will be entitled to a one-off non-superannuable payment of \$1000.

#### Recognition of Service and Location Payments

- As a recognition of their rural or remote service, all eligible teachers are entitled to both a Recognition of Service payment and a Recognition of Location travel payment.
- The total Recognition of Service payment and the Recognition of Location travel payment will be clearly itemised on the payslip to indicate the relevant payments for each entitlement.

Recognition of Location travel payment for dependants.

- In circumstances where a teacher can access the Recognition of Location travel payment for dependants, the payment will be comprised of two distinct components, namely the Recognition of Location Travel payment for the teacher and the Recognition of Location travel payment for dependants. The Recognition of Location Travel payment for the teacher and the Recognition of Location travel payment for dependants will be clearly itemised on the pay slip to indicate the relevant payments for each entitlement.

Professional Learning Opportunities

- Application for a learning grant will be available for a Master of Education or other approved post graduate Master's degree for all teachers (with minimum two years teaching experience) located in Transfer Rating 4 and above schools upon providing to the department evidence of successful completion of the minimum subjects undertaken within the year. Payment will be received by the commencement of Term 2 of the following year, regardless if the teacher is still located in a Transfer Rating 4 or above school.
- The Terms of Reference will include that Professional Learning Opportunities will be granted (up to the available budget allocation for these grants) prioritising a Master of Education and prioritising recipients by remoteness and school context.

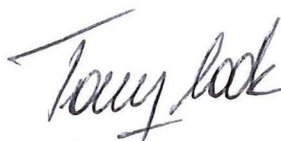
Location Specific Arrangements

- Members who are located on the most remote locations in the State will be provided with an additional flight per annum to a main transit centre. All members at the relevant location will be provided the same flight at the same vacation period which will be determined at the local level. A schedule and sites will be determined by the RoRRS advisory committee, taking into account, but not limited to, factors such as charter cost, regular transport service and the base cost to a service centre. The schedule will outline the schools eligible for the additional return flight to a main transit centre.



Graham Moloney  
**General Secretary**  
Queensland Teachers' Union

Date: 9/12/20



Tony Cook  
**Director-General**  
Department of Education

Date: 24/12/2020