The NSW Government is boosting the number of experienced and highly accomplished teachers in rural and remote schools. The NSW Government continues to invest in rural and remote schools delivering programs that attract experienced and highly accomplished teachers and support the continued improvement of students’ outcomes in rural and remote schools.

Research suggests teachers are the most important factor in improving student education outcomes, and are key to the department’s commitment of ensuring all schools across NSW provide students with the opportunities they need to achieve their goals.

The Rural and Remote Human Resources Strategy aims at ensuring both new and experienced teachers have opportunities in these locations across a range of subjects to ensure diversity of subject offerings.

Under the strategy, the department is implementing a number of initiatives including enhanced incentives and revised scholarships.
The Rural and Remote Strategy applies to 154 public schools in NSW. Ten of these schools are Connected Communities Incentive schools.

SCHOOL LEVEL
- Primary
- Central
- Secondary
- Schools for Specific Purposes

REMTENESS
(based on transfer points)
- Green 4
- Yellow 6
- Red 8

Enhanced incentives, more generous scholarships and targeted recruitment and employment practices

Enhanced incentives
Starting from January 2018, NSW will introduce a suite of incentives for teachers who accept permanent or temporary placements to rural and remote schools. The incentives include:
- more financial benefits available to teachers who are in temporary placements
- actions to fast-track temporary teachers who work in rural and remote locations into permanent placements
- actions to fast-track permanent appointment of principals and other school executives who are relieving in rural and remote locations to those positions
- actions for priority transfer arrangements for executive principals in Connected Communities Incentive Schools
- extending the retention benefit allowance from 5 to 10 years
- Providing options for recruitment bonuses to improve attraction
- a flexible incentive package, which can be customised to suit the individual needs of all teachers.

More attractive and integrated scholarship opportunities
From May 2018, the department will introduce a suite of incentives for teachers who accept permanent or temporary placements to rural and remote schools. The incentives include:
- more defined placement of teachers in rural and remote locations
- actions to fast-track temporary teachers who work in rural and remote locations into permanent placements
- actions to fast-track permanent appointment of principals and other school executives who are relieving in rural and remote locations to those positions
- actions for priority transfer arrangements for executive principals in Connected Communities Incentive Schools
- extending the retention benefit allowance from 5 to 10 years
- Providing options for recruitment bonuses to improve attraction
- a flexible incentive package, which can be customised to suit the individual needs of all teachers.

Recruitment and employment practices
From May 2018, the Rural Teacher Experience program will give more flexible opportunities for experienced teachers interested in rural and remote education, providing a professional development opportunity to teachers as well as knowledge sharing opportunities between schools.

The department will also enhance the induction for teachers at rural and remote schools.

The department offers a range of scholarships you may be eligible for. For more information go to the teach.NSW website www.teach.nsw.edu.au
The NSW Government is boosting the number of experienced and highly accomplished teachers in rural and remote schools.

Every student in every school in NSW – regardless of their postcode – deserves to have quality teachers.

Scholarships and incentives will be available for teacher education students to work in rural and remote schools, as well as recruitment and retention benefits and incentives for permanent and temporary teachers and school executives.

Staff in more than 150 rural and remote public schools will be eligible for the enhanced incentives.

Who is eligible to apply?
Scholarships and incentives are available for teaching students to work in rural and remote schools, as well as recruitment and retention incentives for permanent and temporary teachers and school executives.

Staff in more than 150 rural and remote public schools will be eligible for the enhanced incentives.

How do I apply?
Applications must be submitted using the online application form. During the application period an “Apply now” button will be available on the teach. Rural Scholarship webpage. Outside the application period, you will be able to sign up to an alert to receive an email notification when applications open.

When should I submit my application?
Department scholarships are generally open for a set period each year. The teach.NSW website provides the scholarship open and closing dates. However, we encourage applicants to submit their application as soon as the application period opens.

Will late applications be accepted?
No. Scholarship positions are competitive and late applications will not be accepted and the deadline will not be extended.

How do I know which NSW public schools are considered rural or remote?
A full list of rural and remote NSW public schools is available on the teach.NSW website.
What does the selection process involve?
It depends on the type of scholarship you are applying for but may include:
1. Being accepted into/enrolled in teacher education studies at a recognised Australian university. See NESA for a full list of courses.
2. Satisfying the conditions of a Working With Children Check
3. Entering into a Deed of Agreement, a legally binding agreement that outlines the responsibilities of both the scholarship applicant and the department.

Will successful and unsuccessful applicants be notified of the outcome?
Yes. Both successful and unsuccessful applicants are notified of the outcome via email once the selection process is complete. The timeline for scholar selection and notification are provided online and acts as a guide to when you may expect to receive notification.

How many teach.Rural Scholarships are awarded each year?
Up to 60 teach.Rural Scholarships are available each year but you might also consider applying for other scholarships if you meet eligibility requirements. There is more information on the teach.NSW website.

What are the taxation implications regarding scholarships?
The $7,500 annual training allowance and $6,000 appointment allowance that teach.Rural scholars receive must be declared as assessable income on annual income tax returns. Please consult a taxation specialist for further or more personalised information.

What support will I receive as a university student if I am successful in obtaining a teach.Rural scholarship during my practicum?
Teach.Rural scholars will be required to complete at least one of their practicums through a rural and remote NSW public school. As a scholar, you will receive a $500 allowance per week while you are on practicum placement to support you with general expenses such as accommodation and travel.

When are scholars appointed to their permanent position?
On successful completion of their Teacher Education studies, teach.Rural scholars are appointed to a full-time permanent teaching position in a NSW public school in an agreed location and are awarded $6,000 to assist with relocation costs.

Are teach.Rural scholars eligible to receive any incentives and/or benefits that are available to teachers in the rural or remote location where they have been appointed to?
In addition to the support they receive during their scholarship, scholars are eligible for a wide range of incentives on completion of their teacher education studies and appointment to a permanent position. Incentives can vary depending on the location of the school to which a scholar is appointed.

The department offers a range of scholarships you may be eligible for. For more information go to the teach.NSW website www.teach.nsw.edu.au
I am a temporary teacher who has worked in a remote NSW public school continuously for the last 12 months. I am keen to gain permanent employment. What are my options under the new package?

Temporary teachers may be eligible to be fast-tracked to permanent position where there is a vacancy in their current school.

I have been relieving as an executive at a remote NSW public school, and I would like a permanent position. Executives may be eligible for a fast-track permanent appointment as relieving executives in the school they are relieving in. A number of criteria inform how these decisions are made.

I am a principal at a remote NSW school that has been trying to recruit for a key teaching position at my school. What incentives can I offer applicants?

Under the new package introduced by the Department of Education you may be eligible to apply for a recruitment bonus to increase the attractiveness of the position. Retention incentives for permanent and temporary teachers and school executives are available.

I am a Connected Communities executive principal and interested in expanding my experience. For principals already in place or who choose to take up a Connected Communities appointment there are revised incentive transfer arrangements being introduced.

I am an established teacher thinking about moving to a rural and remote school but would like to try this out before transferring. What are my options?

Qualified teachers with five years’ experience can apply for a ‘taste of rural teaching’ that offers a rural posting for a period of up to four terms. You may also be eligible for a number of incentives and assistance.
I am in Year 12 and thinking about teaching. Are there any scholarships available?
If you are interested in teaching in a rural school you could apply for a teach.Rural Scholarship which includes a practicum placement at a rural school, equipping you with the experience to succeed.

I am an existing teacher thinking of transferring to a rural and remote community. What support is available?
Making the change to live and work in a rural or remote area may mean you can access a range of great benefits and incentives, depending on location and whether you are seeking a permanent or temporary position.

I am a university student doing my teaching degree and considering working at a rural and remote school. What support is available?
If you are interested in teaching in a rural school you could also apply for a teach.Rural Scholarship which includes a practicum placement at a rural school, equipping you with the experience to succeed.

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### Which Teaching Scholarship or Experience is right for you?

<table>
<thead>
<tr>
<th>Scholarship or Experience</th>
<th>Who can apply</th>
<th>Places available</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher Education Scholarships</td>
<td>HSC students, uni students or career changers</td>
<td>220</td>
<td>$5,000 per year of full-time study</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$3,000 appointment allowance</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>PERMANENT teaching job</td>
</tr>
<tr>
<td>Teacher Education Scholarships - Aboriginal</td>
<td>Aboriginal and Torres Strait Islander people who are: HSC students, uni</td>
<td>80</td>
<td>$5,000 per year of full-time study</td>
</tr>
<tr>
<td></td>
<td>students or career changers</td>
<td></td>
<td>$3,000 appointment allowance</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>PERMANENT teaching job</td>
</tr>
<tr>
<td>teach.Rural Scholarships</td>
<td>HSC students and uni students.</td>
<td>60</td>
<td>$7,500 per year of full-time study</td>
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<td></td>
<td></td>
<td></td>
<td>$6,000 appointment allowance</td>
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<td></td>
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<td></td>
<td>PERMANENT teaching job</td>
</tr>
<tr>
<td>Incentive Scholarships</td>
<td>Teacher education students in their final year.</td>
<td>40</td>
<td>$2,500 in final semester</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$1,000 appointment allowance</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td>PERMANENT teaching job</td>
</tr>
<tr>
<td>Rural Teacher Experience Program</td>
<td>Experienced teachers looking for experience in a rural school for up to a</td>
<td>Up to 50 places</td>
<td>$500 a week cost of living allowance</td>
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<tr>
<td></td>
<td>four-term engagement.</td>
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<tr>
<td>Recruitment</td>
<td>Experienced teachers looking for a permanent rural and remote posting.</td>
<td>Visit teach.NSW</td>
<td>May include relocation allowance, subsidised accommodation and other</td>
</tr>
<tr>
<td></td>
<td></td>
<td>and search</td>
<td>incentives</td>
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<tr>
<td></td>
<td></td>
<td>JobFeed</td>
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</tbody>
</table>

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