



## Rural and Remote Workforce Program: Achievements Update January 2023

The Rural and Remote Workforce Program was established in November 2021 to provide dedicated support and accountability over rural and remote workforce policy and delivery. A summary of the Rural and Remote Workforce Program's achievements to date is listed below.

### Financial incentives

NSW has the most comprehensive rural and remote incentives scheme in Australia and, subject to eligibility, teachers in rural and remote locations are able to access a suite of financial and non-financial incentives. In some areas teachers receive up to \$40,000 on top of their base salary annually, and an additional \$20,000 if the position is eligible for a recruitment bonus.

In 2019, 1,109 individuals in schools received at least one rural and remote incentive. Following expansion as part of the Rural and Remote Incentives Review, in 2022 this number increased to over 1,700 individuals receiving incentives.

From Term 1 2022:

- the eligibility of rural and remote financial incentives was expanded to include temporary teachers. Over 500 temporary teachers received a rural and remote incentive in 2022.
- the value of the Rural and Remote Recruitment bonus doubled to \$20,000.

From Term 1 2023:

- a benefit of up to \$8,000 will be available for eligible teachers to cover the costs of relocating to a rural and remote school.
- eligible rural and remote teachers will be able to claim back the cost of stamp duty up to an amount of \$10,000, when buying a home close to their place of work.

### Beyond the Line

In response to requests from school and regional leaders, the previously successful Beyond the Line program, whereby initial teacher education students are provided the opportunity to visit rural and remote schools, will be re-established in 2023.

### Support for Rural Beginners

From Term 1 2023, the new [Support for Rural Beginners](#) program will provide eligible new regional, rural and remote teachers access to a range of supports to build social and professional connections within the community, including a one-off \$600 payment to participate in social activities outside school hours from Term 1, 2023.

### Thriving in our Regional, Rural and Remote Schools Wellbeing Pilot

The Thriving in our Regional, Rural and Remote Schools-Wellbeing Pilot Program launched in Term 4 2022 to support eligible teachers relocating to regional, rural and remote areas.

The program provides participants with an understanding of the unique context of living and working in rural and remote settings, an opportunity to connect with other teachers who are also relocating, and additional Employee Assistance Program support.

### Housing Support

The NSW Government is also investing more than \$20 million in teacher housing in priority areas to provide heating and cooling in more than 100 homes. This is in addition to \$174 million committed to key worker housing, including for teachers, in regional, rural and remote areas as part of the 2022-23 Budget.

### Benefits calculator

The Department's [Benefits Calculator](#) interface has been updated to ensure the range of benefits and allowances for teachers and executives in rural and remote schools is easily accessible.