



Diocese of Toowoomba  
Catholic Schools



# Teach regional, rural or remote Toowoomba Catholic Schools

Our belief in your choice

*Belong - Feel valued - Succeed*

Belief in a better world



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# Teaching in Toowoomba Catholic schools



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Map of the  
Toowoomba Diocese



Teaching in a Toowoomba Catholic school, whether in the regional hub of Toowoomba or one of the many rural or remote communities in the Darling Downs and South West Queensland provides you with an opportunity to pursue a rewarding and fulfilling career and lifestyle.

With a range of benefits and financial entitlements as well as ensuring that you come to be a part of our community we are committed to ensuring you belong, feel valued and succeed.



## Why go regional, rural or remote?

Toowoomba Catholic Schools believe in providing quality Catholic education to all students. With schools located in the vibrant regional centre of Toowoomba and across the scenic rural and remote communities of the Darling Downs and South West Queensland, there are diverse opportunities to begin, develop or revitalise your career - all within a welcoming and supportive community.

**Choosing a rural or remote pathway** can provide opportunities for permanent positions and accelerated leadership opportunities.

If you're **seeking a fresh start or a new adventure**, rural and remote locations offer permanent, contract or relief teaching roles that make those aspirations achievable.

**Prefer a metropolitan lifestyle?** Toowoomba combines the benefits of a capital city, such as cultural experiences, career growth and modern amenities, with the convenience of shorter commutes and more time to enjoy everything the region has to offer.







# All teachers benefits



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## Teacher induction program

Toowoomba Catholic Schools is committed to delivering structured Diocesan and school induction support for all new teachers.

The Diocesan induction program for graduate teachers starts with the big picture of Toowoomba Catholic Schools – our values, beliefs and how the ecosystem of 32 schools share experience, expertise and contribute to quality Catholic education for all students.

During this program you will build your connections with the support, service and leadership provided by the Toowoomba Catholic Schools Office team – discovering how your professional and personal growth is valued and prioritised. You will also connect with other new teachers to the Diocese, enabling you to start your professional network with those who have made the choice to join Toowoomba Catholic Schools.

Your school induction will focus on further developing your knowledge of pedagogy, curriculum and strategic initiatives specific to your school community.

## Professional development opportunities

Continual renewal and ensuring that our people have opportunities to grow their capabilities are a key priority for Toowoomba Catholic Schools.

The Toowoomba Catholic Schools Office facilitates a range of professional development activities. These opportunities are focussed on identified areas for development for the whole Diocese as well as tailored programs for groups of teachers and individual schools.

Each year a professional development calendar is published showing the opportunities open to teachers. Specific programs are available for new teachers that

focus on shared approaches to planning, teaching and assessment. These include reading, writing, Maths, wellbeing and Religious Education.

## Career advancement opportunities

Within our network of schools you will have greater opportunities to gain valuable teaching experiences. Working in a regional, rural or remote school will also help position you to accelerate your leadership options.

Aspiring leaders will benefit from a supportive system of school and Diocesan leadership committed to developing leadership potential. You may have the opportunity to become the Deputiser within your school, particularly if you work in a rural or remote school, or apply for financial study support for eligible tertiary study.

## Financial study support

If you decide to engage in study to grow your teaching knowledge and skills, you may be eligible for financial support. Toowoomba Catholic Schools offers this support to those undertaking study to meet the requirements to gain initial Accreditation to teach Religion and/or Religious study to meet eligibility requirements to work in a position of leadership in one of our schools. In addition, financial support may be extended to other role related post-graduate qualifications. Expressions of interest are open throughout the year to apply for this support.

## Salary packaging

Toowoomba Catholic Schools offer a comprehensive salary packaging program managed by RemServ and Salary Packaging Australia. This allows teachers to allocate a portion of their pre-tax salary potentially increasing their take-home pay. Options for salary packaging include superannuation contributions and vehicle leasing.

# Additional benefits of going rural and remote



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## Relocation assistance

If you are permanently appointed or on a minimum 12 month contract to an eligible rural or remote location, your travel, accommodation, meals and packing and removals expenses may be covered by the Toowoomba Catholic Schools Supported relocation procedure.

If you are relocating from an eligible rural or remote school to another of our schools, within one hour's travel of Toowoomba, and have completed two years of service, you will be eligible for relocation expenses covered by the Toowoomba Catholic Schools Teacher relocation procedure.

A member of the Toowoomba Catholic Schools Employee Services team will discuss your eligibility when an offer of employment is made.

## Accommodation

An accommodation allowance is paid to those that choose an eligible rural or remote school location.

In addition, subsidised housing is available in some of our rural and remote locations and can represent significant savings. Access to housing is dependent on location and is subject to availability.

For more information contact Toowoomba Catholic Schools Employee Services team to enquire about availability in a particular location.

## Air conditioning allowance

An air conditioning allowance is paid to those that choose an eligible rural or remote school location.

## Retention benefit

For those that complete three years of service in our remote schools in Charleville, Cunnamulla and Quilpie, a retention benefit of \$6,000 is paid to you on the completion of your third year.

## Isolated Teachers' Assistance Scheme (ITAS) and Incentive Payments – Remote Areas Staff Scheme (IPRASS)

ITAS and IPRASS payments are made to those that choose an eligible rural or remote location.

## Reduction of HELP debt

Some of our schools are considered 'very remote' and teachers in these communities can apply to have their HELP debt reduced through the [Australian Government Reduction of HELP debts scheme](#).





### **Tax benefits – zone tax offset**

The zone tax offset is a tax concession offered by the Australian Tax Office (ATO) for people who live and work in remote areas of Australia. If you live or work in a remote area, which is defined as either Zone A or Zone B on the Australian zone list, you may be entitled to claim the zone tax offset. Further information on the zone tax benefit is available on the [ATO website](#) and through the [zone or overseas forces tax offset calculator](#).

### **Remote area holiday transportation assistance**

Toowoomba Catholic Schools provides eligible employees and immediate family members (who live with them) in the towns of Charleville, Cunnamulla or Quilpie with financial reimbursement support to travel via air or road up to the cost of return airfares to Toowoomba, once per year (conditions apply).

### **Family support flight**

Toowoomba Catholic Schools provides those that complete one year of service to Toowoomba Catholic Schools in the towns of Charleville, Cunnamulla or Quilpie with financial reimbursement to support their travel via air or road up to the cost of return airfares to Toowoomba, once per year to support immediate family (conditions apply).

### **Additional leave**

If you are a teacher working in an eligible rural or remote school you can access additional leave. This leave varies by location and may include emergent leave to access services not available in your school's location and travel leave.

### **Teacher transfer**

With 32 schools within our network, there are extensive opportunities to expand your career, including transferring between schools.

Teachers in our rural and remote schools, after completing two (2) years of quality teaching and learning service and being an active and engaged member of the community are eligible to apply for relocation to another Toowoomba Catholic school as described in the Toowoomba Catholic Schools Teacher relocation procedure.





# Recognition of rural and remote service



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Toowoomba Catholic Schools provides a range of benefits for contract and permanent teachers\* (including a school principal, deputy principal, middle leaders, guidance counsellors) employed under the [Catholic Employing Authorities Single Enterprise Collective Agreement – Diocesan Schools of Queensland](#) – some of these are available specifically to those who choose a role in one of our eligible rural and remote schools.

The additional benefits and allowances\*\* for rural and remote locations recognise the unique opportunities associated with working in these communities. These benefits and allowances are designed to support teachers and their families to make the choice to become a part of a rural and remote community.

\* Leave and allowances are calculated on a pro-rata basis if you are not employed in a full time capacity.

\*\*Refer to the benefit and allowance descriptions to determine what is paid in a specific location.



## Tax implications

Financial allowances contribute to your taxable income and are taxed accordingly. You should seek independent financial advice to confirm how this may impact on your individual circumstances.

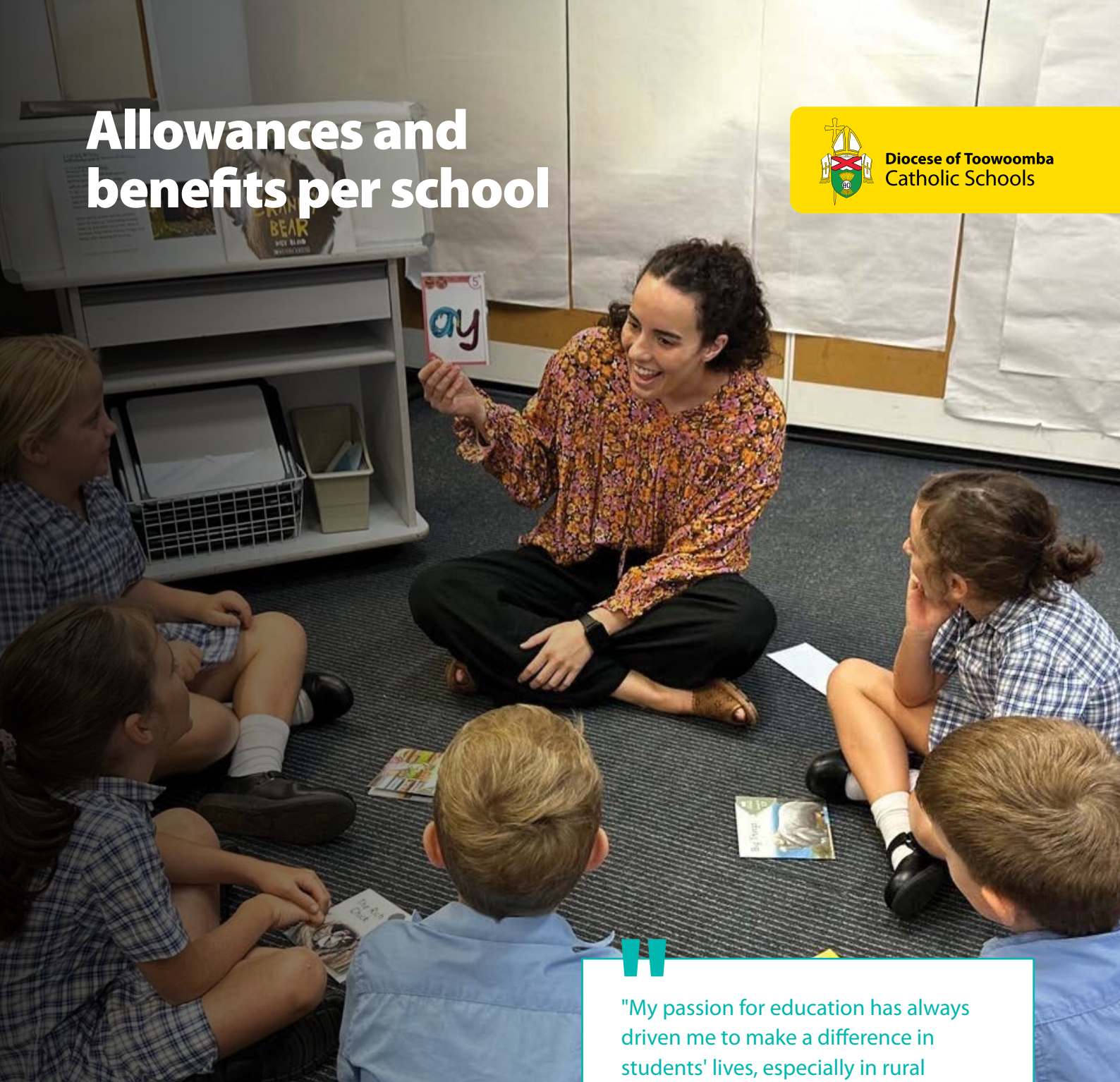
Some benefits may be subject to Fringe Benefit Tax (FBT) and may result in a Reportable Fringe Benefit Amount (RFBA). This is reported on an employee's Income Statement (formerly known as a payment summary). While the RFBA is not taxable (ie not subject to income tax), employees must still report the total RFBA from all employment on their income tax return as it is taken into account in determining their eligibility for certain government benefits and concessions. You should seek external professional financial advice on whether an RFBA impacts you personally.



# Allowances and benefits per school



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The following pages allow you to compare the allowances and benefits you may be eligible for when employed in a school in our Diocese.

More information about each school is available on the Toowoomba Catholic Schools [website](http://www.twb.catholic.edu.au/our-schools/) on the Our schools page.

[www.twb.catholic.edu.au/our-schools/](http://www.twb.catholic.edu.au/our-schools/)

*All figures shown in tables are reviewed annually.  
All figures in the tables are pre-tax.*

"My passion for education has always driven me to make a difference in students' lives, especially in rural communities. I love the close-knit, supportive environment of small towns like St George. At St Patrick's School, I experience a strong sense of community, building close relationships with students, parents and colleagues. I feel valued and supported in our tight-knit school environment."

- Merryyn is an Early Career Teacher at St Patrick's School in St George.



# The far-west

St Finbarr's Primary School



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Our primary schools in the far-west of the Diocese are filled with passionate locals and those that have come for a short time and stayed for the lifestyle – you too will quickly become part of these communities.

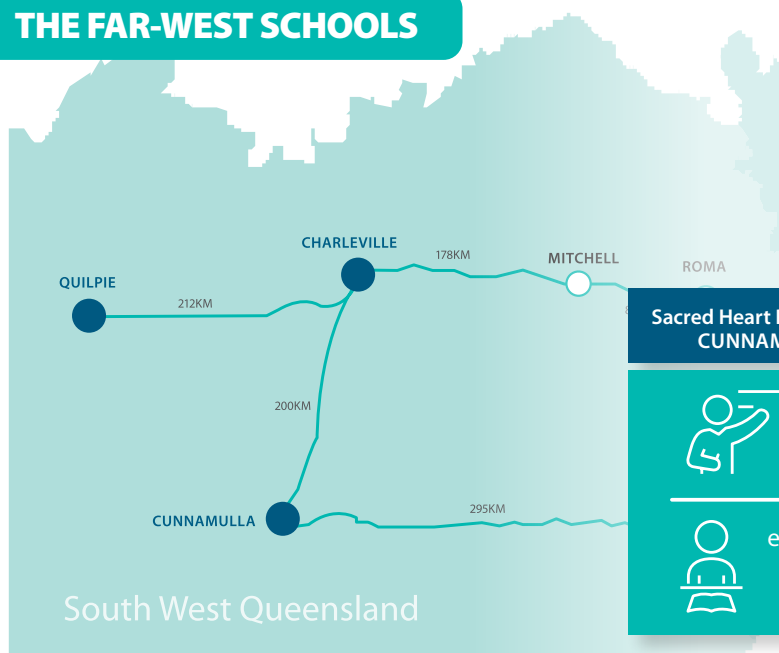
With a chance to lead teaching and learning projects, take on leadership responsibilities and create innovative extra-curricular activities, opportunities for career growth and advancement abound.

Alongside this, supportive leadership teams work with you to grow your teaching knowledge and skills so that you achieve the best outcomes for all students.

Additional incentives and benefits go beyond the salary enhancements and professional support you will receive from Toowoomba Catholic Schools – the far-west offers a wealth of sport, history, nature, outdoor pursuits and cultural events that draw people together.

Explore some more, see what you will experience and know that the locals are waiting to welcome you into their lives and to share this unique part of Australia.

## THE FAR-WEST SCHOOLS



St Finbarr's School,  
QUILPIE P-6



staff

13



enrolment

31

Sacred Heart Primary School,  
CUNNAMULLA P-6



staff

16



enrolment

75

St Mary's School,  
CHARLEVILLE P-6



staff

24



enrolment

143

South West Queensland

CORRECT AT AUGUST 2024





Benefits and allowances		St Finbarr's School, Quilpie	St Mary's School, Charleville	Sacred Heart Primary School, Cunnamulla
Relocation assistance		✓	✓	✓
Accommodation allowance – per week		\$256	\$256	\$256
Air-conditioning reimbursement – per semester		\$175	\$175	\$175
Salary packaging		✓	✓	✓
Travel leave – per year		2 days	2 days	2 days
Emergent leave – non-cumulative, pro-rata, per year		5 days	4 days	5 days
Remote area holiday transportation assistance – employee and immediate family residing with them		one return airfare to Toowoomba each year	one return airfare to Toowoomba each year	one return airfare to Toowoomba each year
Family flight support – for appointments greater than 12 months		one return airfare to a family member of an eligible employee	one return airfare to a family member of an eligible employee	one return airfare to a family member of an eligible employee
Retention benefit		\$2,000 per annum for three years' service - paid at end of third year (\$6,000 total)	\$2,000 per annum for three years' service - paid at end of third year (\$6,000 total)	\$2,000 per annum for three years' service - paid at end of third year (\$6,000 total)
Eligibility to relocate to Toowoomba		after 2 years of service	after 2 years of service	after 2 years of service
Incentive Payments Remote Area Staff Scheme (IPRASS)		Year 1 \$1,650 Year 2 \$1,650 Year 3 \$2,750 Year 4 \$10,450 Year 5 \$11,550 Year 6 + \$11,950	Year 1 \$1,800 Year 2 \$2,100 Year 3 \$3,100 Year 4 \$4,400 Year 5 \$4,400 Year 6 + \$3,100	Year 1 \$1,650 Year 2 \$1,650 Year 3 \$2,750 Year 4 \$10,450 Year 5 \$11,550 Year 6 + \$11,950
Isolated Teachers' Assistance Scheme (ITAS)	Allowances for each dependent child and full time student living at home	\$25.15	\$18.45	\$25.15
	Teachers with dependent spouse, child or housekeeper	\$108.50	\$82.00	\$109.70
	Teachers without dependents	\$54.25	\$41.00	\$54.85



# The mid-west



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Offering primary, secondary and P-12 school experiences, the mid-west of the Diocese includes larger towns like Roma, Goondiwindi, Warwick, Stanthorpe and Dalby; and smaller towns like Millmerran, Chinchilla, Inglewood, Tara and St George.

Schools in this part of the Diocese have staff that range from very experienced to early in their career. As a result, strong professional learning communities exist, where coaching, mentoring and opportunities to share practice are a part of every work day.

Leadership teams are focussed on knowing each and

every staff member, student and family – growing a culture of inclusivity and making our schools a hub within the community.

The additional incentives and benefits offered for choosing to make a difference in a mid-western school make it possible to enjoy your time there and stay connected to family and friends.

With the variety of natural wonders, social and cultural activities in these communities being boundless you will have the time and space to enjoy those things you already love and explore new pursuits.





## THE MID-WEST SCHOOLS



St Patrick's Primary School,  
MITCHELL P-6

staff  
**11**

enrolment  
**30**

St John's School,  
ROMA P-12

staff  
**135**

enrolment  
**827**

St Joseph's School,  
CHINCHILLA P-6

staff  
**34**

enrolment  
**286**

Our Lady of the Southern Cross  
Catholic College, DALBY P-12

staff  
**81**

enrolment  
**655**

St Patrick's School,  
ST GEORGE P-6

staff  
**23**

enrolment  
**146**

St Mary's School,  
GOONDIWINDI P-10

staff  
**54**

enrolment  
**388**

St Joseph's School,  
MILLMERRAN P-6

staff  
**19**

enrolment  
**80**

St Joseph's School,  
TARA P-6

staff  
**11**

enrolment  
**50**

St Maria Goretti School  
INGLEWOOD P-6

staff  
**13**

enrolment  
**36**

St Joseph's School,  
STANTHORPE P-12

staff  
**66**

enrolment  
**492**

Assumption College,  
WARWICK 7-12

staff  
**82**

enrolment  
**469**

St Mary's School,  
WARWICK P-6

staff  
**35**

enrolment  
**282**





Diocese of Toowoomba  
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Benefits and allowances		St John's School, Roma	St Mary's School, Goondiwindi	St Mary's School, Warwick	Assumption College, Warwick	St Joseph's School, Stanthorpe	Our Lady of the Southern Cross College, Dalby
Relocation assistance		✓	✓	✓	✓	✓	✓
Accommodation allowance – per week		\$132	\$132	✗	✗	\$132	✗
Air-conditioning reimbursement – per semester		\$175	✗	✗	✗	✗	✗
Salary packaging		✓	✓	✓	✓	✓	✓
Travel leave – per year		2 days	2 days	✗	✗	✗	✗
Emergent leave – non-cumulative, pro-rata, per year		2 days	2 days	✗	✗	✗	✗
Eligibility to relocate to Toowoomba		after 2 years of service	after 2 years of service	✗	✗	after 2 years of service	✗
Incentive Payments Remote Area Staff Scheme (IPRASS)		Year 1 \$1,500 Year 2 \$1,800 Year 3 \$2,500 Year 4 \$2,500 Year 5 \$2,500 Year 6 + \$2,000	Year 1 \$1,500 Year 2 \$1,800 Year 3 \$2,500 Year 4 \$2,500 Year 5 \$2,500 Year 6 + \$2,000	✗	✗	✗	✗
Isolated Teachers' Assistance Scheme (ITAS)	Allowances for each dependent child and full time student living at home	\$4.90 per fortnight	\$12.60 per fortnight	✗	✗	\$5.50 per fortnight	✗
	Teachers with dependent spouse, child or housekeeper	\$44.30 per fortnight	\$47.00 per fortnight	✗	✗	\$26.30 per fortnight	✗
	Teachers without dependents	\$22.15 per fortnight	\$26.25 per fortnight	✗	✗	\$13.15 per fortnight	✗



# ST MARY'S SCHOOL



Diocese of Toowoomba  
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Benefits and allowances		St Joseph's School, Millmerran	St Maria Goretti School, Inglewood	St Patrick's School, St George	St Patrick's School, Mitchell	St Joseph's School, Tara	St Joseph's School, Chinchilla
Relocation assistance		✓	✓	✓	✓	✓	✓
Accommodation allowance – per week		\$132	\$132	\$132	\$132	\$256	\$132
Air-conditioning reimbursement – per semester		✗	✗	\$175	\$175	✗	✗
Salary packaging		✓	✓	✓	✓	✓	✓
Travel leave – per year		✗	2 days	2 days	2 days	2 days	✗
Emergent leave – non-cumulative, pro-rata, per year		✗	2 days	4 days	4 days	2 days	✗
Eligibility to relocate to Toowoomba		after 2 years of service	after 2 years of service	after 2 years of service	after 2 years of service	after 2 years of service	after 2 years of service
Incentive Payments Remote Area Staff Scheme (IPRASS)		✗	Year 1 \$1,500 Year 2 \$1,800 Year 3 \$2,500 Year 4 \$2,500 Year 5 \$2,500 Year 6 + \$2,000	Year 1 \$1,800 Year 2 \$2,100 Year 3 \$3,100 Year 4 \$4,400 Year 5 \$4,400 Year 6 + \$3,100	Year 1 \$1,800 Year 2 \$2,100 Year 3 \$3,100 Year 4 \$4,400 Year 5 \$4,400 Year 6 + \$3,100	Year 1 \$1,500 Year 2 \$1,800 Year 3 \$2,500 Year 4 \$2,500 Year 5 + \$2,500 Year 6 + \$2,000	✗
Isolated Teachers' Assistance Scheme (ITAS)	Allowances for each dependent child and full time student living at home	✗	\$4.90 per fortnight	\$12.60	\$12.60	\$4.90	\$5.50 per fortnight
	Teachers with dependent spouse, child or housekeeper	✗	\$38.00 per fortnight	\$74.80	\$66.30	\$34.40	\$45.80 per fortnight
	Teachers without dependents	✗	\$19.00 per fortnight	\$37.40	\$33.15	\$17.20	\$22.90 per fortnight

CURRENT AT 20 JANUARY 2025

# Toowoomba and surrounds



Diocese of Toowoomba  
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Being located only 90 minutes' drive west of Brisbane, Toowoomba is Queensland's largest inland city. Toowoomba is surrounded by small towns within a short drive, such as Oakey, Pittsworth, Clifton and Allora.

Toowoomba has a great community and vibrant culture. This is coupled with a welcoming family vibe where high quality education options are many, from Kindergarten to University; and a wide range of recreational pursuits provide something for everyone.

As one of the fastest growing regions in Queensland, Toowoomba has a range of new and emerging infrastructure, housing and public space developments. Boasting an international airport, three hospitals, retail precinct and destination dining experiences, it is quickly gaining a reputation to surpass its bigger city counterparts.

Schools in this part of the Diocese offer primary, secondary and P-12 options, as well as co-educational and specific girls' and boys' colleges.





Diocese of Toowoomba  
Catholic Schools

Mary MacKillop Catholic  
College, HIGHFIELDS P-12

staff  
**125**

enrolment  
**994**

St Monica's School,  
OAKEY P-6

staff  
**26**

enrolment  
**188**

St Stephen's School,  
PITTSWORTH P-6

staff  
**31**

enrolment  
**186**

St Francis de Sales School,  
CLIFTON P-6

staff  
**12**

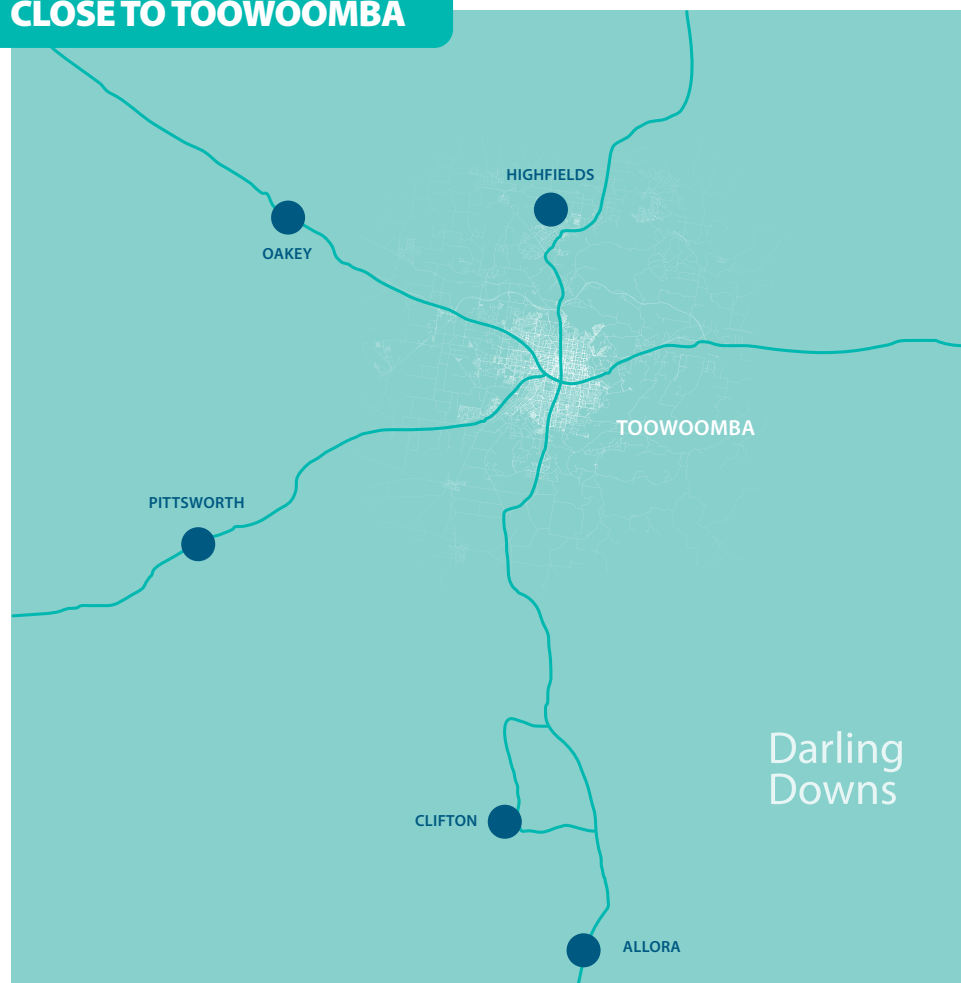
enrolment  
**43**

St Patrick's School,  
ALLORA P-6

staff  
**16**

enrolment  
**75**

## CLOSE TO TOOWOOMBA



CORRECT AT AUGUST 2024

## TOOWOOMBA SCHOOLS



Diocese of Toowoomba  
Catholic Schools



190KM

Good Samaritan College,  
TOOWOOMBA 7-12

staff  
**19**

enrolment  
**64**

Holy Name Primary School,  
TOOWOOMBA P-6

staff  
**29**

enrolment  
**163**

Mater Dei Primary School,  
TOOWOOMBA P-6

staff  
**57**

enrolment  
**419**

Our Lady of Lourdes Primary  
School, TOOWOOMBA P-6

staff  
**56**

enrolment  
**436**

Sacred Heart Primary School,  
TOOWOOMBA P-6

staff  
**32**

enrolment  
**240**

St Anthony's School,  
TOOWOOMBA P-6

staff  
**33**

enrolment  
**239**

St Joseph's College,  
TOOWOOMBA 7-12

staff  
**114**

enrolment  
**929**

St Mary's College,  
TOOWOOMBA 5-12

staff  
**122**

enrolment  
**883**

St Saviour's College,  
TOOWOOMBA 7-12

staff  
**54**

enrolment  
**280**

St Saviour's Primary School,  
TOOWOOMBA P-6

staff  
**52**

enrolment  
**459**

St Thomas More's Primary  
School, TOOWOOMBA P-6

staff  
**43**

enrolment  
**357**

St Ursula's College,  
TOOWOOMBA 7-12

staff  
**73**

enrolment  
**404**

CORRECT AT AUGUST 2024







**Diocese of Toowoomba  
Catholic Schools**



## **Start your journey today!**

- › (07) 4637 1400
- › [TCSCareers@twb.catholic.edu.au](mailto:TCSCareers@twb.catholic.edu.au)
- › [twb.catholic.edu.au/work-and-learn-with-us](http://twb.catholic.edu.au/work-and-learn-with-us)

## **Stay connected**



[www.twb.catholic.edu.au](http://www.twb.catholic.edu.au)

*Belong - Feel valued - Succeed*

**Belief in a better world**