

Appointment to a rural or remote location – a guide

During initial contact, seek information about:

- availability of teacher housing. You may also contact the Teacher Housing Authority
- availability of short and long term rental accommodation
- proximity to a larger town
- how to travel to the location if you don't have your own transport (plane, bus, train)
- best route of travel by car to and from the town and any transport services available
- road conditions, access during wet weather, distances you need to travel and availability of fuel and general services. Facilities available in urban areas (e.g. ATMs, other banking facilities and retail outlets) may not always be available in small rural and isolated communities
- your entitlement to a relocation subsidy. Where a teacher's first appointment to a school is in the western division of the State they may be entitled to a relocation subsidy when it is necessary to leave their existing residence
- who to contact on arrival in the town.

If you are travelling to your new appointment in the country in your own vehicle:

- make sure your car is in good order and recently serviced
- always carry water
- make sure you have all the equipment to change a tyre and that you can carry out this procedure on your own; consider joining a road service organisation e.g. NRMA
- avoid travelling at dusk and at night. Wildlife on the roads is abundant. If you need to drive at night on isolated roads, drive slowly and cautiously.

If you are travelling to your new appointment in the country using bus, train or air transport:

- book ahead to make sure you have a seat
- find out about connecting services
- enquire about travelling with heavy luggage or items such as bicycles. (These items may be transported at a different time)
- contact the principal of the school on arrival.

Guidelines for living and working in a rural remote community

If you have been appointed to a rural remote school and will be moving out of the city for the first time there are some things you will need to be mindful of.

When appointed to teach in a rural remote location you are also living in the community so your professional obligations may extend beyond the school.

Community perceptions of teachers, based on their behaviour in social situations, may impact on their professional life.

Guidelines for professional conduct in a rural community:

- Maintain confidentiality about school matters
- Put aside personal relationships or those developed in a social situation with students or parents when discharging professional responsibilities. Be impartial
- Don't use personal information in the classroom
- Maintain a standard of behavior in public that is consistent with your professional role
- Seek advice before accepting invitations from families.

Schools with additional incentives

There are a wide range of incentive benefits for teachers who accept positions in many rural or remote areas.

The benefits vary from school to school and can be substantial. These *may* include:

- additional training and development days
- a rental subsidy of 90% in the most isolated locations and 70% in some other isolated locations
- eligibility to apply for incentive transfer, special provisions for transfer which provide you with priority for appointment to a vacancy at another school in an agreed location after serving a required number of years in a rural or remote school
- compassionate transfer status for your teaching partner, if you are appointed to and moving out of some rural and remote schools
- an annual retention benefit of \$5000 for teachers in around 40 isolated schools
- a number of locality allowances such as a climatic allowance, an isolation from goods and services allowance, vacation travel expenses, reimbursement of certain expenses related to medical or dental treatment and an allowance for dependents
- one week of additional summer vacation for schools in the western areas of NSW.

See [Benefits of teaching in rural and remote NSW](#) for further information regarding teaching in rural or remote areas.