

SPECIFIC NEEDS PORTFOLIO MOTIONS 2024

A 44. YARAKA ISISFORD BRANCH

“That ICPA Qld lobbies the Department of Education to ensure that Allied Health staff employed by the Department of Education in rural and remote locations receive parity with their counterparts employed by Queensland Health.”

Explanation:

As of April 2024, there are two full-time speech pathologists employed by the Department of Education, based in Longreach. Prior to this, there has only been one full-time speech pathologist since 2021. They cover an area of 396,650 kms² and service 17 schools. This area encompasses 23% of the state’s total area.

In locations such as Longreach, a Speech Language Pathologist could gain up to \$70, 000 in additional allowances if they do a full-time fixed term two-year contract with Queensland Health compared to the Department of Education through the *Workforce Attraction Incentive Scheme*.

(https://www.health.qld.gov.au/data/assets/pdf_file/0028/1290484/hed-0623.pdf).

Allied Health staff employed by the department do not receive the same financial benefits that teachers employed in that location receive. Teachers in rural and remote locations receive additional allowances which increase each year. These may include a Remote Area Allowance, Locality Allowance, Transfer and Relocation Assistance, Subsidised Housing, Travel Allowance, Retention Bonuses, Professional Development Allowance and an Isolated Schools Allowance.

For a single adult commencing employment as a teacher, they would be eligible for the following payments in addition to the salary:

Longreach SS

Central Queensland

Benefit/Allowance	Amount
Recognition of location travel allowance	\$1,200.00
Recognition of location travel allowance – dependant benefit	\$0.00
Recognition of service payment	\$1,800.00
Locality allowance	\$1,485.78
Identified location payment	\$0.00
Total annual benefit (See disclaimers below):	\$4,485.78

(Figure1:<https://teach.qld.gov.au/teach-in-queensland-state-schools/pay-benefits-and-incentives/rural-and-remote-service-calculator>)

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