

T15365 of 2026

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FORM 1

Regulation 11

HARD-TO-STAFF SCHOOLS TEACHER INCENTIVE PILOT PROGRAM AGREEMENT 2024

Application for the following variations to the Hard-to-Staff Schools Teacher Incentive Pilot Program Agreement 2024:

1. Vary Clause 7 – HARD TO STAFF SCHOOLS TEACHER INCENTIVE – PILOT PROGRAM, by varying existing subclause 7.4, and inserting new subclauses 7.10, 7.11, 7.12, and 7.13.
2. This variation in accordance with s59(2) *Industrial Relations Act 1984* is subject to and to be read in conjunction with the Hard-to-Staff Schools Teacher Incentive Pilot Program Agreement 2024.

The following variation to subclause 7.4, as follows:

7. HARD TO STAFF SCHOOLS TEACHER INCENTIVE – PILOT PROGRAM

7.4 The following schools have been assessed as Hard-to-Staff for the first year of the Pilot Program:

- i. Yolla District School
- ii. Smithton High School
- iii. Port Dalrymple District School
- iv. Jordan River Learning Federation – Secondary School
- v. New Norfolk High School
- vi. Lilydale District School
- vii. Montrose Bay High School
- viii. Glenora District School
- ix. Fairview Primary School

The following schools have been assessed to be included in the Pilot Program effective from Term 1, 2026:

- x. Jordan River Learning Federation – Gagebrook Primary School
- xi. Jordan River Learning Federation – East Derwent Primary School
- xii. Jordan River Learning Federation – Herdsman's Cove Primary

Provided that the Hard to Staff Schools will be reviewed based on efficacy of the pilot and assessment and comparison of other schools which may be considered as hard to staff and as such may be subject to change by way of variation to this Agreement.

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Insertion of new subclauses 7.10, 7.11, 7.12, and 7.13, as follows:

- 7.10 Where a Hard-to Staff school may be reviewed in accordance with subclause 7.3 and identified to be removed from the list of schools at subclause 7.4 that have been assessed as part of the Pilot Program, employees will be entitled to a transition payment for 12 months.
- 7.11 The amount of the transition payment will be 50% of the incentive payment they would have been entitled to at subclause 7.5.
- 7.12 The transition payment will be paid in two instalments as provided in subclauses 7.7 and 7.8.
- 7.13 The transition payments will be available from Term 1, 2027.