

Mercy Regional College Relocation Support Incentive



Developed Date: June 2024

Guidelines

Mercy Regional College offers a relocation support incentive to successful applicants in certain teaching or leadership fields, where the market for applicants is limited.

Eligibility for the Relocation Support Incentive is based on the following guidelines:

- The role must be recognised by the Executive Leadership Team of Mercy Regional College as an eligible role for the support incentive, having regard to the limited market of applicants, the strong demand amongst the sector for applicants or the inability to fill the role from previous advertising campaigns.
- The successful applicant must be relocating from an area at least 120 kilometres from the Mercy Regional College administration campus in Camperdown.
- The successful applicant must relocate and live within the communities that Mercy Regional College serves, covering the townships of Camperdown, Cobden, Timboon, Port Campbell, Simpson, Princetown, Terang, Noorat, Derrinallum, Lismore, Mortlake and Skipton.
- The successful applicant must provide evidence every six months of continual residential tenancy in the community. (eg. Lease agreement held in their name).
- The successful applicant must commit to a minimum three years of service to Mercy Regional College. Resignation prior to the completion of three years' service at Mercy Regional College, will mean a partial payback of the support incentive allowance, this will be deducted from the final pay of the employee and is based on the following formula:-

$$\text{Total Amount of Incentive Payment} \times \frac{\text{156-total number of weeks service}}{156}$$

The total amount of the relocation support incentive is \$10,000. This amount will be paid over two years through fortnightly payments via the payroll system. The amount is a taxable allowance.

Relocation expenses, removal and storage of household effects, may be eligible for salary packaging as an exempt Fringe Benefit Tax. Successful applicants are encouraged to discuss this with the Business Manager.