



VICTORIA GOVERNMENT GAZETTE.

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[1946

Factories and Shops Acts.

DETERMINATION OF THE TEACHERS' (GIRLS' SCHOOLS) BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to determine the lowest prices or rates which may be paid to any persons employed as teachers in fee-charging sub-primary, primary, and secondary girls' schools (that is to say schools in which the whole or the majority of the pupils are girls), but not including persons employed in:—

- (a) business colleges,
- (b) schools conducted by the Department of Public Instruction,

has made the following Determination namely:—

1. That this Determination shall come into force and become operative on and after the 1st January, 1947.

WAGES PER WEEK.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
During first year's experience of teaching following registration	4 10 0	7 8	4 17 8
During second year's experience of teaching following registration	4 13 10	7 8	5 1 6
During third year's experience of teaching following registration	4 17 8	7 8	5 5 4
During fourth year's experience of teaching following registration	5 1 6	7 8	5 9 2
During fifth year's experience of teaching following registration	5 5 5	7 8	5 13 1
During sixth year's experience of teaching following registration	5 9 3	7 8	5 16 11
During seventh year's experience of teaching following registration	5 13 1	7 8	6 0 9
During eighth year's experience of teaching following registration	5 16 11	7 8	6 4 7
During ninth year's experience of teaching following registration	6 0 9	7 8	6 8 5

For the purposes of this clause experience prior to 1st January, 1947, shall be calculated as follows:—

- (a) Any fraction of a year's experience shall be disregarded.
- (b) Experience of five years or more shall be deemed to be experience of five years only, and teachers with such five or more years of experience shall be paid at the sixth year rate for their next year of service and progress from year to year to the seventh, eighth, and ninth year in accordance with the above scale. The provisions of this paragraph shall not apply after the 31st December, 1949.
- (c) Experience of less than five years shall be taken into account and teachers with such experience shall be paid in accordance with the above scale.

NON-REGISTERED TEACHER.

3. A non-registered teacher shall be paid not less than that payable to a registered teacher in her first year.

PART-TIME TEACHER

4. (a) A part-time registered teacher shall be paid 9s. 6d. per hour or part thereof on a weekly total.
- (b) A part-time non-registered teacher shall be paid 8s. 3d. per hour or part thereof on a weekly total.

ADDITIONAL PAYMENTS.

5. A teacher who is required to act as an examiner for a University certificate for candidates entering for public examinations shall receive per candidate per subject: (a) for Intermediate certificate—1s. 3d.; and (b) for Leaving certificate—1s. 6d.

DEDUCTIONS FOR BOARD AND LODGING.

6. An amount of 35s. per week may be deducted from the wages for each week during which board and lodging is provided: Provided that any teacher required to be present or perform some service, exclusive of teaching or any work co-related thereto, shall be entitled to a reduction in the amount to be deducted for board and lodging as follows:—

- (i) For each hour in any week of such service up to ten hours—a reduction of 2s. per hour or part thereof on a weekly total.
- (ii) For any time in excess of ten hours in any week—full reduction.

SICK LEAVE.

7. (a) When a teacher is unable because of personal ill-health or accident to perform her duties she shall be entitled to be absent from work for ten school days in each year of service without deduction of pay, provided she produces a doctor's certificate or other evidence satisfactory to the head mistress for any absence of more than two consecutive school days.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 30 school days, which shall be the maximum amount of leave to which a teacher may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to 1st January, 1947, shall be disregarded.

ANNUAL LEAVE.

8. A teacher shall be entitled to the usual school holidays, which include Christmas and term holidays, without deduction of pay: Provided that a school which employs a teacher during any term (including the last term of 1946) shall be liable for such teacher's wages until the commencement of the next following term.

TERMINATION OF EMPLOYMENT.

9. Except where the conduct of a teacher justifies instant dismissal seven weeks' notice in writing of termination of employment shall be given by either party.

DEFINITIONS.

10. A "part-time teacher" is one who teaches for not more than thirteen hours per week in any one school.

A "registered teacher" is one who is registered by the Council for Public Education.

A "non-registered teacher" is one (other than a student teacher) who is not required to be registered by the Council for Public Education.

"Year" shall be the educational year from the commencement of the first school term in February to the commencement of the first school term in February of the following year.

MAINTENANCE OF FORMER RATES.

11. Nothing in this Determination shall have the effect of reducing the wage any teacher was receiving prior to 1st January, 1947.

PERIODICAL ADJUSTMENT OF WAGES.

12. (a) The rates set out in clause 2 are subject to half-yearly adjustment and, pursuant to the provisions of section 21 of the *Factories and Shops Act, 1934*, the Board hereby determines that such rates shall be automatically increased or decreased in accordance with the increase or decrease in the cost of living.

(b) The measure of increases or decreases in the cost of living will be the weighted average for five towns in Victoria as shown in the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer, or to be signed by or on behalf of the Commonwealth Statistician.

(c) Cost of living adjustments, if necessary, will be made half-yearly as from the beginning of the first pay period to commence in the months of February and August according to the index numbers for the preceding six months ending December, and June, respectively.

(d) The rates prescribed in Column "A" of clause 2 will for the purposes of this Determination be known as the "standard" rates and are represented by the index number group 987-1014 in the table.

(e) Increases above or decreases below the "standard" rates will be adjusted according to the following table, the amount of the increase or decrease being determined by the amounts shown in the table opposite the index number group within which the index number for the six months ending December or June, in any year, falls.

Index Number Groups—"Five Towns", Victoria.				Amount of Adjustment Per Week.	Index Number Groups—"Five Towns", Victoria.				Amount of Adjustment Per Week.
				s. d.					s. d.
Decreases	817-844	..	..	9 3.	Increases	1015-1043	..	..	1 6
	845-872	..	..	7 8.		1044-1071	..	..	3 1
	873-901	..	..	6 2		1072-1099	..	..	4 7
	902-929	..	..	4 7		1100-1128	..	..	6 2
	930-958	..	..	3 1.		1129-1156	..	..	7 8
	959-986	..	..	1 6		1157-1184	..	..	9 3
No Change 987-1014				..					..

Any extension of this table must be of the same construction as the table.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 10th October, 1946.