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Teaching Service Act 1946.

TEACHING SERVICE (CLASSIFICATION, SALARIES AND ALLOWANCES) REGULATIONS.

THE Teachers' Tribunal, in pursuance of the powers conferred by the *Teaching Service Act 1946*, hereby amends the Teaching Service (Classification, Salaries and Allowances) Regulations made on the nineteenth day of December, 1946, and published in the *Government Gazette* of the twenty-seventh day of December, 1946, in the manner following, that is to say:—

Rescind the whole of the Teaching Service (Classification, Salaries and Allowances) Regulations and substitute therefor the following:—

Teaching Service Act 1946.

TEACHING SERVICE (CLASSIFICATION, SALARIES AND ALLOWANCES) REGULATIONS.

PRELIMINARY.

1. These Regulations may be cited as the "Teaching Service (Classification, Salaries and Allowances) Regulations" and shall come into operation on the 29th December, 1948.

2. These Regulations are divided into parts as follows:—

- PART I.—Primary Schools Division.
- PART II.—Secondary Schools Division.
- PART III.—Technical Schools Division.
- PART IV.—General Provisions.
- PART V.—Professional Officers.
- PART VI.—Student Teachers.
- PART VII.—Sewing Mistresses.
- PART VIII.—Instructors in Reconstruction Training.
- PART IX.—Temporary Teachers.
- PART X.—Allowances.

PART I.—PRIMARY SCHOOLS DIVISION.

3. The following shall be the classes, subdivisions, and rates of annual salaries of teachers in the Primary Schools Division:—

Class.	Subdivisions.					
	1	2	3	4	5	6
<i>Male Teachers.</i>						
Class V. ..	£300	£325	£350	£375	£400	—
Class IV. ..	425	450	475	500	520	£540
Class III. ..	580	600	620	640	660	—
Class II. ..	710	730	750	770	—	—
Class I. ..	820	840	860	—	—	—
Special ..	935	960	—	—	—	—
<i>Female Teachers.</i>						
Class V. ..	240	260	280	300	320	—
Class IV. ..	340	360	380	400	416	432
Class III. ..	464	480	496	512	528	—
Class II. ..	568	584	600	616	632	—
Class I. ..	672	688	704	720	—	—
Special ..	768	788	—	—	—	—

4. After the coming into operation of these Regulations teachers with the qualifications of Second Class Certificate or First Class Certificate or approved equivalent qualifications, or teachers who fail to complete satisfactorily the course of primary training at a Teachers' College shall be classified in subdivision I. of Class V.

PART II.—SECONDARY SCHOOLS DIVISION.

5. The following shall be the classes, subdivisions and rates of annual salaries of teachers in the Secondary Schools Division:—

Class.	Subdivisions.						
	1	2	3	4	5	6	7
<i>Male Teachers.</i>							
Class V. . .	£325	£350	£375	£400	£425	—	—
Class IV. . .	450	475	500	520	540	£560	—
Class III. . .	600	620	640	660	680	—	—
Class II. . .	730	750	770	790	—	—	—
Class I. . .	840	860	880	—	—	—	—
Special . .	950	975	1,000	1,025	1,050	1,075	£1,100
<i>Female Teachers.</i>							
Class V. . .	260	280	300	320	340	—	—
Class IV. . .	360	380	400	416	432	448	—
Class III. . .	480	496	512	528	544	—	—
Class II. . .	584	600	616	632	648	—	—
Class I. . .	688	704	720	736	—	—	—
Special . .	780	800	820	840	860	880	900

6. The following scale of salaries is prescribed for teachers in the Special Class of the Secondary Schools Division as shown hereunder:—

- (a) Head Master, Ballarat High School.
 Head Master, Bendigo High School.
 Head Master, Coburg High School.
 Head Master, Dandenong High School.
 Head Master, Essendon High School.
 Head Master, Hampton High School.
 Head Master, Mildura High School.
 Head Master, Shepparton High School.

Subdivisions.		
1	2	3
£950	£975	£1,000

- (b) Head Master, Melbourne Boys' High School.
 Head Master, University High School.

Subdivisions.		
5	6	7
£1,050	£1,075	£1,100

- (c) Head Mistress, Camberwell East Girls' School.
 Head Mistress, Preston Girls' School.

Subdivisions.		
1	2	3
£780	£800	£820

- (d) Head Mistress, MacRobertson Girls' High School

Subdivisions.		
5	6	7
£860	£880	£900

PART III.—TECHNICAL SCHOOLS DIVISION.

7. The following shall be the classes, subdivisions, and rates of annual salaries of teachers in the Technical Schools Division:—

Class.	Subdivisions.						
	1	2	3	4	5	6	7
<i>Male Teachers.</i>							
V. Assistant	£325	£350	£375	£400	£425	—	—
V. Trade Instructor	—	—	—	400	425	—	—
Class IV. . .	450	475	500	520	540	£560	—
Class III. . .	600	620	640	660	680	—	—
Class II. . .	730	750	770	790	—	—	—
Class I. . .	840	860	880	900	920	—	—
Special . .	1,000	1,025	1,050	1,075	1,100	1,125	£1,150
<i>Female Teachers.</i>							
Class V. . .	260	280	300	320	340	—	—
Class IV. . .	360	380	400	416	432	448	—
Class III. . .	480	496	512	528	544	—	—
Class II. . .	584	600	616	632	648	—	—
Class I. . .	688	704	720	736	752	—	—
Special . .	820	840	860	880	900	920	940

8. (a) Head Masters and Male Assistants in Class I. of the Technical Schools Division shall be eligible to proceed to the 3rd subdivision of the salary prescribed for Class I., Male Teachers.
- (b) Male Principals of Technical Schools, Class I., shall be eligible to proceed to the 5th subdivision of the salary prescribed for Class I., Male Teachers.
9. (a) Head Mistresses and Female Assistants in Class I. of the Technical Schools Division shall be eligible to proceed to the 4th subdivision of the salary prescribed for Class I., Female Teachers.
- (b) Female Principals of Technical Schools, Class I., shall be eligible to proceed to the 5th subdivision of the salary prescribed for Class I., Female Teachers.
10. The following scale of salaries is prescribed for teachers in the Special Class of the Technical Schools Division as shown hereunder:—
- (a) Principal, Brighton Technical School.
Principal, Brunswick Technical School.
Principal, Caulfield Technical School.
Principal, Essendon Technical School.
Principal, Melbourne Printing Trades School.
Principal, Melbourne Textile Trades School.
Principal, Preston Technical School.
Principal, Richmond Technical School.
Principal, South Melbourne Technical School.
Principal, William Angliss Food Trades School.

Subdivisions.		
1	2	3
£1,000	£1,025	£1,050

- (b) Principal, Collingwood Technical School.
Principal, Footscray Technical School.

Subdivisions.		
5	6	7
£1,100	£1,125	£1,150

- (c) Principal, Emily McPherson College of Domestic Economy.

Subdivisions.		
3	4	5
£860	£880	£900

PART IV.—GENERAL PROVISIONS.

11. Teachers who, on 28th December, 1948, have served in their existing salary subdivisions for a period of twelve months shall, on from and inclusive of 29th December, 1948, proceed to the next higher subdivision prescribed in these Regulations and shall be paid the appropriate salary thereof.

12. Teachers who, on 28th December, 1948, have not served in their existing salary subdivision for a period of twelve months shall not be eligible to receive subdivisional promotion until the anniversary of the date from which they received their last increment.

13. Where the revised schedule of salaries in these Regulations shows a reduction in the number of subdivisions in any class, teachers in the former maximum subdivision of such class shall be placed in the maximum subdivision of the revised schedule prescribed for the class.

14. The conditions laid down by the appropriate Committee of Classifiers regarding the effect of leave or other circumstance on the date on which an increment becomes payable shall be applied in determining the date of subdivisional promotion.

15. A teacher who is transferred from the Primary Schools Division to the Secondary Schools Division, or the Technical Schools Division shall be classified in a corresponding subdivision to that in which he was classified on the date of his transfer, and shall be eligible for subdivisional promotion on the date he would have received such promotion if he had not transferred from the Primary Schools Division.

16. If a teacher in either the Secondary Schools Division or the Technical Schools Division is transferred to the Primary Schools Division his salary subdivision after transfer shall be determined by the Tribunal, and he shall be eligible for subdivisional promotion on the date he would have received such promotion in his former division.

17. A temporary teacher who is appointed to a classified position in either the Primary, Secondary or the Technical Schools Divisions shall be placed in the subdivision of the appropriate division the salary of which is nearest to, but not less than, the salary he was receiving as a temporary teacher immediately before his appointment, and shall

be eligible for subdivisional promotion one year after the date of his appointment to such classified position: Provided that when a person has had previous service in the Education Department or other approved teaching experience or holds University or other approved qualifications the salary subdivision of such person shall be determined by the Tribunal after consideration of any relevant report by the appropriate Committee of Classifiers.

18. When a person whose name is on the Employment Register is appointed to a classified position in either the Primary, Secondary, or the Technical Schools Divisions the salary subdivision of such person shall be determined by the Tribunal after consideration of any relevant report by the appropriate Committee of Classifiers.

19. A student who has completed a course of training at a Teachers' College or other prescribed institution shall be placed in the appropriate subdivision prescribed for his particular course of training in clause 23 of Regulation 12 of the Teaching Service (Teachers' Tribunal) Regulations.

20. A teacher shall be eligible for promotion by the appropriate Committee of Classifiers from one subdivision of a class to a higher subdivision therein after one year's service therein.

21. A teacher who fails to obtain subdivisional promotion in any year may be promoted by the appropriate Committee of Classifiers in any subsequent year to the subdivision to which he would have been promoted if no such failure had occurred.

PART V.—PROFESSIONAL OFFICERS.

22. The following shall be the subdivisions and rates of annual salaries of members of the Teaching Service in the Professional Division:—

		Subdivisions.								
		1	2	3	4	5	6	7	8	9
		(a) INSPECTORS.								
Chief Inspector										
(Primary, Secondary, Technical)—										
Male ..	£1,300	£1,350	£1,400	—	—	—	—	—	—	—
Female ..	1,080	1,120	1,160	—	—	—	—	—	—	—
Assistant Chief Inspector (Primary, Secondary, Technical)—										
Male ..	1,150	1,200	1,250	—	—	—	—	—	—	—
Female ..	960	1,000	1,040	—	—	—	—	—	—	—
Inspector of Art—										
Male ..	1,100	1,150	1,200	—	—	—	—	—	—	—
Female ..	920	960	1,000	—	—	—	—	—	—	—
Assistant Inspector of Art—										
Male ..	800	825	850	£875	£900	£925	£950	—	—	—
Female ..	660	680	700	720	740	760	780	—	—	—
Inspectors of Schools (Primary, Secondary, Technical)—										
Male ..	850	875	900	925	950	975	1,000	£1,025	£1,050	—
Female ..	700	720	740	760	780	800	820	840	860	—
(b) PRINCIPALS AND STAFFS OF TEACHERS' COLLEGES.										
Principal, Melbourne Teachers' College—										
Male ..	1,150	1,200	1,250	—	—	—	—	—	—	—
Female ..	960	1,000	1,040	—	—	—	—	—	—	—
Principal, Ballarat Teachers' College—										
Male ..	850	875	900	925	950	975	1,000	1,025	—	—
Female ..	700	720	740	760	780	800	820	840	—	—
Principal, Bendigo Teachers' College—										
Male ..	850	875	900	925	950	975	1,000	1,025	—	—
Female ..	700	720	740	760	780	800	820	840	—	—
Senior Lecturers—										
Male ..	850	875	900	925	950	—	—	—	—	—
Female ..	700	720	740	760	780	—	—	—	—	—
Lecturers—										
Male ..	700	725	750	775	800	—	—	—	—	—
Female ..	580	600	620	640	660	—	—	—	—	—
Second Lecturers—										
Male ..	600	625	650	675	700	—	—	—	—	—
Female ..	500	520	540	560	580	—	—	—	—	—

		Subdivisions.								
		1	2	3	4	5	6	7	8	9
(c) OTHER POSITIONS.										
Editor, Departmental Publications—										
Male ..	£850	£875	£900	£925	£950	£975	—	—	—	—
Female ..	700	720	740	760	780	800	—	—	—	—
Sub-Editor, Departmental Publications—										
Male ..	650	675	700	725	750	—	—	—	—	—
Female ..	540	560	580	600	620	—	—	—	—	—
Assistant, Departmental Publications—										
Male ..	425	450	475	500	525	550	—	—	—	—
Female ..	360	380	400	420	440	460	—	—	—	—
Psychologist—										
Male ..	700	725	750	775	800	825	£850	—	—	—
Female ..	580	600	620	640	660	680	700	—	—	—
Assistant Psychologist—										
Male ..	425	450	475	500	525	550	—	—	—	—
Female ..	360	380	400	420	440	460	—	—	—	—
Curriculum and Research Officer—										
Male ..	700	725	750	775	800	825	850	—	—	—
Female ..	580	600	620	640	660	680	700	—	—	—
Curriculum Assistant—										
Male ..	600	625	650	675	700	—	—	—	—	—
Female ..	500	520	540	560	580	—	—	—	—	—
Research Assistant—										
Male ..	600	625	650	675	700	—	—	—	—	—
Female ..	500	520	540	560	580	—	—	—	—	—
Head Teacher, School for the Deaf—										
Male ..	700	725	750	775	800	825	—	—	—	—
Female ..	580	600	620	640	660	680	—	—	—	—
Organizer of Physical Education—										
Male ..	675	700	725	750	775	800	—	—	—	—
Female ..	560	580	600	620	640	660	—	—	—	—
Supervisor of Music—										
Male ..	675	700	725	750	775	800	—	—	—	—
Female ..	560	580	600	620	640	660	—	—	—	—
Libraries Service Officer—										
Male ..	675	700	725	750	775	800	—	—	—	—
Female ..	560	580	600	620	640	660	—	—	—	—
Visual Education Officer—										
Male ..	675	700	725	750	775	800	—	—	—	—
Female ..	560	580	600	620	640	660	—	—	—	—
Supervisor of Educational and Pre-vocational Guidance—										
Male ..	675	700	725	750	775	800	—	—	—	—
Female ..	560	580	600	620	640	660	—	—	—	—
Supervisor of the Education of Mentally Defective and Backward Children—										
Male ..	600	625	650	675	700	—	—	—	—	—
Female ..	500	520	540	560	580	—	—	—	—	—

23. Professional Officers who on the 28th of December, 1948, have served in their existing salary subdivision for a period of twelve months shall, on from, and inclusive of the 29th December, 1948, proceed to the next higher subdivision prescribed in these Regulations and shall be paid the appropriate salary thereof.

24. Professional officers who on the 28th of December, 1948, have not served in their existing salary subdivisions for a period of twelve months shall not be eligible to receive subdivisional promotion until the anniversary of the date from which they received their last increment.

PART VI.—STUDENT TEACHERS.

25. (a) Student teachers shall be paid the following rates of salary:—

Grade III.—(Student teachers who have not passed in five subjects including English of the Leaving Certificate Examination):—

£144 a year.

Grade II.—(Student teachers who have passed in at least five subjects including English of the Leaving Certificate Examination):—

£156 a year.

Grade I.—(i) (Student teachers who have passed the examination for matriculation; and

(ii) Student teachers who have passed the required Leaving Certificate subjects prescribed for Grade II, together with the required subjects for the Second-Class Certificate except Theory of Teaching II):—

£168 a year.

(b) Temporary student teachers shall be paid at the rate of £100 a year.

(c) Notwithstanding anything contained in sub-clauses (a) and (b) of this clause student teachers of the age of twenty-one years or over shall be paid the following annual rates or salary:—

Males	..	..	..	£260.
Females	..	..	..	£208.

PART VII.—SEWING MISTRESSES.

26. (a) Sewing Mistresses shall be paid at the following rates:—

<i>Years of Service.</i>					<i>Thereafter.</i>
1	2	3	4	5	
£110	£110	£120	£120	£130	.. £130 a year.

(b) Temporary sewing mistresses shall be paid at the following rate:—

£100 a year.

(c) A permanent sewing mistress employed part time shall be paid at the rate appropriate to her years of service prescribed in sub-clause (a) of this clause proportionately to the time actually worked by her.

(d) A temporary sewing mistress employed part time shall be paid at the rate prescribed in sub-clause (b) of this clause proportionately to the time actually worked by her.

(e) Permanent and temporary sewing mistresses employed full time shall be paid a cost of living allowance which shall be half the standard rates for adult females as computed in accordance with Regulation 24 of the Teaching Service (Teachers' Tribunal) Regulations.

(f) A permanent or temporary sewing mistress employed part time shall be paid a cost of living allowance at the rate prescribed in sub-clause (e) of this clause proportionately to the time actually worked by her.

PART VIII.—INSTRUCTORS IN RECONSTRUCTION TRAINING.

27.	<i>Subdivision.</i>			
	1	2	3	4
Supervisor of Training (male) ..	£680	£700	£720	—
Assistant Supervisor of Training (male) ..	600	620	640	£660
Supervisor of Training (female) ..	460	476	492	—
Assistant Supervisor of Training (female) ..	416	432	448	464
Trade Instructor (male) ..	500	520	540	560
Senior Trade Instructor (male) ..	520	540	560	580
Supervising Trade Instructor (male) ..	540	560	580	600
Senior Supervising Trade Instructor (male) ..	560	580	600	620
Trade Instructor (female) ..	400	416	432	448
Supervising Trade Instructor (female) ..	416	432	448	464
Special Instructional Staff (Grade I.) ..	680	700	720	—
Special Instructional Staff (Grade II.) ..	600	620	640	660
Special Instructional Staff (Grade III.) ..	520	540	560	580
Superintendent of Annexes ..	680	700	720	—

PART IX.—TEMPORARY TEACHERS.

28. The rates of salary for temporary teachers shall be in accordance with the following scale:—

Qualifications.	Salaries.	
	Male.	Female.
A. Primary Teacher's Certificate, Second Class, or Primary Teacher's Certificate, First Class, or equivalent qualifications	£250	£200
B. Trained Primary Teacher's Certificate, or equivalent qualifications	275	220
C. Trained Primary Teacher's Certificate together with three University subjects, or Drawing Teacher's Secondary Certificate, or equivalent qualifications ..	300	240
D. Trained Primary Teacher's Certificate together with six University subjects, or Trained Teacher's Certificate Manual Arts, or Trained Teacher's Certificate Domestic Arts, or a University Degree without training, or equivalent qualifications	325	260
E. A University Degree with training, or a trade course with five years' approved trade experience, or equivalent qualifications	350	280

29. For every two years' experience before appointment, approved by the Director, the commencing salary shall be increased by one increment: Provided that no teacher on appointment shall be paid a higher salary than is prescribed in group H of clause 31 except in special cases recommended by the Director and approved by the Tribunal.

30. For every two years of satisfactory service in the Department after appointment an additional increment shall be paid.

31. The incremental scale shall be the rates prescribed in clause 28 and thereafter as follows:—

Additional Increments.				Male.	Female.
F	..	..	..	£375	£300
G	..	..	..	400	320
H	..	..	..	425	340
I	..	..	..	450	360
J	..	..	..	475	380
K	..	..	..	500	400

32. In no case shall a salary exceeding £500 a year for temporary male teachers or £400 a year for temporary female teachers be paid without the special permission of the Tribunal.

33. Temporary teachers under 21 years of age without the minimum qualifications prescribed in group A of clause 28 shall be paid the following fixed annual salaries:—

Males	..	..	£225 a year.
Females	..	..	£180 a year.

Provided that this shall not apply to new entrants with service in the armed forces.

34. Temporary teachers employed part time shall be paid the appropriate proportionate rates of prescribed annual salary, together with proportionate cost of living allowance.

35. Temporary teachers employed part time as instructors in special classes shall be paid rates of salary approved by the Tribunal but not exceeding the following:—

Males	..	..	30s. a session.
Females	..	..	25s. a session.

36. A temporary teacher shall be eligible for an additional increment, not exceeding in any case the maximum prescribed in clause 31 of this Regulation, when he has completed two years' satisfactory service on the salary he was receiving immediately before the coming into operation of these Regulations.

PART X.—ALLOWANCES.

37. In addition to the salaries prescribed in Parts I., II., and III. of these Regulations, allowances shall be paid as prescribed hereunder for the various classes (other than the Special Class) to—

- (a) The Head Teachers of Primary Schools, or Consolidated Schools, or Higher Elementary Schools, or Central Schools.
- (b) The Head Masters or Head Mistresses of High Schools or Girls' Schools.
- (c) The Head Masters or Head Mistresses of Junior Technical Schools.
- (d) The Principals of Technical Schools.

Class V.	..	..	£20 a year.
Class IV.	..	..	£20 a year.
Class III.	..	..	£30 a year.
Class II.	..	..	£40 a year.
Class I.	..	..	£50 a year.

38. (a) Permanent assistants (exclusive of lecturers) on the staffs of Teachers' Colleges, and permanent assistants in training schools who are engaged in the training of students shall be paid an allowance of £30 a year:

Provided that no allowance shall be paid to a Class II. or Class I. assistant on the staff of a Teachers' College without the approval of the Tribunal.

- (b) In special cases approved by the Tribunal allowances on a like scale may be paid to temporary assistants on the staffs of Teachers' Colleges or to temporary assistants in training schools who are engaged in the work of training students.

39. Permanent assistants in secondary and technical schools who are engaged in the training of secondary or technical students shall be paid an allowance not exceeding £12 a school term, and not exceeding a total of £30 a year, for an approved number of demonstration and criticism lessons and approved supervision of the teaching practice of students during each school term: Provided that no teacher shall be eligible for the receipt of payment for any term or part of a term unless he has carried out a minimum of ten such lessons during the school term.

40. Head Teachers of Special Schools may be paid an allowance not exceeding £50 a year in addition to the allowance prescribed in clause 37.

41. Assistants in Special Schools and in special classes may be paid an allowance not exceeding £30 a year.

42. Relieving teachers shall be paid a special relieving allowance at the rate of £75 a year.

43. (a) Students in training shall be paid allowances at the following rates:—

Year.			<i>Students living at home.</i>		<i>Students living away from home.</i>
1st	..	..	£117	..	£156
2nd	..	..	£130	..	£169
3rd	..	..	£143	..	£182
4th	..	..	£156	..	£195

- (b) Students in training who have been admitted by the Director to the second, third, or fourth year of any approved course shall be eligible to receive the allowance appropriate to the year of the course in which they are engaged.

44. Remote allowances may be paid in special cases recommended by the Director and approved by the Tribunal at rates not exceeding the following:—

Married teachers	..	£25 a year.
Single teachers	..	£15 a year.

45. Holders of studentships under the provisions of clause 6 of Regulation 5 of the Teaching Service (Governor in Council) Regulations shall be paid an allowance at the following rates during the first, second, and third years of their service as classified teachers subsequent to the completion of their course for the Trained Primary Teachers' Certificate:—

Males	..	..	£25 a year.
Females	..	..	£20 a year.

46. No member of the Teaching Service shall be paid more than one of the allowances prescribed in Part X. of these Regulations except with the special permission of the Tribunal.

WILLIAM H. ELLWOOD, Chairman.

EDWARD W. PETERS, Member.

DOUGLAS R. BROWN, Member.

E. V. B. HIGGINS, Acting Secretary.

Office of the Teachers' Tribunal,
Observatory House, Domain,
South Yarra, S.E.1,

10th December, 1948.

