



VICTORIA GOVERNMENT GAZETTE.

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[1956

Labour and Industry 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 Labour and Industry 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 on the 1st June, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK.

2.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
Non-Graduates.	£ s. d.	£ s. d.	£ s. d.
During 1st year's experience	6 0 0	6 14 9	12 14 9
During 2nd year's experience	6 10 0	6 14 9	13 4 9
During 3rd year's experience	7 0 0	6 14 9	13 14 9
During 4th year's experience	7 10 0	6 14 9	14 4 9
During 5th year's experience	8 0 0	6 14 9	14 14 9
During 6th year's experience	8 10 0	6 14 9	15 4 9
During 7th year's experience	9 0 0	6 14 9	15 14 9
During 8th year's experience	9 10 0	6 14 9	16 4 9
During 9th year's experience	10 0 0	6 14 9	16 14 9
During 10th year's experience	10 10 0	6 14 9	17 4 9
During 11th year's experience	11 0 0	6 14 9	17 14 9
During 12th year's experience	11 11 6	6 14 9	18 6 3
During 13th year's experience and thereafter	12 3 0	6 14 9	18 17 9
Graduates.			
During 1st year's experience	9 5 9	6 14 9	16 0 6
During 2nd year's experience	9 13 6	6 14 9	16 8 3
During 3rd year's experience	10 1 2	6 14 9	16 15 11
During 4th year's experience	10 8 10	6 14 9	17 3 7
During 5th year's experience	10 16 6	6 14 9	17 11 3
During 6th year's experience	11 4 3	6 14 9	17 19 0
During 7th year's experience	11 12 0	6 14 9	18 6 9
During 8th year's experience	11 19 8	6 14 9	18 14 5
During 9th year's experience	12 7 4	6 14 9	19 2 1
During 10th year's experience	12 15 0	6 14 9	19 9 9
During 11th year's experience	13 2 8	6 14 9	19 17 5
During 12th year's experience	13 10 4	6 14 9	20 5 1
During 13th year's experience and thereafter	13 18 0	6 14 9	20 12 9

"Experience" shall mean experience of teaching after achieving the qualifications necessary for registration.

NOTE:—Provided that, if there has been a lapse of five or more years since the last teaching appointment, one increment may be deducted from the total salary for each absence of two years or part thereof.

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NON-GRADUATE TEACHERS WITH ADDITIONAL QUALIFICATIONS.

3. Full time teachers who have passed six subjects of a University degree course and/or those who hold a diploma in technical or arts subjects for which there is a three year full-time course after having matriculated or a four year full-time course after having obtained leaving certificate shall be paid the non-graduate scale plus 75 per cent. of the difference between the non-graduate and the graduate scales.

NON-REGISTERED TEACHERS.

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

PART-TIME TEACHERS.

5. (a) A part-time registered teacher shall be paid 14s. 2d. plus 4s. 6d. cost of living addition, total 18s. 8d., per hour or part thereof on a weekly total.

(b) A part-time non-registered teacher shall be paid 12s. 4d. plus 4s. 6d. cost of living addition, total 16s. 10d., per hour or part thereof on a weekly total.

(c) Subject to the provisions of clause 10 the school, at the beginning of each term, shall contract to pay a part-time teacher for a specified number of hours per week throughout the term, and no deduction shall be made if the class is not available to be taught.

(d) A teacher not ready, willing and available to work a full week shall be paid at part-time rates for the first 13 hours' work and thereafter at ordinary rates up to but not exceeding a full week's wages (based on a 30 hour week).

ADDITIONAL PAYMENTS.

6. 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. 9d.; and (b) for Leaving certificate—2s.

DEDUCTIONS FOR BOARD AND LODGING.

7. An amount of 63s. 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 and perform some service, exclusive of teaching or any work so-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 3s. 6d. per hour or part thereof on a weekly total.

(ii) For any time in excess of ten hours in any week—full reduction.

A teacher shall not be required to perform duty under this clause for more than an average over any term of eighteen hours per week.

SICK LEAVE.

8. (a) (i) When a teacher, other than a part-time 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.

(ii) Notwithstanding the provisions of sub-clause (a) (i) 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.

(b) When a part-time teacher is unable because of personal ill-health or accident to perform her duties she shall be entitled to be absent from school for two days in each year of service for each day per week of her employment and to receive payment of the amount which would otherwise have been payable to her.

Sick leave under this sub-clause shall not be cumulative.

ANNUAL LEAVE.

9. A teacher, other than a part-time teacher, shall be entitled to the usual school holidays, which include Christmas and term holidays, without deduction of pay: Provided that a teacher shall be paid for annual leave at the end of each term an amount equivalent to one third of the amount payable in respect of annual holidays observed by the school concerned: Provided further that when a teacher is employed for portion only of any term, the school employing such teacher shall pay such portion of the amount referred to in the first proviso as is proportionate to the period of employment during such term.

TERMINATION OF EMPLOYMENT.

10. 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. Such notice shall be wholly within the school term.

DEFINITIONS.

11. A "part-time teacher" is one not ready, willing and available to work a full 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.

A "graduate" is a teacher who holds a University degree.

"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.

BOARD OF REFERENCE.

12. The Wages Board has determined that in accordance with Section 31 (1) of the *Labour and Industry Act 1953*, a Board of Reference shall be appointed to determine disputes of facts concerning any provision of its Determination.

The Board of Reference shall consist of—

(i) The Chairman of the Wages Board.

(ii) Two representatives of employers, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employers' representatives on the Wages Board and

(iii) Two representatives of employees, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employees' representatives on the Wages Board.

PERIODICAL ADJUSTMENT OF WAGES.

13. (a) The rates set out in clause 2 are subject to quarterly adjustment and, pursuant to the provisions of section 33 of the *Labour and Industry Act* 1953, 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; Provided that the rates in clause 5 shall be adjusted at the same time, such adjustments to be based on a 30-hour week and to be calculated to the nearest penny, half or less than half of one penny to be disregarded.

(b) Cost of living adjustments, if necessary, will be made quarterly as from the beginning of the first pay period to commence in the months of August, November, February, and May according to the index numbers for the preceding quarter ending June, September, December and March respectively.

(c) 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 834-856 in the table.

(d) 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 quarter ending June, September, December or March, in any year, falls.

Index Number Groups—"Melbourne".			Amount of Adjustment Per Week.	Index Number Groups—"Melbourne".			Amount of Adjustment Per Week.
			s. d.				£ s. d.
Decreases	767-789	5 6	Increases	2241-2263	5 16 4
	790-811	3 8		2264-2285	5 18 2
	812-833	1 10		2286-2307	6 0 0
No Change	834-856		2308-2330	6 1 10
	857-878	1 10		2331-2352	6 3 8
	879-900	3 8		2353-2374	6 5 6
Increases	901-923	5 6		2375-2397	6 7 5
					2398-2419	6 9 3
					2420-2441	6 11 1
					2442-2464	6 12 11
					2465-2486	6 14 9
					2487-2508	6 16 7
					2509-2531	6 18 6
					2532-2553	7 0 4
					2554-2575	7 2 2
					2576-2598	7 4 0
					2599-2620	7 5 10
					2621-2642	7 7 8
					2643-2665	7 9 6

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, 31st May, 1956.

