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VICTORIA
GOVERNMENT GAZETTE

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[1965

THE Teachers Tribunal, in pursuance of the powers conferred by the Teaching Service Act 1958, hereby repeals the Teaching Service (Classification, Salaries and Allowances) Regulations, and makes the following Regulations, to take effect on the 7th November, 1965.

TEACHING SERVICE (CLASSIFICATION, SALARIES AND ALLOWANCES) REGULATIONS.

PRELIMINARY.

1. These Regulations may be cited as the "Teaching Service (Classification, Salaries and Allowances) Regulations".
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.—Students in Training.
 - Part VII.—Student Teachers.
 - Part VIII.—Sewing Mistresses.
 - Part IX.—Instructors in Reconstruction Training.
 - Part X.—Instructors in Adult Migrant Education.
 - Part XI.—Temporary Teachers.
 - Part XII.—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	7	8	9	10
	<i>Man.</i>									
Class IV.	£1,167	1,218	1,319	1,394	1,471	1,573	1,649	1,699	1,750	1,801
	\$2,334	2,436	2,638	2,788	2,942	3,146	3,298	3,398	3,500	3,602
Class III.	£1,903	1,979	2,054	2,105						
	\$3,806	3,958	4,108	4,210						
Class II.	£2,308	2,409								
	\$4,616	4,818								
Class I.	£2,613	2,688	2,739							
	\$5,226	5,376	5,478							
Special	£3,018									
	\$6,036									

Class.	Subdivisions.									
	1	2	3	4	5	6	7	8	9	10
	<i>Woman.</i>									
Class IV.	£ 934	974	1,055	1,116	1,177	1,258	1,319	1,360	1,400	1,441
	\$1,868	1,948	2,110	2,232	2,354	2,516	2,638	2,720	2,800	2,882
Class III.	£1,522	1,583	1,643	1,684						
	\$3,044	3,166	3,286	3,368						
Class II.	£2,003	2,054	2,129	2,204						
	\$4,006	4,108	4,258	4,408						
Class I.	£2,410	2,485	2,536							
	\$4,820	4,970	5,072							
Special	£2,815									
	\$5,630									

A woman teacher in the Primary Schools Division who has been classified for twelve months or more in the third subdivision of Class II. shall be classified in the fourth subdivision on 4th July, 1965.

PART II.—SECONDARY SCHOOLS DIVISION.

4. 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	8
	<i>Man.</i>							
Class IV.	£1,187	1,243	1,319	1,451	1,598	1,710	1,812	1,842
	\$2,374	2,486	2,638	2,902	3,196	3,420	3,624	3,684
Class III.	£1,943	2,019	2,095	2,146				
	\$3,886	4,038	4,190	4,292				
Class II.	£2,349	2,450						
	\$4,698	4,900						
Class I.	£2,653	2,729	2,780					
	\$5,306	5,458	5,560					
Special	£3,059							
	\$6,118							
Class.	Subdivisions.							
	1	2	3	4	5	6	7	8
	<i>Woman.</i>							
Class IV.	£ 950	995	1,056	1,161	1,279	1,368	1,449	1,473
	\$1,900	1,990	2,112	2,322	2,558	2,736	2,898	2,946
Class III.	£1,555	1,615	1,676	1,717				
	\$3,110	3,230	3,352	3,434				
Class II.	£2,044	2,094	2,170	2,245				
	\$4,088	4,188	4,340	4,490				
Class I.	£2,450	2,526	2,577					
	\$4,900	5,052	5,154					
Special	£2,856							
	\$5,712							

(a) A teacher in the Secondary Schools Division who has been classified for twelve months or more in the seventh subdivision of Class IV. shall be classified in the eighth subdivision on 4th July, 1965.

(b) A woman teacher in the Secondary Schools Division who has been classified for twelve months or more in the third subdivision of Class II. shall be classified in the fourth subdivision on 4th July, 1965.

PART III.—TECHNICAL SCHOOLS DIVISION.

5. 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	8	9
	Man.								
Class IV.									
Assistant	£1,187	1,243	1,319	1,421	1,547	1,674	1,725	1,776	1,842
	\$2,374	2,486	2,638	2,842	3,094	3,348	3,450	3,552	3,684
Trade Instructor	£			1,421	1,547	1,674	1,725	1,776	1,842
	\$			2,842	3,094	3,348	3,450	3,552	3,684
Class III.	£1,943	2,019	2,095	2,146					
	\$3,886	4,038	4,190	4,292					
Class II.	£2,349	2,450							
	\$4,698	4,900							
Class I.	£2,653	2,729	2,780						
	\$5,306	5,458	5,560						
Special	£3,059								
	\$6,118								

Class.	Subdivisions.								
	1	2	3	4	5	6	7	8	9
	Woman.								
Class IV.	£ 950	995	1,056	1,137	1,238	1,339	1,380	1,420	1,473
	\$1,900	1,990	2,112	2,274	2,476	2,678	2,760	2,840	2,946
Class III.	£1,555	1,615	1,676	1,717					
	\$3,110	3,230	3,352	3,434					
Class II.	£2,044	2,094	2,170	2,245					
	\$4,088	4,188	4,340	4,490					
Class I.	£2,450	2,526	2,577						
	\$4,900	5,052	5,154						
Special	£2,856								
	\$5,712								

A woman teacher in the Technical Schools Division who has been classified for twelve months or more in the third subdivision of Class II. shall be classified in the fourth subdivision on 4th July, 1965.

PART IV.—GENERAL PROVISIONS.

6. 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.

7. 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.

8. A temporary teacher who is appointed to a classified position in either the Primary, Secondary, or the Technical Schools Division 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.

9. 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 Division, the salary subdivision of such person shall be determined by the Tribunal after consideration of any relevant report by the appropriate Committee of Classifiers.

10. 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 satisfactory service therein.

11. 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.

12. The following shall be the subdivisions and rates of annual salaries of professional officers:—

(a) Assistant Director of Education, Superintendent of Teacher Education and Inspectors.

Assistant Director of Education—

		£	\$
Man	5,069	10,138
Woman	4,866	9,732

Chief Inspector (Primary, Secondary, Technical)—

Man	4,715	9,430
Woman	4,512	9,024

Superintendent of Teacher Education—

Man	4,412	8,824
Woman	4,209	8,418

Assistant Chief Inspector (Primary, Secondary, Technical)—

Man	4,285	8,570
Woman	4,082	8,164

Staff Inspector—

Man	4,031	8,062
Woman	3,828	7,656

Inspector of Schools (Primary, Secondary, Technical)—

Subdivisions.

		1	2	3	4	5	6	7
Man	..	£3,246	3,347	3,448	3,550	3,651	3,752	3,854
		\$6,492	6,694	6,896	7,100	7,302	7,504	7,708
Woman	..	£3,043	3,144	3,245	3,347	3,448	3,549	3,651
		\$6,086	6,288	6,490	6,694	6,896	7,098	7,302

(b) Principals and Staffs of Teachers' Colleges and Training Institutions.

Principal, Burwood, Melbourne, Toorak and Secondary Teachers' Colleges—

		£	\$
Man	4,209	8,418
Woman	4,006	8,012

Education Officer, Monash University—

Man	3,752	7,504
Woman	3,549	7,098

Principal, Ballarat, Bendigo, Coburg, Frankston, Geelong and Technical Teachers' Colleges, and Training Centre for Teachers of the Deaf and "Glendonald" School for Deaf Children—

Subdivisions.

		1	2	3	4	5
Man	..	£3,297	3,398	3,499	3,600	3,752
		\$6,594	6,796	6,998	7,200	7,504
Woman	..	£3,094	3,195	3,296	3,397	3,549
		\$6,188	6,390	6,592	6,794	7,098

Vice-Principal, Burwood, Melbourne, Toorak and Secondary Teachers' Colleges—

	£	\$
Man	3,500	7,000
Woman	3,297	6,594
Principal, Domestic Arts Teachers' College—		
Woman	3,143	6,286

Lecturer—

	Subdivisions.						
	1	2	3	4	5	6	7
Grade I.—							
Man	£3,069	3,170	3,271				
	\$6,138	6,340	6,542				
Woman	£2,866	2,967	3,068				
	\$5,732	5,934	6,136				
Grade II.—							
Man	£2,486	2,562	2,638	2,714	2,791	2,866	2,967
	\$4,972	5,124	5,276	5,428	5,582	5,732	5,934
Woman	£2,280	2,356	2,432	2,508	2,584	2,663	2,764
	\$4,560	4,712	4,864	5,016	5,168	5,326	5,528

(c) Lecturers in Engineering in Technical Colleges.

	Subdivisions.				
	1	2	3	4	5
Grade I.—					
Man	£2,968	3,069	3,171		
	\$5,936	6,138	6,342		
Grade II.—					
Man	£2,283	2,409	2,511	2,613	2,714
	\$4,566	4,818	5,022	5,226	5,428

(d) Other Positions.

Editor, Departmental Publications; Principal Psychologist and Guidance Officer; Curriculum and Research Officer; Visual Education Officer; Organizer of Physical Education—

	Subdivisions.						
	1	2	3	4	5	6	7
Man	£3,246	3,347	3,448	3,550	3,651	3,752	3,854
	\$6,492	6,694	6,896	7,100	7,302	7,504	7,708
Woman	£3,043	3,144	3,245	3,347	3,448	3,549	3,651
	\$6,086	6,288	6,490	6,694	6,896	7,098	7,302

Members at present classified in subdivisions 1 to 4 shall be classified in subdivisions 4 to 7 respectively on 4th July, 1965.

Assistant Editor, Departmental Publications; Assistant Principal Psychologist and Guidance Officer—

Man	£3,144	3,246	3,347	3,448
	\$6,288	6,492	6,694	6,896
Woman	£2,941	3,043	3,144	3,245
	\$5,882	6,086	6,288	6,490

Members at present classified in subdivision 1 shall be classified in subdivision 4 on 4th July, 1965.

	Subdivisions.				
	1	2	3	4	5
Libraries Service Officer; Supervisor of Music; Supervisor of Art (Primary Schools); Supervisor of the Education of Backward Children; Supervisor of the Education of Physically Handicapped Children; Curriculum Officer; Research Officer; Information Officer—					
Man	£2,867	2,968	3,069	3,170	3,271
	\$5,734	5,936	6,138	6,340	6,542
Woman	£2,664	2,765	2,866	2,967	3,068
	\$5,328	5,530	5,732	5,934	6,136

Head Teacher, School for the Deaf; Principal Speech Therapist; Assistant Supervisor of Physical Education (Primary Schools)—

	£	\$
Man	3,271	6,542
Woman	3,068	6,136

Sub-Editor, Departmental Publications—

Man	3,069	6,138
Woman	2,866	5,732

Guidance Officer—

Grade I.—		
Man	3,069	6,138
Woman	2,866	5,732

	Subdivisions.						
	1	2	3	4	5	6	7
Man	£2,486	2,562	2,638	2,714	2,791	2,866	2,967
	\$4,972	5,124	5,276	5,428	5,582	5,732	5,934
Woman	£2,280	2,356	2,432	2,508	2,584	2,663	2,764
	\$4,560	4,712	4,864	5,016	5,168	5,326	5,528

Supervisor of Homecrafts (Primary)—

Woman	£2,664	2,765	2,866
	\$5,328	5,530	5,732

Camp Director, Children's School Camp, Somers; Survey and Planning Assistant; Assistant Supervisor of Art (Primary Schools); Assistant to the Superintendent of Teacher Education—

	Subdivisions.						
	1	2	3	4	5	6	7
Man	£2,486	2,562	2,638	2,714	2,791	2,866	2,967
	\$4,972	5,124	5,276	5,428	5,582	5,732	5,934

Members at present classified in subdivisions 1 to 5 shall be classified in subdivisions 3 to 7 respectively on 4th July, 1965.

Assistant to Departmental Psychologist—

Woman	£1,360	1,441	1,522	1,623	1,704	1,786	1,877
	\$2,720	2,882	3,044	3,246	3,408	3,572	3,754

13. When a range of salaries is prescribed a professional officer shall be placed in the subdivision according to the number of years he has occupied his present professional position.

Provided however the Tribunal may determine the subdivision in which a professional officer shall be placed.

14. When a range of salaries is prescribed for professional officers, such officers shall be promoted from one salary subdivision to the next higher salary subdivision, after one year's satisfactory service therein.

PART VI.—STUDENTS IN TRAINING.

15. (a) Upon successfully completing a course of training at a teachers' college or an approved institution for the training of teachers, holders of studentships shall, except in the cases mentioned in sub-clauses (b) and (c) of this clause, be placed in subdivisions and paid initial salaries in accordance with the rates prescribed for teachers in the under-mentioned subdivisions of the fourth Class in the Primary Schools Division or the Secondary Schools Division or the Technical Schools Division, as follows:—

Primary Schools Division.

(i) Students who prior to entry to a Teachers' College have obtained the School Leaving Certificate or have passed in at least five subjects, including English, of the School

Leaving examination of the University of Melbourne, or hold approved equivalent qualifications, or who have qualified to commence an approved course at the University of Melbourne, and who successfully complete courses and are appointed to positions in the Primary Schools Division, shall be classified as hereunder in subdivisions of the Fourth Class and paid initial salaries in accordance with the rates prescribed for their respective subdivisions in the Primary Schools Division:—

Length of Course.	Subdivision.	
	School Leaving Examination or Equivalent.	Matriculation Examination.
One year (Special Course) ..	2	3
Two years	2	3
Three years	3	4
Four Years	4	5
Five years	5	6

NOTE: Students who have qualified to commence an approved course at the University of Melbourne must furnish proof thereof to the Education Department within a period of eighteen months after the completion of their courses of training.

Secondary Schools Division.

- (ii) Students who successfully complete courses and are appointed to positions in the Secondary Schools Division shall be classified as hereunder in subdivisions of the Fourth Class and paid initial salaries in accordance with the rates prescribed for their respective subdivisions in the Secondary Schools Division:—

Length of Course.	Subdivision.
Two years	3
Three years	4
Four years	5
Five years	6
Six-seven years	7

Technical Schools Division.

- (iii) Student instructors who are required to assist in teaching approved trade or other technical school subjects on not less than one evening of two hours each week may be paid at the rates for part-time teachers as determined from time to time by the Tribunal.
- (iv) Student instructors, upon successfully completing the course as prescribed, shall be placed in the subdivision of the Fourth Class in the Technical Schools Division as shown hereunder, and paid the corresponding initial salary:—

Assistant	5
Trade Instructor	6

Provided that a student instructor, who, as a temporary teacher, was in receipt of a salary equal to or in excess of that prescribed above and who successfully completes his course, shall be placed in the next higher subdivision.

- (v) The holder of a Senior Technical Scholarship who has undertaken to enter the Teaching Service in accordance with Regulations made under the *Education Act 1957* and/or the *Teaching Service Act 1958*, upon successfully completing the prescribed course and subject to satisfactory reports on suitability and aptitude for teaching, shall be placed in the appropriate subdivision of the Fourth Class in the Technical Schools Division as shown hereunder and shall be paid the corresponding initial salary:—

Scholarship holders who were awarded scholarships at Intermediate Certificate level—	Subdivision.
Length of Subsequent Course.	
Five years	4
Six years	5

Scholarship holders who were awarded scholarships after completing School Leaving Certificate or the first year of an approved diploma course—

Length of Subsequent Course.	Subdivision.
Four years	4
Five years	5
Six years	6

- (vi) Holders of technical studentships shall, upon satisfactorily completing the course of training, be classified as hereunder in subdivisions of the Fourth Class, and paid initial salaries in accordance with the rates prescribed for their respective subdivisions in the Technical Schools Division:—

	Subdivision.
If the course included a three-year diploma	5
If the course included a four-year or a five-year diploma	6
If the course was extended and included a University degree	8
If the student had completed a three-year Degree course plus at least two years' industrial experience prior to the award of his studentship	7
If the student had completed a four-year Degree course plus at least two years' industrial experience prior to the award of his studentship	8

Provided that—

- (i) In the case of a student whose course included a three-year or a four-year diploma, but whose industrial experience was limited to one year, the subdivision shall be reduced by one;
- (ii) In the case of a student who has more than the minimum industrial experience required, the subdivision shall be raised by one for each additional two years of industrial experience;
- (iii) In the case of a student who had approved trade qualifications and experience prior to the award of the studentship and who would have received a higher salary had he completed a course of training for the Trained Trade Instructor's Certificate he shall, from the completion of this course of training, be placed in the subdivision in which he would have been placed if he had completed the Trained Trade Instructor's Course.

GENERAL.

(b) The holder of a studentship who fails to complete the final year of his course of training successfully shall be placed one subdivision lower than the subdivision in which he would have been placed if he had successfully completed the course, and shall be paid the corresponding initial salary, but when and if such a student successfully completes such final year he shall be restored, as from the 1st of January of the following year, to the subdivision in which he would have been had he not failed to complete his year, and shall be paid the corresponding salary. For the purposes of this sub-clause, the last year in which such student was engaged in a course of training shall be regarded as the final year.

Provided that a student who has served in the armed forces in the war which commenced in the year One thousand nine hundred and thirty-nine and who does not fail in more than one major subject or in more than two minor subjects may be regarded as having successfully completed the course.

(c) The holder of a studentship who, prior to the award of his studentship, had completed one year, or had completed two or more years of any University course approved by the Director, shall, upon successfully completing the course of training for the Trained Primary Teacher's Certificate, be placed in the subdivision and paid the initial salary allotted the holders who have completed a three-years' course or a four-years' course of training respectively.

Provided that the holder of a one-year (Special Course) studentship shall be placed in the subdivision and paid the initial salary allotted the holders who have completed a three-years' course or a four-years' course of training respectively.

(d) The holder of a studentship in the course for the Trained Secondary Teacher's Certificate (Domestic Arts) or for the Trained Secondary Teacher's Certificate (Art and Crafts), who, prior to the award of his studentship, did not satisfy the requirements of having obtained the School Leaving Certificate or of having passed in at least five subjects, including English, of the School Leaving examination of the University of Melbourne, or of having successfully completed an approved technical school diploma course, or of holding an approved equivalent or higher qualification, shall be placed one subdivision lower than the subdivision in which he would have been placed if he had satisfied this requirement, and shall be paid the corresponding initial salary. If, during his course, such a student successfully completes the requirements specified in this sub-clause he shall incur no penalty. If, subsequent to his course, he successfully completes the requirements specified in this sub-clause he shall be restored, as from the 1st of January of the following year, to the subdivision in which he would have been but for the operation of this sub-clause and shall be paid the corresponding salary.

(e) Notwithstanding anything contained in the previous sub-clauses of this clause, if a student who is granted an extended course fails to complete successfully any year of such course, and if the Principal of the appropriate Teacher Training Institution certifies to the Tribunal that in his opinion the student has worked diligently and that such failure was not due to lack of effort or application, no penalty shall be incurred, and the student shall be classified in the salary subdivision in which he would have been classified if he had successfully completed the particular year of the course.

PART VII.—STUDENT TEACHERS.

16. Temporary student teachers, in accordance with their qualifications, shall be paid the following annual rates of salary:—

	£	\$
(i) With Matriculation	493	986
(ii) With the School Leaving Certificate, or at least five School Leaving Subjects, including English	483	966
(iii) Other temporary student teachers	463	926

PART VIII.—SEWING MISTRESSES.

17. (a) Sewing Mistresses shall be paid the following annual rates:—

Years of Service.					Thereafter.
1	2	3	4	5	
£458	458	478	478	498	519
\$916	916	956	956	996	1,038

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

£	\$
448	896

18. (a) A permanent sewing mistress employed part-time shall be paid at the rate appropriate to her years of service prescribed in sub-clause 17 (a) of this part proportionately to the time actually worked by her.

(b) A temporary sewing mistress employed part-time shall be paid at the rate prescribed in sub-clause 17 (b) of this part proportionately to the time actually worked by her.

PART IX.—INSTRUCTORS IN RECONSTRUCTION TRAINING.

	Subdivisions.		
	1	2	3
19. Liaison and Training Officer (Man) ..	£2,100		
	\$4,200		
Supervising Trade Instructor (Man) ..	£1,842	1,867	1,898
	\$3,684	3,734	3,796
Senior Trade Instructor (Man) ..	£1,776	1,842	1,867
	\$3,552	3,684	3,734
Trade Instructor (Man) ..	£1,725	1,776	1,842
	\$3,450	3,552	3,684

PART X.—INSTRUCTORS IN ADULT MIGRANT EDUCATION.

20. Supervisor of Migrant Education—		£	\$
Man		2,613	5,226
Woman		2,410	4,820
Instructor in Charge—			
Man		2,029	4,058
Woman		1,623	3,246
Subdivisions.			
		1	2
		3	4
		5	6
		7	8
		9	10
		11	
Organizer, Continuation Classes; Organizer, Correspondence Tuition—			
Man		£1,776	1,806
		1,847	1,877
		1,903	
		\$3,552	3,612
		3,694	3,754
		3,806	
Woman		£1,421	1,445
		1,478	1,502
		1,522	
		\$2,842	2,890
		2,956	3,004
		3,044	
Instructor, Grade I.—			
Man		£1,344	1,395
		1,446	1,497
		1,547	1,598
		1,649	1,700
		1,750	1,801
		1,842	1,893
		1,944	1,995
		2,046	2,097
		2,148	2,199
		2,250	2,301
		2,352	2,403
		2,454	2,505
		2,556	2,607
		2,658	2,709
		2,760	2,811
		2,862	2,913
		2,964	3,015
		3,066	3,117
		3,168	3,219
		3,270	3,321
		3,372	3,423
		3,474	3,525
		3,576	3,627
		3,678	3,729
		3,780	3,831
		3,882	3,933
		3,984	4,035
		4,086	4,137
		4,188	4,239
		4,290	4,341
		4,392	4,443
		4,494	4,545
		4,596	4,647
		4,698	4,749
		4,800	4,851
		4,902	4,953
		5,004	5,055
		5,106	5,157
		5,208	5,259
		5,310	5,361
		5,412	5,463
		5,514	5,565
		5,616	5,667
		5,718	5,769
		5,820	5,871
		5,922	5,973
		6,024	6,075
		6,126	6,177
		6,228	6,279
		6,330	6,381
		6,432	6,483
		6,534	6,585
		6,636	6,687
		6,738	6,789
		6,840	6,891
		6,942	6,993
		7,044	7,095
		7,146	7,197
		7,248	7,299
		7,350	7,401
		7,452	7,503
		7,554	7,605
		7,656	7,707
		7,758	7,809
		7,860	7,911
		7,962	8,013
		8,064	8,115
		8,166	8,217
		8,268	8,319
		8,370	8,421
		8,472	8,523
		8,574	8,625
		8,676	8,727
		8,778	8,829
		8,880	8,931
		8,982	9,033
		9,084	9,135
		9,186	9,237
		9,288	9,339
		9,390	9,441
		9,492	9,543
		9,594	9,645
		9,696	9,747
		9,798	9,849
		9,900	9,951
		10,002	10,053
		10,104	10,155
		10,206	10,257
		10,308	10,359
		10,410	10,461
		10,512	10,563
		10,614	10,665
		10,716	10,767
		10,818	10,869
		10,920	10,971
		11,022	11,073
		11,124	11,175
		11,226	11,277
		11,328	11,379
		11,430	11,481
		11,532	11,583
		11,634	11,685
		11,736	11,787
		11,838	11,889
		11,940	11,991
		12,042	12,093
		12,144	12,195
		12,246	12,297
		12,348	12,399
		12,450	12,501
		12,552	12,603
		12,654	12,705
		12,756	12,807
		12,858	12,909
		12,960	13,011
		13,062	13,113
		13,164	13,215
		13,266	13,317
		13,368	13,419
		13,470	13,521
		13,572	13,623
		13,674	13,725
		13,776	13,827
		13,878	13,929
		13,980	14,031
		14,082	14,133
		14,184	14,235
		14,286	14,337
		14,388	14,439
		14,490	14,541
		14,592	14,643
		14,694	14,745
		14,796	14,847
		14,898	14,949
		14,999	15,051
		15,101	15,153
		15,203	15,255
		15,305	15,357
		15,407	15,459
		15,509	15,561
		15,611	15,663
		15,713	15,765
		15,815	15,867
		15,917	15,969
		16,019	16,071
		16,121	16,173
		16,223	16,275
		16,325	16,377
		16,427	16,479
		16,529	16,581
		16,631	16,683
		16,733	16,785
		16,835	16,887
		16,937	16,989
		17,039	17,091
		17,141	17,193
		17,243	17,295
		17,345	17,397
		17,447	17,499
		17,549	17,601
		17,651	17,703
		17,753	17,805
		17,855	17,907
		17,957	18,009
		18,059	18,111
		18,161	18,213
		18,263	18,315
		18,365	18,417
		18,467	18,519
		18,569	18,621
		18,671	18,723
		18,773	18,825
		18,875	18,927
		18,977	19,029
		19,079	19,131
		19,181	19,233
		19,283	19,335
		19,385	19,437
		19,487	19,539
		19,589	19,641
		19,691	19,743
		19,793	19,845
		19,895	19,947
		19,997	20,049
		20,099	20,151
		20,201	20,253
		20,303	20,355
		20,405	20,457
		20,507	20,559
		20,609	20,661
		20,711	20,763
		20,813	20,865
		20,915	20,967
		21,017	21,069
		21,119	21,171
		21,221	21,273
		21,323	21,375
		21,425	21,477
		21,527	21,579
		21,629	21,681
		21,731	21,783
		21,833	21,885
		21,935	21,987
		22,037	22,089
		22,139	22,191
		22,241	22,293
		22,343	22,395
		22,445	22,497
		22,547	22,599
		22,649	22,701
		22,751	22,803
		22,853	22,905
		22,955	23,007
		23,057	23,109
		23,159	23,211
		23,261	23,313
		23,363	23,415
		23,465	23,517
		23,567	23,619
		23,669	23,721
		23,771	23,823
		23,873	23,925
		23,975	24,027
		24,077	24,129
		24,179	24,231
		24,281	24,333
		24,383	24,435
		24,485	24,537
		24,587	24,639
		24,689	24,741
		24,791	24,843
		24,893	24,945
		24,995	25,047
		25,097	25,149
		25,199	25,251
		25,301	25,353
		25,403	25,455
		25,505	25,557
		25,607	25,659
		25,709	25,761
		25,811	25,863
		25,913	25,965
		26,015	26,067
		26,117	26,169
		26,219	26,271
		26,321	26,373
		26,423	26,475
		26,525	26,577
		26,627	26,679
		26,729	26,781
		26,831	26,883
		26,933	26,985
		27,035	27,087
		27,137	27,189
		27,239	27,291
		27,341	27,393
		27,443	27,495
		27,545	27,597
		27,647	27,699
		27,749	27,801
		27,851	27,903
		27,953	28,005
		28,055	28,107
		28,157	28,209
		28,259	28,311
		28,361	28,413
		28,463	28,515
		28,565	28,617
		28,667	28,719
		28,769	28,821
		28,871	28,923
		28,973	29,025
		29,075	29,127
		29,177	29,229
		29,279	29,331
		29,381	29,433
		29,483	29,535

PART XI.—TEMPORARY TEACHERS.

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

Group.	Qualifications.	Salaries.			
		Man. £	Woman. £	Man. \$	Woman. \$
A	Primary Teacher's Certificate, Second Class, or Primary Teacher's Certificate, First Class or equivalent qualifications	1,167	934	2,334	1,868
B	Trained Primary Teacher's Certificate or equivalent qualifications	1,218	974	2,436	1,948
C	Trained Primary Teacher's Certificate, together with three University subjects, or Drawing Teacher's Secondary Certificate, or equivalent qualifications	1,319	1,055	2,638	2,110
D	Trained Primary Teacher's Certificate, together with six University subjects, or Trained Secondary Teacher's Certificate (Art and Crafts) or Trained Secondary Teacher's Certificate (Domestic Arts), or a University Degree without training, or equivalent qualifications	1,394	1,116	2,788	2,232
E	A University Degree with training or a trade course with five years' approved trade experience, or equivalent qualifications	1,471	1,177	2,942	2,354

23. The commencing salary shall also be subject to the following:—

- (a) For every two years' experience, approved by the Director, such salary shall be increased by one increment;
- (b) In the event of the remainder of such experience exceeding twelve months, the period in excess of such twelve months shall be regarded as approved service for the purpose of payment of increment.

Provided that a teacher, who prior to resignation was classified in Class III. or a higher class, may subject to approval by the Tribunal be paid the salary for Group I. unless the application of paragraph (a) of this clause entitles him to be paid the salary for Group J.

24. The incremental scale shall be the rates prescribed in clause 22 and thereafter as follows:—

Group.	Man.		Woman.	
	£	£	\$	\$
F	1,573	1,258	3,146	2,516
G	1,649	1,319	3,298	2,638
H	1,699	1,360	3,398	2,720
I	1,750	1,400	3,500	2,800
J	1,801	1,441	3,602	2,882

25. The Tribunal shall determine the salary of any temporary teacher who holds qualifications for which provision is not made elsewhere in this Part.

26. (a) A temporary teacher shall subject to satisfactory service, be eligible to receive annual increments.

(b) A temporary teacher, whose services have been terminated through no fault of his own and who is subsequently re-employed within a period of twelve months from the date of such termination, shall be re-appointed in the salary group he occupied at the time of termination and shall be eligible for a further increment after a total of twelve months' satisfactory service in that salary group.

27. In no case shall a salary exceeding £1,801 (\$3,602) a year for temporary men teachers or £1,441 (\$2,882) a year for temporary women teachers be paid without the special permission of the Tribunal.

28. Temporary teachers employed part time shall be paid the appropriate proportional rates of prescribed annual salary, and, where applicable, proportionate remote school and qualifications allowances.

29. (a) Temporary teachers, appointed to meet a sudden emergency for periods of not more than twenty school days, shall be paid the fixed rates prescribed hereunder for each day of actual teaching duty.

Man £5 (\$10) a day.
 Woman £4 (\$8) a day.

Provided that in special cases, recommended by the Director and approved by the Tribunal, the period of service may be extended beyond twenty school days.

(b) Temporary teachers referred to in sub-clause (a) of this clause, who are employed for a session only in a school day, shall be paid the following rates per session:—

Man £2 10s. (\$5) a session.
 Woman £2 (\$4) a session.

30. 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:—

Man £3 7s. (\$6.70) a session.
 Woman £2 13s. (\$5.30) a session.

PART XII.—ALLOWANCES.

31. (A). In addition to the salaries prescribed in Parts I., II., and III. of these Regulations, allowances shall be paid as prescribed hereunder to the Principals of the following schools:—

	£	\$
(a) Brighton, Caulfield, Collingwood, Footscray, Preston, Richmond, Sandringham, Warrnambool, Yallourn Technical Colleges, Emily McPherson College of Domestic Economy and Melbourne School of Printing and Graphic Arts	507	1,014
(b) Balwyn, Brighton, Camberwell, Melbourne, MacRobertson, McKinnon and University High Schools	467	934

31. (B). 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 to—

- (a) The Head Teachers of Primary Schools, or Consolidated Schools, or Higher Elementary Schools, or Central Schools.
- (b) Vice-Principals, Head Masters or Head Mistresses of High Schools or Girls' Secondary Schools.
- (c) The Head Masters or Head Mistresses of Junior Technical Schools and Assistants-in-charge of Junior Technical Schools approved by the Tribunal.
- (d) The Principals of Technical Schools, and the Vice-Principals of Brighton, Caulfield, Collingwood, Footscray, Preston, Richmond Technical Schools, Emily McPherson College of Domestic Economy, Melbourne School of Printing and Graphic Arts, and William Angliss Food Trades School.
- (e) Temporary Teachers acting as Head Teachers.

Prescribed annual allowances under (a), (b), (c), (d), and (e) above—

Class.	Primary.	Secondary.	Technical.	Primary.	Secondary.	Technical.
	£	£	£	\$	\$	\$
Class IV.	60			120		
Class III.	81			162		
Class II.	101	101	101	202	202	202
Class I.	126	152	152	252	304	304
Special	152	202	227	304	404	454

(f) Head Masters or Head Mistresses of Special Class and Classes I. and II. High Schools or Girls' Secondary Schools, Principals of Special Class and Classes I. and II. Technical Schools and Head Teachers of Special Class and Classes I. and II. Higher Elementary Schools or Consolidated Schools at whose schools evening classes are conducted—an allowance, additional to that prescribed in paragraphs (b) and (d) of this clause up to £40 (\$80) a year in cases approved by the Tribunal.

(g) A teacher, temporarily transferred to the position of—
£ a year. \$ a year.

(i) Recruitment and Teachers' Studies Officer	134	268
(ii) Welfare Officer	134	268
(iii) Supervisor of Forestry	134	268
(iv) Information Assistant	100	200
(v) Curriculum Assistant	100	200
(vi) Research Assistant	100	200
(vii) Assistant to Recruitment and Teachers' Studies Officer	67	134
(viii) Assistant Supervisor of School Forestry	67	134
(ix) Assistant to the Welfare Officer	67	134

32. (a) Head Teachers of Training Schools shall be paid an allowance of £50 (\$100) a year in addition to the allowance prescribed in clause 31 (B).

(b) Permanent assistants (exclusive of lecturers) on the staffs of Teachers' Colleges, permanent assistants in training schools who are engaged in the training of students, and permanent teachers in charge of rural training schools shall be paid an allowance not exceeding £50 (\$100) a year: Provided that no allowance shall be paid to a Class I. Assistant on the staff of a Teachers' College without the approval of the Tribunal.

(c) In special cases approved by the Tribunal an allowance 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.

33. (a) Vice-Principals and Head Masters of secondary schools and junior technical schools who have been allotted the duty of teacher training and who have been approved by the Tribunal shall be paid an allowance of £50 (\$100) a year in addition to the allowance prescribed in clause 31 (B).

(b) Permanent assistants in secondary and technical schools who are allotted the duty of the teacher training of secondary or technical students in training shall be paid an allowance not exceeding £50 (\$100) a year for an approved number of demonstration and criticism lessons, and approved supervision of the teaching practice of students.

(c) Permanent assistants who are allotted the duty of the teacher training of manual arts and domestic arts students in training shall be paid an allowance of £16 (\$32) a term for an approved number of demonstration and criticism lessons and approved supervision of the teaching practice of such students.

(d) In cases where teacher training referred to in sub-clauses (a) and (b) does not extend over all terms in the school year the allowance shall be £16 (\$32) a round up to a maximum of 3 rounds in a year.

34. Head Teachers of Special Schools as defined in sub-clauses 1 (b) and (d) of Regulation 17 may be paid an allowance of £50 (\$100) a year in addition to the allowance prescribed in clause 31 (B).

35. Assistants in Special Schools and in special classes as defined in sub-clauses 1 (b), (d), and (h) of Regulation 17 may be paid an allowance of £50 (\$100) a year.

36. Relieving teachers shall be paid special relieving allowances at the following rates:—

	£	\$
State-wide relievers	279	558 a year.
Country district relievers	167	334 a year.
Metropolitan relievers	84	168 a year.

37. (a) Students in Training shall be paid allowances at the following yearly rates:—

Year.	Students Living at Home.		Students Living Away from Home.	
	£	\$	£	\$
1st	544	1,088	570	1,140
2nd	544	1,088	570	1,140
3rd	646	1,292	672	1,344
4th	696	1,392	722	1,444
5th	696	1,392	722	1,444

(b) Students in training who enter upon courses at the beginning of an academic year shall be paid allowances from 1st January of that year: Provided that those who were employed as temporary student teachers up to the 31st day of December of the preceding year shall not be paid as temporary student teachers after that date.

(c) Students in training who enter upon courses which commence at any date later than the beginning of an academic year shall be paid allowances from the date of commencement of the respective courses.

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

(e) A student in training who is married or who is the main support of a parent, brother, or sister, or in other special circumstances approved by the Tribunal may be paid such additional allowance as the Tribunal may determine.

(f) Where a student in training is required to live away from his home and is unable to secure accommodation in a Teachers' College Hostel, the Tribunal may authorize payment of an allowance equal to one-half of the excess of the cost of his private board over £4 5s. (\$8.50) a week, provided that in no case shall the weekly allowance exceed 10s. (\$1).

(g) Notwithstanding anything contained elsewhere in this clause students following the course for the Trained Technical Teacher's Certificate—

(i) shall receive allowances as follows:—

During the third year of a Diploma Course, as for the first year under sub-clause (a) of this clause.

During the fourth year of a Diploma Course, as for the second year under sub-clause (a) of this clause.

During the fifth year of a Diploma Course, as for the third year under sub-clause (a) of this clause.

During the third year of a University Course, as for the third year under sub-clause (a) of this clause.

During the fourth year of a University Course, as for the fourth year under sub-clause (a) of this clause.

Provided that students undertaking a sandwich course for the Trained Technical Teacher's Certificate shall receive allowances as follows for each of the first three years of the course:—

Students Living at Home.		Students Living Away from Home.	
£	\$	£	\$
380	760	397	794

(ii) shall receive during each year of approved industrial experience an allowance of £50 (\$100).

(iii) shall at the beginning of the final year of the course, be appointed to a school and paid allowances, being the equivalent of the salary of a classified teacher of the subdivision of the Fourth Class of the Technical Schools Division shown on the following table:—

	Subdivision.
If the course included a three-year diploma	3
If the course included a four-year diploma	4
If the course was extended and included a University degree	5

Provided that in the case of a student whose course included a three-year or a four-year diploma, but whose industrial experience was limited to one year, the subdivision shall be reduced by one.

(h) Students for the Trained Secondary Teacher's Certificate whose courses are extended to enable them to gain approved industrial experience, shall during each year of such experience receive an allowance of £50 (\$100).

38. Remote allowances may be paid to teachers in schools determined by the Tribunal as remote. Such schools shall be classified in two categories, and the allowances payable to teachers in schools classified in the respective categories shall be as follows:—

Category.	Married Teacher.		Unmarried Teacher.	
	£	\$	£	\$
A	40	80	25	50
B	25	50	15	30

Provided that, except with the approval of the Tribunal, no allowance shall be paid to married women teachers.

39. (a) Classified teachers and temporary teachers who have graduated in an approved course at an approved University or who are holders of the Art Teacher's Certificate or the Art Teacher's Diploma and who have also successfully completed an approved course of teacher training or approved equivalent shall be paid a qualifications allowance of £162 (\$324) a year.

Provided that a qualifications allowance shall not be paid from a date prior to the 1st January of the year of application.

(b) Classified teachers and temporary teachers who in one further year of full-time study at an approved University could graduate in an approved course or who hold an approved equivalent qualification, and have also successfully completed an approved course of teacher training or approved equivalent shall be paid a qualifications allowance of £71 (\$142) a year.

Provided that a qualifications allowance shall not be paid from a date prior to the 1st January of the year of application.

40. No member of the Teaching Service shall be paid more than one of the allowances prescribed in clauses 31 (A) to 35 inclusive of Part XII. of this Regulation without the special permission of the Tribunal: Provided this shall not apply to sub-clauses 32 (a) and 33 (a).

41. (a) Teachers who are required to perform overtime duties as instructors in special classes in primary, secondary, or technical schools, shall be paid the undermentioned rates per session according to the subject* in which instruction is given; provided that, in special cases approved by the Tribunal, higher rates may be paid:—

	Group 1 Subjects—		Group 2 Subjects—	
	Man.	Woman.	Man.	Woman.
Instructor-in-Charge ..	60s.	48s.	\$6	\$4.80
Assistant ..	48s.	38s.	\$4.80	\$3.80
	Group 3 Subjects—		Group 4 Subjects—	
Instructor-in-Charge ..	90s.	72s.	\$9	\$7.20
Assistant ..	72s.	58s.	\$7.20	\$5.80

* The grouping of the various subjects of instruction shall be determined by the Tribunal.

(b) Teachers who are employed as lecturers to conduct approved classes, courses or vacation schools for teachers at approved centres shall be paid the rates of 45s. (\$4.50) an hour for men and 36s. (\$3.60) an hour for women.

42. Where a member of the Teaching Service is assigned the duties of a position higher than that in which he is classified, and the Tribunal has consented to such duties being so assigned, such member shall be paid an allowance to raise his remuneration to a rate of salary not less than the minimum salary of the next higher class from the date on which he was assigned the duties of the higher position: Provided that any member classified in Class IV., who has been assigned the duties of a higher class, shall not receive an allowance at a rate in excess of £125 (\$250) a year. No allowance under this clause shall be paid until the member has carried out the duties of the higher position for a period of one month.

43. Notwithstanding anything contained in the foregoing clause, where the amount of higher duties allowance payable would increase a member's remuneration to a rate in excess of a salary of £2,739 (\$5,478) a year, the member shall be paid only such allowance as may be determined by the Tribunal.

44. Where a member temporarily occupies a higher position, but does not perform the whole of the duties usually performed by the holder of that position he may be paid such an allowance as may be determined by the Tribunal.

45. Permanent teachers classified in the Primary Schools Division and employed full-time in Secondary or Technical Schools shall be paid an allowance of £41 (\$82) a year for men or £32 (\$64) a year for women.

46. The Tribunal may authorize payment of allowances in special circumstances for which provision is not made elsewhere in this Part.

LOUIS F. C. GARLICK, Chairman.

R. H. JENNINGS, Member.

D. R. BROWN, Member.

G. FENNELL, Secretary.

Office of the Teachers Tribunal,
Melbourne, 1st November, 1965.