



VICTORIA
GOVERNMENT GAZETTE

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FRIDAY, JUNE 23

[1972

The Teachers Tribunal, in pursuance of the powers conferred by the *Teaching Service Act 1958*, hereby repeals:—

Part II.—Primary Schools Division;

Part VII.—Sewing Mistresses;

Clauses 36 and 37, Part VIII.—Instructors in Adult Migrant Education;

Paragraphs (i), (ii), (vii), and (viii) of sub-clause (a), and sub-clauses (c) and (d) of Clause 39, Part IX.—Miscellaneous Allowances

of the Teaching Service (Classification, Salaries, and allowances) Regulations and makes the following Regulation, to take effect on the 7th May, 1972.

TEACHING SERVICE—PRIMARY SCHOOLS DIVISION
(CLASSIFICATION, SALARIES, AND ALLOWANCES) REGULATION.

1. This Regulation may be cited as the “Teaching Service—Primary Schools Division (Classification, Salaries, and Allowances) Regulation.”

2. The provisions of the Teaching Service (Classification, Salaries, and Allowances) Regulations shall not apply to members of the Teaching Service of the Primary Schools Division.

3. *Salaries and Allowances.*

- (a) Unless specified otherwise all salaries and allowances prescribed in this Regulation are annual rates.
- (b) The term “subdivision” in this Regulation means salary subdivision and represents a point of a salary scale on which, unless specified elsewhere in this Regulation, a member must serve for a minimum of one year before being eligible to progress to any higher subdivision within the range prescribed for the appropriate qualifications or position held.
- (c) Within the range prescribed, a member, subject to satisfactory service, shall proceed by annual increments from the minimum to the maximum of the range.

Provided that, subject to qualifications and/or experience, the Tribunal may determine that an appointee shall commence at a rate other than the minimum.

- (d) The term "base salary" in this Regulation means the salary prescribed in paragraph (i) of sub-clause 5 (a).
- (e) A member currently occupying a position specified in this Regulation shall—
 - (i) receive the conversion salary prescribed in Schedule "A" but, unless provided elsewhere in this Regulation, shall not convert to a salary exceeding the maximum payable under clause 5 or clause 6;
 - (ii) notwithstanding the provisions of paragraph (i) of this sub-clause, be entitled to convert to or to progress by annual increments to the Schedule "A" conversion salary corresponding to the salary to which he was formerly entitled to progress, or to subdivision 9, whichever is the greater;
 - (iii) where applicable, retain his former incremental date, irrespective of whether he had attained the maximum of his previous range;
 - (iv) where applicable, if he had attained the maximum of his previous range by the 7th May, 1971, convert to a salary one subdivision higher than his entitlement under Schedule "A" and the 7th May shall be deemed to be his future incremental date.
- (f) Irrespective of qualifications held, a member who, immediately prior to the effective date of this Regulation, was classified in the former Class II. or was regarded as eligible to proceed to that Class, shall be eligible to progress by annual increments to a minimum salary corresponding to subdivision 12 of the Assistant Class range.

4. This Regulation provides for the following classes:—

Former Class.	Class.
III. & II.	Assistant
I.	Senior Teacher
Special	Special

Within these Classes specified positions shall be available as follows:—

Class.	Specified position.
Assistant	Assistant; Headmaster, Grade III. School; Assistant in receipt of a responsibility allowance; Vice-Principal; Principal, Grade II. School.
Senior Teacher	Senior Teacher; Vice-Principal; Principal, Grade I. School.
Special	Vice-Principal; Principal, Special Grade School.

Schools graded III., II., I., and Special correspond with the schools previously referred to as Classes III., II., I., and Special respectively.

5. *Schedule of Rates.*

The several classes and positions specified in clause 4 shall be paid in accordance with the following:—

(a) *Assistant Class.*

(i) Within the following schedule of rates according to qualifications and experience as specified in this Regulation—

Subdivision.	Annual Salary.
	\$
1	4,000
2	4,200
3	4,400
4	4,650
5	4,950
6	5,250
7	5,550
8	5,850
9	6,200
10	6,550
11	6,900
12	7,300
13	7,700
14	8,100

(ii) *Allowances.*

A member of the Assistant Class who is appointed to one of the following positions shall receive, in addition to his base salary, annual allowances as follows:—

	\$
Headmaster, Grade III. School ..	300
Responsibility Allowance—	
Assistant teacher holding responsibility position;	
Vice-Principal;	
Principal, Grade II. School ..	750
Principal, Grade II. School (in addition to responsibility allowance)	400

Provided that, except where prescribed by way of higher duties allowances in clause 12, the responsibility allowance shall be paid only to permanent members who fulfil both the following requirements—

Eligibility to proceed to subdivision 12;

Completion of at least four years of actual teaching experience as a classified teacher, or, alternatively, four years of actual teaching experience as a fully qualified teacher, including at least one school year's current service with the Victorian Education Department.

(b) *Senior Teacher Class.*

	\$
Senior Teacher;	
Vice-Principal	9,350
Principal, Grade I. School	9,850

(c) *Special Class.*

Vice-Principal	9,850
Principal, Special Grade School..	10,850

6. *Specified Ranges—Assistant Class.*

(a) Within the schedule of rates prescribed in paragraph (i) of sub-clause 5(a), members shall be paid in accordance with qualifications as follows:—

Qualification.	Subdivisional Range.
(i) Certificate C or lesser teacher qualification	1- 9
(ii) Certificate B	3-12
(iii) Certificate A	5-14
(iv) Certificate A including either an approved three-year university degree or the Fellowship Diploma of Art	7-14

Provided that a member who possesses Certificate A including an approved four-year university degree, an honours degree, or postgraduate qualifications approved by the Tribunal may receive a total credit not exceeding two subdivisions of the schedule during his current service. This proviso may be applied on initial appointment or at any subsequent time or times.

Provided further that the Tribunal shall determine the appropriate subdivisional range where specific provision is not made in this Regulation.

- (b) An exit student who has not successfully completed an approved course of teacher training shall be paid a salary at a point on the subdivisional range as determined by the Tribunal and shall not progress beyond that subdivision. On completion of an approved course of teacher training his salary shall be re-assessed in accordance with the qualification held.
- (c) Subsequent to appointment a member possessing Certificate A who gains an approved university degree, or a member who acquires additional qualifications other than teacher training which entitle him to a subdivisional range with a higher maximum shall receive an adjustment to the next higher salary subdivision.

It shall be the responsibility of the member to make application for the adjustment. Unless otherwise determined by the Tribunal the adjustment shall be effective from the 1st January of the year following the gaining of the additional qualification. Except where special circumstances exist, the Tribunal will not authorise a retrospective adjustment with effect from a date earlier than the 1st January of the year in which application is made.

- (d) In addition to any adjustment under sub-clause (c) a member shall, on his existing incremental date, receive any increment to which he is entitled and shall, where applicable, retain that incremental date.

Provided that a member who had reached the maximum of his previous subdivisional range shall, where applicable, receive his subsequent increments on the anniversaries of the adjustment.

7. Recognition of Previous Service.

- (a) The commencing salary of a member who possesses either Certificate A or Certificate B shall be determined in accordance with qualifications as provided by this Regulation, and within the appropriate range shall be increased by one increment for each year of approved teaching experience, other than the first.
- (b) (i) A member who possesses Certificate C and has had at least four years' approved teaching experience shall commence on salary subdivision 3.
- (ii) A member who has had at least one year's approved teacher training and four years' approved teaching experience shall commence on salary subdivision 2.
- (c) For the purposes of this clause the term "approved teaching experience" shall be interpreted on the basis of completed years of relevant full-time teaching experience subsequent to the completion of the qualifications referred to in sub-clauses (a) and (b) respectively.
- (d) In special cases the Tribunal on the recommendation of the Director-General may approve credit for experience other than that set out in this clause.

8. A teacher who is transferred from another division to the Assistant Class in the Primary Schools Division shall be classified in a subdivision corresponding to his previous classification and shall be eligible for any subsequent increment at the date of his former entitlement.

9. A teacher appointed as a principal by the Committee of Classifiers shall be remunerated as follows:—

- (a) Where he is located at the school concerned from the commencement of the school year—
- (i) if appointment becomes effective before the 1st March—salary and allowances appropriate to the position from the 1st January.
 - (ii) If appointment becomes effective at any date on or after the 1st March—salary and allowances appropriate to his former position from the 1st January until the appointment becomes effective;
 - or
 - if his former remuneration exceeds that applicable to the position to which he has been appointed—salary and allowances appropriate to the position from the 1st January.
- (b) Where he is engaged in duties not connected with the school to which he has been appointed—remuneration as determined by the Tribunal.

10. *Temporary Teachers.*

- (a) (i) Temporary teachers shall be paid the base salaries prescribed for the Assistant Class.

Provided that an appointee who has not completed an approved course of teacher training shall be paid a salary at a point on the subdivisional range as determined by the Tribunal and shall not progress beyond that subdivision. On completion of an approved course of teacher training his salary shall be reassessed in accordance with the qualifications held.

- (ii) A temporary teacher employed on the basis of half-time or more shall be paid the proportional rates of prescribed annual salary, and, where applicable, proportionate remote school allowance.
 - (iii) A temporary teacher on appointment to the classified service shall receive no adjustment to his base salary and, where applicable, shall retain his existing incremental date.
- (b) Notwithstanding the provisions of paragraph (i) of sub-clause (a), a temporary teacher employed on the basis of less than half-time shall be paid the rates specified for an emergency teacher in sub-clause (c).
- (c) (i) A temporary teacher, appointed to meet a sudden emergency for periods of not more than thirty school days, shall be paid the rate of \$17.75 for each day of actual teaching duty.

Provided that in special cases approved by the Director-General, the period of service may be extended beyond thirty school days.

- (ii) A temporary teacher appointed to meet a sudden emergency, who is employed for half a school day, shall be paid \$8.85.
- (iii) A temporary teacher employed part-time as an instructor in special classes shall be paid \$11.15 for each session.

11. *Miscellaneous Allowances.*

In addition to the salaries prescribed in this Regulation, the following allowances shall be paid where appropriate:—

- (a) *Teachers Temporarily Transferred.*

A member currently in receipt of one of the following allowances shall continue to be paid such allowance whilst occupying the position, but no further allowances shall be authorised in respect of these positions.

	\$
(i) Recruitment Officer	275
(ii) Welfare Officer	275
(iii) Information Assistant	205
(iv) Curriculum Assistant	205
(v) Research Assistant	205
(vi) Assistant to Recruitment Officer ..	137
(vii) Assistant to Supervisor of School Forestry	137
(viii) Assistant to Welfare Officer ..	137

(b) *Teachers Engaged in the Training of Students.*

\$255 a year or \$85 a term.

Provided that an allowance of \$126 a year or \$42 a term shall be paid to full-time teachers in charge of a library or an art/craft centre in a training school if the member is qualified in the appropriate field.

Provided further that no allowance shall be paid to members of the Special Class.

(c) *Teachers in Special Schools.*

Teachers employed in Special Schools as listed in Regulation 14 of the Teaching Service (Teachers Tribunal) Regulations and in other cases determined by the Tribunal—\$255.

Provided that such teachers who are also engaged in the training of students shall receive a total allowance of \$339.

Provided further that the provisions of this sub-clause shall not apply to members of the Special Class.

(No teacher shall be paid more than one of the allowances specified in sub-clauses (b) and (c).)

(d) *Relieving Teachers.*

	\$
State-wide relievers	680
Country district relievers	390
Metropolitan relievers	200

(e) *Teachers Undertaking Overtime.*

(i) The following rates shall be paid:—

	Two-hour session.
Group 1 subjects	\$10.45
Group 2 subjects	\$13.05
Group 3 subjects	\$15.65

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

(ii) The following shall be the rate for Continuation Classes in English for Adult Migrants—\$5.25 an hour.

(f) *Persons Employed to Conduct Approved Courses.*

(i) Members of the Teaching Service employed to conduct courses approved by the Director-General shall be paid at the rate of \$7.85 an hour for lectures or tutorial duties performed outside their normal hours of duty, subject to the prior approval of the Director-General for such employment and for the nature of the tutorial duties involved.

(ii) Persons other than members of the Teaching Service may in special circumstances and with the prior approval of the Director-General be employed to assist in conducting approved courses and shall be paid at such rates as are approved by the Tribunal from time to time.

12. *Higher Duties.*

- (a) Where the Director-General assigns a member of the Teaching Service to a position for which the remuneration prescribed is higher than that applicable to his current position he shall be paid a higher duties allowance in accordance with the terms and conditions of this clause if such assignment is for a period of one month or more.
- (b) No member shall be assigned the duties of a position unless at least one half of the duties of such position are to be performed.
- (c) Where less than the full duties of a position are performed payment of the allowance shall be proportionate to the extent of the duties carried out.
- (d) Notwithstanding the proviso to paragraph (ii) of sub-clause 5 (a), a member may be assigned the duties of a higher position if he is eligible to progress to subdivision 12. A member who is ineligible to proceed to subdivision 12 may be assigned the duties of Headmaster of a Grade III. school only.
- (e) Assignments shall commence from the date of taking up duty and shall cease at the conclusion of the school year.

Provided that a member carrying out the duties of a higher position to which he has been assigned for at least one month prior to the end of the school year shall be paid to the 31st December of that year.

Provided further that if the member is re-assigned the duties of that position as from the first day of the succeeding school year he shall be paid the appropriate higher duties allowance from the 1st January of that year.

- (f) Subject to sub-clause (c) higher duties allowances shall be calculated on the following bases:—
 - (i) *Positions in respect of which Responsibility, Headmaster, or Principal allowances are paid:*
 Allowances appropriate to the position in addition to the base salary of the assignee.
 - (ii) *Other positions:*
 An allowance which will raise the member's remuneration to the minimum salary prescribed for the position.
- (g) In special cases the Director-General may, with the prior approval of the Tribunal, assign duties to a member on conditions other than those provided in this clause.

13. *Students in Training.*

- (a) Students in training shall be paid the following allowances:—

YEAR OF COURSE.				
1st	2nd	3rd	4th	5th and thereafter
\$	\$	\$	\$	\$
<i>Students living at home.</i>				
1,475	1,475	1,745	1,925	1,925
<i>Students living away from home.</i>				
1,575	1,575	1,845	2,025	2,025
<i>Students having a wife or child wholly dependent.</i>				
2,652	2,652	2,652	2,652	2,652

Provided that the following terms and conditions shall apply to students recruited to pursue an approved course or courses who have completed at least the first year of the appropriate course without cost to the Education Department:—

- (i) The completed years of course at date of recruitment shall be as determined by the institution which the studentship holder will attend.
- (ii) University courses for graduates or undergraduates shall be as approved by the Director-General but other courses shall be as approved by the Tribunal.
- (iii) Former students in training whose studentships were terminated shall not be entitled to the rates set out hereunder unless the Director-General considers that special circumstances led to such termination.
- (iv) The Tribunal may determine special rates for students who have completed approved courses other than those of a recognized university.
- (v) *Schedule of rates:—*

Completed year of course at date of recruitment.	YEAR OF COURSE.			
	2nd	3rd	4th	5th and thereafter
	\$	\$	\$	\$
	<i>Students without dependants.</i>			
1st	1,900	2,170	2,340	2,340
2nd		2,640	2,820	2,820
3rd			3,380	3,500
4th				4,000
	<i>Students having a wife or child wholly dependent.</i>			
1st	2,652	2,652	2,652	2,652
2nd		3,080	3,080	3,080
3rd			3,640	3,640
4th				4,000

(b) Students in training who enter upon courses at the beginning of an academic year shall be paid allowances from the 1st January of that year.

Provided that where a studentship has been terminated under circumstances within the control of the student the allowances payable under any subsequent studentship awarded shall commence from a date to be determined by the Director-General.

(c) Students in training who have been admitted by the Director-General 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.

14. *Sewing Mistresses.*

Sewing Mistresses shall be paid the following rates of salary:—

Years of Service.			
1	2	3	4
\$1,425	1,500	1,575	1,650

A Sewing Mistress employed part-time shall be paid at the rate appropriate to her years of service and proportionate to the time actually worked by her.

15. *Instructors in Adult Migrant Education.*

(a) The following rates of salary shall be paid:—

Supervisor of Migrant Education	..	\$8,850
Instructor in Charge	..	\$6,900

Organizer, Continuation Classes; Organizer, Correspondence Tuition—

	Subdivisions.										
			1	2	3						
			\$5,850	6,200	6,550						
Instructor—			Subdivisions.								
	1	2	3	4	5	6	7	8	9		
	\$4,000	4,200	4,400	4,650	4,950	5,250	5,550	5,850	6,200		

(b) Instructors who do not possess the qualifications required for appointment to a classified position in the Victorian Education Department shall not proceed beyond Subdivision 4 of the Instructor scale.

(c) When "time off" in lieu of duty in excess of 38 hours a week cannot be granted, such excess time shall be paid at the overtime rate of \$5.25 an hour.

This rate shall apply to persons engaged in Continuation Classes in English for Adult Migrants.

16. *Members in Remote Schools.* (Determination of the 7th May, 1972 by the Tribunal dealing with matters affecting the Teaching Service generally.)

Remote allowances may be paid to members in schools determined by the Tribunal as remote.

Category.	Member having a wife or child wholly dependent.	Unmarried member.
	\$	\$
A	150	100
B	90	60

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

W. E. SAMPSON, Chairman.
A. F. LE CLERCQ, Secretary.

Office of the Teachers Tribunal,
Melbourne, 7th May, 1972.

SCHEDULE "A".

Current salaries or allowances shall be converted in accordance with the following table:—

ASSISTANT CLASS.			
Current Annual Salary.		Conversion.	
\$		Subdivision	\$
Former Class III.			
3,400; 3,582		1	4,000
3,764		2	4,200
3,947		3	4,400
4,189*		4	4,650
4,433		5	4,950
4,675*		6	5,250
4,919		7	5,550
5,161		8	5,850
5,404; 5,525; 5,647		9	6,200
5,890		10	6,550
6,133; 6,254†		11	6,900
6,617†		12	7,300
6,982†		13	7,700

*Members possessing Certificate A who are currently in receipt of these salaries shall convert to the appropriate subdivision or to the minimum salary for their qualifications as prescribed in clause 6 of this Regulation, whichever is the greater.

†Current remuneration including annual gratuities.

Former Class II.				
Current Annual Salary.		Conversion.	Responsibility	Total
\$		Subdivision	\$	Allowance. Remuneration.
6,254		11	6,900	750
6,617; 6,982*		12	7,300	750
6,982†		13	7,700	750
				8,450

*Holders of qualifications less than Certificate A.

†Holders of Certificate A.

SENIOR TEACHER AND SPECIAL CLASSES.

Current Annual Salary.	Conversion.
\$	\$
Former Class I. 7,589; 7,833	9,350
Special Class. 8,318	9,850

HEADMASTERS AND PRINCIPALS.

Current Allowance.	Conversion.
Class III.—\$243	Grade III. School—Allowance \$300
Class II.—\$364	Grade II. School—Allowance \$400
Class I.—\$486	Grade I. School—Salary \$9,850
Special—\$729/1,215	Special Grade School—Salary \$10,850.

Allowances of Students in Training shall convert to those prescribed in clause 13 for their appropriate year of course.

Salaries of Sewing Mistresses shall convert to those prescribed in clause 14 for their appropriate years of service.

Salaries of Supervisor of Migrant Education and Instructor in Charge shall convert to those prescribed in clause 15 and the salaries of Organizers and Instructors shall convert to those prescribed in that clause for their existing subdivisions.

TEACHING SERVICE—PRIMARY SCHOOLS DIVISION (CLASSIFICATION, SALARIES, AND ALLOWANCES) REGULATION.

CORRIGENDA.

The Teachers Tribunal, in order to express its intention more accurately, has before gazettal corrected certain passages in the Regulation as originally issued on the 7th May, 1972, and in this *Gazette* these passages are included in the Regulation in their corrected form.

1. For sub-clause 3 (e) originally expressed as follows:—

“A member currently occupying a position specified in this Regulation shall receive the conversion salary prescribed in Schedule “A”, but, unless provided elsewhere in this Regulation, shall not convert to a salary exceeding the maximum payable under Clause 5 or Clause 6. Where applicable, a member shall retain his former incremental date, irrespective of whether he had attained the maximum of his previous range.

Provided that a member of the Assistant Class who had attained the maximum of his previous range by the 7th May, 1971, shall proceed, where applicable, to the next higher subdivision than that to which he would be entitled under Schedule “A” and the 7th May shall be deemed to be his future incremental date.

Provided further that a member of the Assistant Class who has lesser qualifications than Certificate B, but at the effective date of this Regulation was in receipt of, or had the right of progression to, the annual salary of \$5,890 shall, notwithstanding the provisions of sub-clause 6 (a), convert to the appropriate salary prescribed in Schedule “A” and, where applicable, be eligible to progress to subdivision 10 of the Assistant Class range by annual increments to be paid according to his former incremental date.”—

read that sub-clause as expressed on page 2 of this *Gazette*.

2. For sub-clause 3 (f) originally expressed as follows:—

“Irrespective of qualifications held, a member who, immediately prior to the effective date of this Regulation, was classified in the former Class II. or was regarded as eligible to proceed to that Class, shall progress by annual increments to subdivision 12 of the Assistant Class range.”—

read that sub-clause as expressed on page 2 of this *Gazette*.

3. For the proviso to paragraph (ii) of sub-clause 5 (a) originally expressed as follows:—

“Provided that, except where prescribed by way of higher duties allowances in clause 12, the Responsibility Allowance shall be paid only to—

Permanent members;

Members eligible to proceed to subdivision 12;

Members who have completed at least four years of actual teaching experience as a classified teacher or, alternatively, four years of actual teaching experience as a fully qualified teacher, including at least one school year's current service with the Victorian Education Department."—

read that proviso as expressed on page 3 of this *Gazette*.

4. In sub-clause 6 (c), for the following words originally appearing:—

“additional qualifications which entitle him to a subdivisional range with a higher maximum”—

read the words—

“additional qualifications other than teacher training which entitle him to a subdivisional range with a higher maximum”—

as appearing on page 4 of this *Gazette*.

5. For the first footnote appearing in Schedule “A” originally expressed as follows:—

“Members possessing Certificate A who are currently in receipt of these salaries shall convert to the minimum salary for their qualifications as prescribed in clause 6 of this Regulation.”—

read that footnote as expressed in Schedule “A” on page 9 of this *Gazette*.

W. E. SAMPSON, Chairman.

A. F. LE CLERCQ, Secretary.

Office of the Teachers Tribunal,
Melbourne, 5th June, 1972.

[2281]



VICTORIA

GOVERNMENT GAZETTE

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FRIDAY, JUNE 23

[1972

The Teachers Tribunal, in pursuance of the powers conferred by the *Teaching Service Act 1958*, hereby repeals Part III.—Secondary Schools Division—of the Teaching Service (Classification, Salaries, and Allowances) Regulations and makes the following Regulation, to take effect on the 14th May, 1972.

TEACHING SERVICE—SECONDARY SCHOOLS DIVISION
(CLASSIFICATION, SALARIES, AND ALLOWANCES) REGULATION.

1. This Regulation may be cited as the "Teaching Service—Secondary Schools Division (Classification, Salaries, and Allowances) Regulation."

2. The provisions of the Teaching Service (Classification, Salaries, and Allowances) Regulations shall not apply to members of the Teaching Service of the Secondary Schools Division.

3. *Salaries, Allowances, and General Provisions.*

- (a) Unless specified otherwise all salaries and allowances prescribed in this Regulation are annual rates.
- (b) The term "subdivision" in this Regulation means salary subdivision and represents a point of a salary scale on which, unless specified elsewhere in this Regulation, a member must serve for a minimum of one year before being eligible to progress to any higher subdivision within the range prescribed for the appropriate qualifications or position held.
- (c) Within the range prescribed, a member, subject to satisfactory service, shall proceed by annual increments from the minimum to the maximum of the range.

Provided that, subject to qualifications and/or experience, the Tribunal may determine that an appointee shall commence at a rate other than the minimum.

- (d) The term "base salary" in this Regulation means the salary prescribed in paragraph (i) of sub-clause 5 (d).

- (e) A member currently occupying a position specified in this Regulation shall—
- (i) receive the conversion salary prescribed in Schedule "A" but, unless provided elsewhere in this Regulation, shall not convert to a salary exceeding the maximum payable under clause 5;
 - (ii) notwithstanding the provisions of paragraph (i) of this sub-clause, be entitled to convert to or to progress by annual increments to the Schedule "A" conversion salary corresponding to the salary to which he was formerly entitled to progress, or to subdivision 9, whichever is the greater;
 - (iii) where applicable, retain his former incremental date, irrespective of whether he had attained the maximum of his previous range;
 - (iv) where applicable, if he had attained the maximum of his previous range by the 14th May, 1971, convert to a salary one subdivision higher than his entitlement under Schedule "A" and the 14th May shall be deemed to be his future incremental date.
- (f) Irrespective of qualifications held, a member who, immediately prior to the effective date of this Regulation, was classified in the former Senior Assistant Class or was regarded as eligible to proceed to that Class, shall be eligible to progress by annual increments to a minimum salary corresponding to subdivision 12 of the Assistant Class range.
- (g) The term "confirmed enrolment" in this Regulation means an enrolment greater or less than that applicable to any specified grouping—
- (a) at the commencement of two successive school years; or
 - (b) by a margin of ten per cent. at the commencement of any school year.

Provided that:

If, in any given year, the enrolment of a school at the commencement of the year has fluctuated by ten per cent. and has thereby fallen within another specified grouping, the staffing of that school may be adjusted by the Tribunal if the Director-General considers that the latest enrolment will be sustained in the year next following.

4. (a) This Regulation provides for the following classes:—
- Principal;
Interim Special;
Senior Teacher;
Assistant.
- (b) *Principal Class.*
- (i) The positions within the Principal Class shall be:—
 - Principal of a school with a confirmed enrolment of 500 or more pupils.
 - Principal of a school with a confirmed enrolment of fewer than 500 pupils.
 - Deputy Principal of a school with a confirmed enrolment of 500 or more pupils.
 - (ii) The confirmed enrolment of a school shall determine the remuneration of the Principal thereof, but in the event of any school having a reduced enrolment, the salary rate shall not be adjusted until the position is vacated.
 - (iii) The Principal of the Correspondence School shall be paid the salary of the Principal of a school with a confirmed enrolment of 500 or more pupils.

- (iv) In the event of the confirmed enrolment of a school falling below 500 pupils the position of Deputy Principal shall be adjusted as soon as practicable.

(c) *Interim Special Class.*

A member of the Interim Special Class shall continue to occupy the position currently held, but no further appointments shall be made to that Class.

(d) *Senior Teacher Class.*

- (i) The total number of Senior Teacher positions shall be determined in accordance with the following table:—

Confirmed Enrolment.	Number.
1,100 and above	6
1,000-1,099	5
900-999	5
800-899	4
700-799	3
600-699	3
500-599	2
400-499	2
300-399	2
200-299	1
Below 200	1

Provided that the number appointed to a specific school shall be determined not in terms of enrolment only, but having regard for need as assessed by the Director-General.

Provided further that the Tribunal may approve additional Senior Teacher positions required for special purposes.

- (ii) The number of Senior Teacher positions in the Correspondence School shall be as determined by the Tribunal from time to time.

(e) *Assistant Class.*

- (i) The Assistant Class shall comprise the former Senior Assistant, Interim Class II., and Assistant Classes. Members of this Class may be appointed to recognized posts of responsibility, for which a responsibility allowance shall be paid.

- (ii) A member currently classified as Senior Assistant or Interim Class II. shall be deemed to be occupying a recognized post of responsibility.

- (iii) The total number of recognized posts of responsibility shall be determined in accordance with the following table:—

Confirmed Enrolment.	Number.
1,100 and above	12
1,000-1,099	11
900-999	9
800-899	8
700-799	7
600-699	6
500-599	5
400-499	5
300-399	4
200-299	3
Below 200	2

Provided that the number appointed to a specific school shall be determined not in terms of enrolment only, but having regard for subject needs or other special requirements as assessed by the Director-General.

Provided further that the Tribunal may approve additional recognized posts of responsibility required for special purposes.

- (iv) The number of recognized posts of responsibility in the Correspondence School shall be as determined by the Tribunal from time to time.

5. *Schedule of Rates.*

The several classes and positions specified in clause 4 shall be paid in accordance with the following:—

(a) <i>Principal Class.</i>	\$
Principal of a school with a confirmed enrolment of 500 or more pupils	11,850
Principal of a school with a confirmed enrolment of fewer than 500 pupils	10,600
Deputy Principal	10,600
(b) <i>Interim Special Class.</i>	
Interim Special	9,850
(c) <i>Senior Teacher Class.</i>	
Senior Teacher	9,350
(d) <i>Assistant Class.</i>	

(i) According to qualifications as set out hereunder:—

Sub-division	Eligible for Senior Teacher Class		Approved 3-year course of teacher training	Lesser qualifications
	Approved university degree or Fellowship Diploma of Art	Other qualifications		
	\$	\$	\$	\$
14 ..	8,100	8,100	..	..
13 ..	7,700	7,700	..	..
12 ..	7,300	7,300	7,300	..
11 ..	6,900	6,900	6,900	..
10 ..	6,550	6,550	6,550	..
9 ..	6,200	6,200	6,200	6,200
8 ..	5,850	5,850	5,850	5,850
7 ..	5,550	5,550	5,550	5,550
6 ..	..	5,250	5,250	5,250
5 ..	..	4,950	4,950	4,950
4 ..	..	..	4,650	4,650
3 ..	..	..	4,400	4,400
2 ..	..	..	..	4,200
1 ..	..	..	..	4,000

Provided that a member who possesses an approved four-year university degree, an honours degree, or post-graduate qualifications approved by the Tribunal may receive a total credit not exceeding two subdivisions of the schedule during his current service. This proviso may be applied on initial appointment or at any subsequent time or times.

Provided further that the Tribunal shall determine the appropriate subdivisional range where specific provision is not made in this Regulation.

(ii) *Allowances.*

A member of the Assistant Class who is appointed to a recognized post of responsibility shall receive, in addition to his base salary, an annual allowance of \$750.

Provided that, except where prescribed by way of higher duties allowances in clause 12, the responsibility allowance shall be paid only to permanent members who fulfil both the following requirements:—

Eligibility to proceed to subdivision 12;

Completion of at least four years of actual teaching experience as a classified teacher, or, alternatively, four years of actual teaching experience as a fully qualified teacher, including at least one school year's current service with the Victorian Education Department. This teaching experience other than the one school year's current service with the Victorian Education Department shall be reduced by one year in the case of a teacher who has received a benefit under the first proviso to paragraph (i) of this sub-clause.

(iii) An exit student who has not successfully completed an approved course of training shall be paid a salary at a point on the subdivisional range as

determined by the Tribunal and shall not progress beyond that subdivision. On completion of the approved course of training his salary shall be reassessed in accordance with the qualification held and he shall be paid the salary subdivision he would have progressed to on the appropriate scale.

- (iv) Subsequent to appointment a member on the salary subdivisional range 5 to 14 who gains an approved university degree, or a member who acquires additional qualifications other than teacher training which entitle him to a subdivisional range with a higher maximum shall receive an adjustment to the next higher salary subdivision on the appropriate scale.

It shall be the responsibility of the member to make application for the adjustment. Unless otherwise determined by the Tribunal the adjustment shall be effective from the 1st January of the year following the gaining of the additional qualification. Except where special circumstances exist, the Tribunal will not authorize a retrospective adjustment with effect from a date earlier than the 1st January of the year in which application is made.

- (v) In addition to any adjustment under paragraph (iv) of this sub-clause a member shall, on his existing incremental date, receive any increment to which he is entitled and shall, where applicable, retain that incremental date.

Provided that a member who had reached the maximum of his previous subdivisional range shall, where applicable, receive his subsequent increments on the anniversaries of the adjustment.

6. Qualifications for appointment to Principal Class, Senior Teacher Class, and to positions carrying the responsibility allowance shall be as prescribed for Special Class, Class I. and Class II., respectively, under Regulation 8 of the Teaching Service (Teachers Tribunal) Regulations.

7. *Recognition of Previous Service.*

- (a) The commencing salary of a member who possesses qualifications which entitle him to progress to at least subdivision 12 of the Assistant Class range shall, within the appropriate range, be increased by one increment for each year of approved teaching experience, other than the first.

Provided that the commencing salary of a member possessing qualifications entitling him to the subdivisional range 5-14 shall not be in excess of subdivision 12.

- (b) For the purposes of this clause the term "approved teaching experience" shall be interpreted on the basis of completed years of relevant full-time teaching experience subsequent to the completion of the qualifications referred to in sub-clause (a).
- (c) In special cases the Tribunal on the recommendation of the Director-General may approve credit for experience other than that set out in this clause.

8. A teacher who is transferred from another division to the Assistant Class in the Secondary Schools Division shall be classified in a subdivision corresponding to his previous classification and shall be eligible for any subsequent increment at the date of his former entitlement.

9. A teacher appointed as a principal by the Committee of Classifiers shall be remunerated as follows:—

- (a) Where he is located at the school concerned from the commencement of the school year—
- (i) If appointment becomes effective before the 1st March—salary and allowances appropriate to the position from the 1st January.

- (ii) If appointment becomes effective at any date on or after the 1st March—salary and allowances appropriate to his former position from the 1st January until the appointment becomes effective;

or

if his former remuneration exceeds that applicable to the position to which he has been appointed—salary and allowances appropriate to the position from the 1st January.

- (b) Where he is engaged in duties not connected with the school to which he has been appointed—remuneration as determined by the Tribunal.

10. *Temporary Teachers.*

- (a) (i) Temporary teachers shall be paid the base salaries prescribed for the Assistant Class.

Provided that an appointee who has not completed an approved course of teacher training shall be paid a salary at a point on the subdivisional range as determined by the Tribunal and shall not progress beyond that subdivision. On completion of an approved course of teacher training his salary shall be re-assessed in accordance with the qualifications held.

- (ii) A temporary teacher employed on the basis of half-time or more shall be paid the proportional rates of prescribed annual salary, and, where applicable, proportionate remote school allowance.
- (iii) A temporary teacher on appointment to the classified service shall not receive an adjustment to his base salary but, where applicable, shall retain his existing incremental date.
- (b) Notwithstanding the provisions of paragraph (i) of sub-clause (a), a temporary teacher employed on the basis of less than half-time shall be paid the rates specified for an emergency teacher in sub-clause (c).

- (c) (i) A temporary teacher, appointed to meet a sudden emergency for periods of not more than thirty school days, shall be paid the rate of \$17.75 for each day of actual teaching duty.

Provided that in special cases approved by the Director-General, the period of service may be extended beyond thirty school days.

- (ii) A temporary teacher appointed to meet a sudden emergency, who is employed for half a school day, shall be paid \$8.85.
- (iii) A temporary teacher employed part-time as an instructor in special classes shall be paid \$11.15 for each session.

11. *Miscellaneous Allowances.*

In addition to the salaries prescribed in this Regulation, the following allowances shall be paid where appropriate:—

(a) *Teachers Temporarily Transferred.*

A member currently in receipt of one of the following allowances shall continue to be paid such allowance whilst occupying the position, but no further allowances shall be authorized in respect of these positions.

	\$
(i) Information Assistant	205
(ii) Curriculum Assistant	205
(iii) Research Assistant	205
(iv) Assistant to Recruitment Officer	137

(b) *Teachers Engaged in the Training of Students.*

\$255 a year or \$85 a term.

Provided that no allowance shall be paid to members of the Principal Class.

(c) *Teachers Undertaking Overtime.*

(i) The following rates shall be paid:—

	Two-hour session.
Group 1 subjects	\$10.45
Group 2 subjects	\$13.05
Group 3 subjects	\$15.65

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

(ii) The following shall be the rate for Continuation Classes in English for Adult Migrants—\$5.25 an hour.

(d) *Persons Employed to Conduct Approved Courses.*

(i) Members of the Teaching Service employed to conduct courses approved by the Director-General shall be paid at the rate of \$7.85 an hour for lectures or tutorial duties performed outside their normal hours of duty, subject to the prior approval of the Director-General for such employment and for the nature of the tutorial duties involved.

(ii) Persons other than members of the Teaching Service may in special circumstances and with the prior approval of the Director-General be employed to assist in conducting approved courses and shall be paid at such rates as are approved by the Tribunal from time to time.

12. *Higher Duties.*

(a) Where the Director-General assigns a member of the Teaching Service to a position for which the remuneration prescribed is higher than that applicable to his current position he shall be paid a higher duties allowance in accordance with the terms and conditions of this clause if such assignment is for a period of one month or more.

(b) No member shall be assigned the duties of a position unless at least one half of the duties of such position are to be performed.

(c) Where less than the full duties of a position are performed payment of the allowance shall be proportionate to the extent of the duties carried out.

(d) Notwithstanding the proviso to paragraph (ii) of sub-clause 5 (d), a member may be assigned the duties of a higher position if he is eligible to progress to subdivision 12.

(e) Assignments shall commence from the date of taking up duty and shall cease at the conclusion of the school year.

Provided that a member carrying out the duties of a higher position to which he has been assigned for at least one month prior to the end of the school year shall be paid to the 31st December of that year.

Provided further that if the member is re-assigned the duties of that position as from the first day of the succeeding school year he shall be paid the appropriate higher duties allowance from the 1st January of that year.

(f) Subject to sub-clause (c) higher duties allowances shall be calculated on the following bases:—

(i) *Positions in respect of which responsibility allowance shall be paid:*

Allowance for recognized post of responsibility as prescribed in paragraph (ii) of sub-clause 5 (d) in addition to the base salary of the assignee.

(ii) *Other positions:*

An allowance which will raise the member's remuneration to the minimum salary prescribed for the position.

(g) In special cases the Director-General may, with the prior approval of the Tribunal, assign duties to a member on conditions other than those provided in this clause.

13. *Students in Training.*

(a) Students in training shall be paid the following allowances:—

YEAR OF COURSE.					
1st	2nd	3rd	4th	5th and thereafter	
\$	\$	\$	\$	\$	
<i>Students living at home.</i>					
1,475	1,475	1,745	1,925	1,925	
<i>Students living away from home.</i>					
1,575	1,575	1,845	2,025	2,025	
<i>Students having a wife or child wholly dependent.</i>					
2,652	2,652	2,652	2,652	2,652	

Provided that the following terms and conditions shall apply to students recruited to pursue an approved course or courses who have completed at least the first year of the appropriate course without cost to the Education Department:—

- (i) The completed years of course at date of recruitment shall be as determined by the institution which the studentship holder will attend.
- (ii) University courses for graduates or undergraduates shall be as approved by the Director-General but other courses shall be as approved by the Tribunal.
- (iii) Former students in training whose studentships were terminated shall not be entitled to the rates set out hereunder unless the Director-General considers that special circumstances led to such termination.
- (iv) The Tribunal may determine special rates for students who have completed approved courses other than those of a recognized university.

(v) Schedule of rates:—

Completed year of course at date of recruitment.	YEAR OF COURSE.			
	2nd	3rd	4th	5th and thereafter
	\$	\$	\$	\$
<i>Students without dependants.</i>				
1st	1,900	2,170	2,340	2,340
2nd		2,640	2,820	2,820
3rd			3,380	3,500
4th				4,000
<i>Students having a wife or child wholly dependent.</i>				
1st	2,652	2,652	2,652	2,652
2nd		3,080	3,080	3,080
3rd			3,640	3,640
4th				4,000

(b) Students in training who enter upon courses at the beginning of an academic year shall be paid allowances from the 1st January of that year.

Provided that where a studentship has been terminated under circumstances within the control of the student the allowances payable under any subsequent studentship awarded shall commence from a date to be determined by the Director-General.

- (c) Students in training who have been admitted by the Director-General 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.

14. *Members in Remote Schools.* (Determination of the 7th May, 1972 by the Tribunal dealing with matters affecting the Teaching Service generally.)

Remote allowances may be paid to members in schools determined by the Tribunal as remote.

Category	Member having a wife or child wholly dependent	Unmarried member
	\$	\$
A	150	100
B	90	60

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

W. E. SAMPSON, Chairman.
A. F. LE CLERCQ, Secretary.

Office of the Teachers Tribunal,
Melbourne, 14th May, 1972.

SCHEDULE "A".

Current salaries or allowances shall be converted in accordance with the following table:—

ASSISTANT CLASS.			
Current Annual Salary.	\$	Conversion.	Subdivision. \$
Former Assistant Class.			
3,400; 3,582		1	4,000
3,764		2	4,200
3,947		3	4,400
4,189*		4	4,650
4,433		5	4,950
4,675*		6	5,250
4,919		7	5,550
5,161		8	5,850
5,404; 5,525; 5,647		9	6,200
5,890		10	6,550
6,133; 6,254		11	6,900
6,617		12	7,300
6,982		13	7,700

* Members currently in receipt of these salaries who are qualified to progress to subdivision 14 shall convert to the subdivision shown or to the minimum salary for their qualifications as prescribed in clause 5 of this Regulation, whichever is the greater.

Current Annual Salary	Conversion		Responsibility Allowance	Total Remuneration
	Sub-division	\$		
\$			\$	\$
<i>Former Senior Assistant Class</i>				
5,404	7	5,550	750	6,300
5,647	8	5,850		6,600
6,011	9	6,200		6,950
6,435 ; 6,496	10	6,550		7,300
6,861	11	6,900		7,650
7,043 ; 7,225	12	7,300		8,050
7,589	13	7,700		8,450
<i>Former Interim Class II.</i>				
6,617	12	7,300	750	8,050
7,103	14	8,100	750	8,850

SCHEDULE "A"—continued.

Current Annual Salary.	Conversion.
SENIOR TEACHER CLASS.	
\$ 7,650; 8,197; 8,561	\$ 9,350
INTERIM SPECIAL CLASS.	
\$ 8,561	\$ 9,850
PRINCIPAL CLASS.	
\$ 8,804; 9,168 9,531; 9,775; 10,261; 10,625	\$ 10,600 11,850

Allowances of Students in Training shall convert to those prescribed in clause 13 for their appropriate year of course.

TEACHING SERVICE—SECONDARY SCHOOLS DIVISION
(CLASSIFICATION, SALARIES, AND ALLOWANCES) REGULATION.

CORRIGENDA.

The Teachers Tribunal, in order to express its intention more accurately, has before gazettal corrected certain passages in the Regulation as originally issued on the 14th May, 1972, and in this *Gazette* these passages are included in the Regulation in their corrected form.

1. For sub-clause 3 (e) originally expressed as follows:—

"A member currently occupying a position specified in this Regulation shall receive the conversion salary prescribed in Schedule "A", but, unless provided elsewhere in this Regulation, shall not convert to a salary exceeding the maximum payable under clause 5. Where applicable, a member shall retain his former incremental date, irrespective of whether he had attained the maximum of his previous range. Provided that a member of the Assistant Class who had attained the maximum of his previous range by the 14th May, 1971, where applicable, shall receive one increment beyond his entitlement under Schedule "A" and the 14th May shall be deemed to be his future incremental date.

Provided further that a member of the Assistant Class who is not entitled to progress to subdivision 10 under this Regulation, but at the effective date of this Regulation was in receipt of, or had the right of progression to, the annual salary of \$5,890 shall, notwithstanding the provisions of paragraph (i) of sub-clause 5 (d), convert to the appropriate salary prescribed in Schedule "A" and, where applicable, be eligible to progress to subdivision 10 of the Assistant Class range by annual increments to be paid according to his former incremental date."

read that sub-clause as expressed on page 2 of this *Gazette*.

2. For the proviso to paragraph (ii) of sub-clause 5 (d) originally expressed as follows:—

"Provided that, except where prescribed by way of higher duties allowances in clause 12, the Responsibility Allowance shall be paid only to—

Permanent members;

Members eligible to proceed to subdivision 12;

Members who have completed at least four years of actual teaching experience as a classified teacher, or, alternatively, four years of actual teaching experience as a fully qualified teacher, including at least one school year's current service with the Victorian Education Department.

This teaching experience other than the one school year's current service with the Victorian Education Department shall be reduced by one year in the case of a teacher who has received a benefit under the first proviso to paragraph (i) of this sub-clause."

read that proviso as expressed on page 4 of this *Gazette*.

3. In paragraph (iv) of sub-clause 5 (d), for the following words originally appearing:—

“additional qualifications which entitle him to a sub-divisional range with a higher maximum”—

read the words

“additional qualifications other than teacher training which entitle him to a sub-divisional range with a higher maximum”—

as appearing on page 5 of this *Gazette*.

W. E. SAMPSON, Chairman.

A. F. LE CLERCQ, Secretary.

Office of the Teachers Tribunal,
Melbourne, 2nd June, 1972.

[2293]



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GOVERNMENT GAZETTE

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FRIDAY, JUNE 23

[1972

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 Regulation, to take effect on the 21st May, 1972.

TEACHING SERVICE—TECHNICAL SCHOOLS DIVISION
(CLASSIFICATION, SALARIES AND ALLOWANCES) REGULATION.

1. This Regulation may be cited as the "Teaching Service—Technical Schools Division (Classification, Salaries and Allowances) Regulation."

2. *Salaries, Allowances, and General Provisions.*

- (a) Unless specified otherwise all salaries and allowances prescribed in this Regulation are annual rates.
- (b) The term "subdivision" in this Regulation means salary subdivision and represents a point of a salary scale on which, unless specified elsewhere in this Regulation, a member must serve for a minimum of one year before being eligible to progress to any higher subdivision within the range prescribed for the appropriate qualifications or position held.
- (c) Within the range prescribed, a member, subject to satisfactory service, shall proceed by annual increments from the minimum to the maximum of the range.

Provided that, subject to qualifications and/or experience, the Tribunal may determine that an appointee shall commence at a rate other than the minimum. Schedule "B" sets out the ranges for the more commonly held qualifications.

- (d) The term "base salary" in this Regulation means the salary prescribed in paragraph (i) of sub-clause 5 (c).

- (e) A member currently occupying a position specified in this Regulation shall—
- (i) receive the conversion salary prescribed in Schedule "A" but, unless provided elsewhere in this Regulation, shall not convert to a salary exceeding the maximum payable under clause 5;
 - (ii) notwithstanding the provisions of paragraph (i) of this sub-clause, be entitled to convert to or to progress by annual increments to the Schedule "A" conversion salary corresponding to the salary to which he was formerly entitled to progress, or to subdivision 9, whichever is the greater;
 - (iii) where applicable, retain his former incremental date, irrespective of whether he had attained the maximum of his previous range;
 - (iv) where applicable, if he had attained the maximum of his previous range by the 21st May, 1971, convert to a salary one subdivision higher than his entitlement under Schedule "A" and the 21st May shall be deemed to be his future incremental date.
- (f) Irrespective of qualifications held, a member who, immediately prior to the effective date of this Regulation, was classified in the former Senior Assistant Class or was regarded as eligible to proceed to that Class, shall be eligible to progress by annual increments to a minimum salary corresponding to subdivision 12 of the Assistant Class range.
- (g) The term "confirmed enrolment" in this Regulation means an enrolment greater or less than that applicable to any specified grouping—
- (a) at the commencement of two successive school years; or
 - (b) by a margin of ten per cent. at the commencement of any school year.

Provided that:

If, in any given year, the enrolment of a school at the commencement of the year has fluctuated by ten per cent. and has thereby fallen within another specified grouping, the staffing of that school may be adjusted by the Tribunal if the Director-General considers that the latest enrolment will be sustained in the year next following.

3. (a) Technical schools shall be of two grades.
- (i) The following schools shall be designated Grade A:—
Balcombe Army Apprentices, Brighton, Corio, Dandenong, Essendon, Geelong West, Glenroy, Mildura, Noble Park, Oakleigh, Richmond, Ringwood, Sale, Sandringham, Sebastopol, Sunshine, and Warrnambool Technical Schools;
Box Hill, Collingwood, Emily McPherson, Frankston, Moorabbin, Shepparton, Wangaratta, Whitehorse, and Yallourn Technical Colleges;
Melbourne College of Printing and Graphic Arts and Melbourne School of Hairdressing.
 - (ii) Other schools shall be designated Grade B.
- (b) The numbers and classifications of staff for each school within either grade shall be in conformity with a staffing schedule approved by the Tribunal.

4. (a) This Regulation provides for the following classes:—
- Principal;
 - Senior Teacher;
 - Interim I.;
 - Interim II.;
 - Assistant.

- (b) (i) The positions within the Principal Class shall be—
 Principal—Grade A school;
 Principal—Grade B school;
 Vice-Principal, Grade A;
 Vice-Principal, Grade B.
- (ii) Vice-Principals, Grade A shall be appointed to Grade A schools only, but Vice-Principals, Grade B may be appointed to Grade A or Grade B schools, with a confirmed enrolment of 400 or more pupils.
- (iii) In the event of a Grade A school having a reduced enrolment necessitating re-grading, the salary of the Principal shall not be adjusted until the position is vacated.
- (iv) In the event of the confirmed enrolment of a school falling below 400 pupils the position of Vice-Principal shall be adjusted as soon as practicable.
- (c) Members of the Interim I. and Interim II. Classes shall continue to occupy the positions currently held.
- (d) (i) The Assistant Class shall comprise the former Senior Assistant and Assistant Classes. Members of this Class may be appointed to recognized posts of responsibility, for which a responsibility allowance shall be paid.
- (ii) A member currently classified as Senior Assistant shall be deemed to be occupying a recognized post of responsibility.

5. Schedule of Rates.

The several classes and positions specified in clause 4 shall be paid in accordance with the following:—

(a) *Principal Class.*

	\$
Principal—Grade A school	12,350
Principal—Grade B school	11,350
Vice-Principal, Grade A	10,600
Vice-Principal, Grade B	9,850

(b) *Senior Teacher Class.*

Senior Teacher	9,350
(Members of Interim Class I. shall be deemed to be Senior Teachers for salary purposes).	

- (c) *Assistant Class.*
- (i) According to qualifications within the following ranges:—

Subdivision	Fully Qualified*	One Year of Study Less than Fully Qualified †	Lesser Qualifications
	\$	\$	\$
14	8,100	.. .. .	.. .. .
13	7,700	.. .. .	.. .. .
12	7,300	7,300	.. .. .
11	6,900	6,900	.. .. .
10	6,550	6,550	.. .. .
9	6,200	6,200	6,200
8	5,850	5,850	5,850
7	5,550	5,550	5,550
6	5,250	5,250	5,250
5	4,950	4,950	4,950
4 .. .. .	.. .. .	4,650	4,650
3 .. .. .	.. .. .	4,400	4,400
2 .. .. .	.. .. .	.. .. .	4,200
1 .. .. .	.. .. .	.. .. .	4,000

* Qualified for Senior Teacher Class.
 † Qualified for appointment to recognized post of responsibility.

(ii) Allowances.

A member of the Assistant Class who is appointed to a recognized post of responsibility shall receive, in addition to his base salary, an annual allowance of \$750.

Provided that, except where prescribed by way of higher duties allowances in clause 12, the responsibility allowance shall be paid only to permanent members who fulfil both the following requirements—

Eligibility to proceed to subdivision 12;

Completion of at least four years of actual teaching experience as a classified teacher, or, alternatively, four years of actual teaching experience as a fully qualified teacher, including at least one school year's current service with the Victorian Education Department. This teaching experience other than the one school year's current service with the Victorian Education Department shall be reduced by one year in the case of a teacher who has approved post-graduate qualifications.

(iii) Members of Interim Class II. shall be deemed to be occupying recognized posts of responsibility for salary purposes.

(d) An exit student who has not successfully completed an approved course of training shall be paid a salary at a point on the subdivisional range as determined by the Tribunal and shall not progress beyond that subdivision. On completion of the approved course of training his salary shall be re-assessed in accordance with the qualification held and he shall be paid the salary subdivision he would have progressed to on the appropriate scale.

(e) (i) Subsequent to appointment a member on the salary subdivisional range 5 to 14 who gains an approved diploma or university degree, or a member who acquires additional qualifications other than teacher training which entitle him to a subdivisional range with a higher maximum shall receive an adjustment to the next higher salary subdivision on the appropriate scale.

It shall be the responsibility of the member to make application for the adjustment. Unless otherwise determined by the Tribunal the adjustment shall be effective from the 1st January of the year following the gaining of the additional qualification. Except where special circumstances exist, the Tribunal will not authorize a retrospective adjustment with effect from a date earlier than the 1st January of the year in which application is made.

(ii) In addition to any adjustment under paragraph (i) of this sub-clause a member shall, on his existing incremental date, receive any increment to which he is entitled and shall, where applicable, retain that incremental date.

Provided that a member who had reached the maximum of his previous subdivisional range shall, where applicable, receive his subsequent increments on the anniversaries of the adjustment.

- (f) A member without approved teacher training appointed subsequent to the effective date of this Regulation shall be paid a salary at a point on the subdivisional range as determined by the Tribunal and shall not progress beyond that subdivision.

Provided that a member engaged for teaching in the fields of music or physical education who does not possess the formal academic qualifications sufficient for his acceptance for a course of teacher training shall be eligible to progress by annual increments to subdivision 9.

- (g) *Members undertaking teacher training, other than as students in training.*

- (i) Incremental progression shall be deemed to commence from the date of actual commencement of teacher training, regardless of the date of original appointment.
- (ii) Members undertaking a one-year course of training shall not be entitled to salary subdivisional progression until they have satisfactorily completed the course.
- (iii) Members undertaking a two-year course of training shall receive an increment on the first anniversary of the date of commencement of the course, provided they have successfully completed the first year. They shall not be entitled to further salary subdivisional progression until they have satisfactorily completed the course.
- (iv) On the completion of teacher training, if the minimum salary to which a member is entitled is the same as that which he was receiving as a trainee, his incremental progression shall date from the next occurring anniversary of the commencement of teacher training. If, however, the minimum salary payable for his qualifications is in excess of his salary as a trainee, his incremental progression shall date from the next occurring anniversary of the salary adjustment.
- (v) The provisions of paragraphs (i), (ii), and (iii) of this sub-clause shall not apply to a member currently undertaking teacher training at the effective date of this Regulation, who shall receive during his course of training any incremental progression to which he was formerly entitled. On completion of teacher training the provisions of paragraph (iv) of this sub-clause shall apply, except that, where the salary which a member was receiving as a trainee is in excess of the minimum payable for his qualifications, he shall continue to be paid the salary which he was receiving and his incremental date shall be deemed to be the 21st May.

6. Qualifications for appointment to Principal Class, Senior Teacher Class, and to positions carrying the responsibility allowance shall be as prescribed for Special Class, Class I, and Class II, respectively under Regulation 9 of the Teaching Service (Teachers Tribunal) Regulations, but the salary ranges applicable to particular qualifications shall be as determined by the Tribunal.

7. *Recognition of Previous Service.*

- (a) The commencing salary of a member who possesses qualifications which entitle him to progress to at least subdivision 12 of the Assistant Class range shall, within the appropriate range, be increased by one increment for each year of approved teaching experience, other than the first.

Provided that a member possessing qualifications entitling him to the subdivisional range 5-14 shall, if appointed prior to the 21st May, 1973, receive a maximum salary equivalent to subdivision 12 or, if appointed subsequent to that date but prior to 21st May, 1974, a maximum salary equivalent to subdivision 13.

- (b) For the purposes of this clause the term "approved teaching experience" shall be interpreted on the basis of completed years of relevant full-time teaching experience subsequent to the completion of the qualifications referred to in sub-clause (a).
- (c) In special cases the Tribunal on the recommendation of the Director-General may approve credit for experience other than that set out in this clause.

8. A teacher who is transferred from another division to the Assistant Class in the Technical Schools Division shall be classified in a subdivision corresponding to his previous classification and shall be eligible for any subsequent increment at the date of his former entitlement.

9. A teacher appointed as a principal by the Committee of Classifiers shall be remunerated as follows:—

- (a) Where he is located at the school concerned from the commencement of the school year—

(i) If appointment becomes effective before the 1st March—salary and allowances appropriate to the position from the 1st January.

(ii) If appointment becomes effective at any date on or after the 1st March—salary and allowances appropriate to his former position from the 1st January until the appointment becomes effective;

or

if his former remuneration exceeds that applicable to the position to which he has been appointed—salary and allowances appropriate to the position from the 1st January.

- (b) Where he is engaged in duties not connected with the school to which he has been appointed—remuneration as determined by the Tribunal.

10. *Temporary Teachers.*

- (a) (i) Temporary teachers shall be paid the base salaries prescribed for the Assistant Class.

(ii) A temporary teacher employed on the basis of half-time or more shall be paid the proportional rates of prescribed annual salary, and, where applicable, proportionate remote school allowance.

(iii) A temporary teacher on appointment to the classified service shall not receive an adjustment to his base salary but, where applicable, shall retain his existing incremental date.

- (b) Notwithstanding the provisions of paragraph (i) of sub-clause (a), a temporary teacher employed on the basis of less than half-time shall be paid the rates specified for an emergency teacher in sub-clause (c).

- (c) (i) A temporary teacher, appointed to meet a sudden emergency for periods of not more than thirty school days, shall be paid the rate of \$17.75 for each day of actual teaching duty.

Provided that in special cases approved by the Director-General, the period of service may be extended beyond thirty school days.

- (ii) A temporary teacher appointed to meet a sudden emergency who is employed for half a school day, shall be paid \$8.85.
- (iii) A temporary teacher employed part-time as an instructor in special classes shall be paid \$11.15 for each session.

11. *Miscellaneous Allowances.*

In addition to the salaries prescribed in this Regulation, the following allowances shall be paid where appropriate:—

(a) *Teachers Temporarily Transferred.*

A member currently in receipt of one of the following allowances shall continue to be paid such allowance whilst occupying the position, but no further allowances shall be authorized in respect of these positions.

	\$
(i) Information Assistant	205
(ii) Curriculum Assistant	205
(iii) Research Assistant	205
(iv) Assistant to Recruitment Officer ..	137

(b) *Teachers Engaged in the Training of Students.*

\$255 a year or \$85 a term.

Provided that no allowance shall be paid to members of the Principal Class.

(c) *Teachers Undertaking Overtime.*

- (i) The following rates shall be paid:—

	Two-hour session.
Group 1 subjects	\$10.45
Group 2 subjects	\$13.05
Group 3 subjects	\$15.65

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

- (ii) The following shall be the rate for Continuation Classes in English for Adult Migrants—\$5.25 an hour.

(d) *Persons Employed to Conduct Approved Courses.*

- (i) Members of the Teaching Service employed to conduct courses approved by the Director-General shall be paid at the rate of \$7.85 an hour for lectures or tutorial duties performed outside their normal hours of duty, subject to the prior approval of the Director-General for such employment and for the nature of the tutorial duties involved.

- (ii) Persons other than members of the Teaching Service may in special circumstances and with the prior approval of the Director-General be employed to assist in conducting approved courses and shall be paid at such rates as are approved by the Tribunal from time to time.

12. *Higher Duties.*

- (a) Where the Director-General assigns a member of the Teaching Service to a position for which the remuneration prescribed is higher than that applicable to his current position he shall be paid a higher duties allowance in accordance with the terms and conditions of this clause if such assignment is for a period of one month or more.

- (b) No member shall be assigned the duties of a position unless at least one half of the duties of such position are to be performed.
- (c) Where less than the full duties of a position are performed payment of the allowance shall be proportionate to the extent of the duties carried out.
- (d) Notwithstanding the proviso to paragraph (ii) of sub-clause 5 (c), a member may be assigned the duties of a higher position if he is eligible to progress to subdivision 12. However, where the needs of a school permit, the duties of a higher position shall be assigned to an appropriately qualified permanent member.
- (e) Assignments shall commence from the date of taking up duty and shall cease at the conclusion of the school year.

Provided that a member carrying out the duties of a higher position to which he has been assigned for at least one month prior to the end of the school year shall be paid to the 31st December of that year.

Provided further that if the member is re-assigned the duties of that position as from the first day of the succeeding school year he shall be paid the appropriate higher duties allowance from the 1st January of that year.

- (f) Subject to sub-clause (c) higher duties allowances shall be calculated on the following bases:—
 - (i) *Positions in respect of which responsibility allowance shall be paid:*
 Allowance for recognized post of responsibility as prescribed in paragraph (ii) of sub-clause 5 (c) in addition to the base salary of the assignee.
 - (ii) *Other positions:*
 An allowance which will raise the member's remuneration to the minimum salary prescribed for the position.
- (g) In special cases the Director-General may, with the prior approval of the Tribunal, assign duties to a member on conditions other than those provided in this clause.

13. *Students in Training.*

- (a) Students in training shall be paid the following allowances:—

YEAR OF COURSE.				
1st	2nd	3rd	4th	5th and thereafter
\$	\$	\$	\$	\$
<i>Students living at home.</i>				
1,475	1,475	1,745	1,925	1,925
<i>Students living away from home.</i>				
1,575	1,575	1,845	2,025	2,025
<i>Students having a wife or child wholly dependent.</i>				
2,652	2,652	2,652	2,652	2,652

- (b) The following terms and conditions shall apply to students recruited to pursue an approved course or courses who have completed at least the first year of the appropriate course without cost to the Education Department:—
 - (i) The completed years of course at date of recruitment shall be as determined by the institution which the studentship holder will attend.
 - (ii) University courses for graduates or undergraduates shall be as approved by the Director-General but other courses shall be as approved by the Tribunal.

- (iii) Former students in training whose student-ships were terminated shall not be entitled to the rates set out hereunder unless the Director-General considers that special circumstances led to such termination.
- (iv) The Tribunal may determine special rates for students who have completed approved courses other than those of a recognized university.

(v) Schedule of rates:—

Completed year of course at date of recruitment.	YEAR OF COURSE.			
	2nd	3rd	4th	5th and thereafter
	\$	\$	\$	\$
	<i>Students without dependants.</i>			
1st	1,900	2,170	2,340	2,340
2nd		2,640	2,820	2,820
3rd			3,380	3,500
4th				4,000
	<i>Students having a wife or child wholly dependent.</i>			
1st	2,652	2,652	2,652	2,652
2nd		3,080	3,080	3,080
3rd			3,640	3,640
4th				4,000

- (c) Students in training who enter upon courses at the beginning of an academic year shall be paid allowances from the 1st January of that year. Provided that where a studentship has been terminated under circumstances within the control of the student the allowances payable under any subsequent studentship awarded shall commence from a date to be determined by the Director-General.
- (d) Students in training who have been admitted by the Director-General 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) The following total allowances shall be paid to students undertaking "sandwich courses":—

Students living at home.	Students living away from home.	Students having a wife or child wholly dependent.
\$	\$	\$
1,157	1,223	1,851
- (f) An allowance of \$250 shall be paid to students while undertaking approved industrial experience.
- (g) Students who have completed an approved period of industrial experience and who are undertaking a course of teacher training at the Technical Teachers' College shall be paid an allowance equivalent to the minimum salary paid to members with equivalent qualifications and experience.
- (h) Any reference to 1st year of course in this clause is to the year of study following Form VI. level or the Preliminary year of a diploma course, or the equivalents of such years.

14. *Members in Remote Schools.* (Determination of the 7th May, 1972, by the Tribunal dealing with matters affecting the Teaching Service generally.)

Remote allowances may be paid to members in schools determined by the Tribunal as remote.

Category:	Member having a wife or child wholly dependent.	Unmarried member.
	\$	\$
A	150	100
B	90	60

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

W. E. SAMPSON, Chairman.
A. F. LE CLERCQ, Secretary.

Office of the Teachers Tribunal,
Melbourne, 20th May, 1972.

SCHEDULE "A".

Current salaries or allowances shall be converted in accordance with the following table:—

ASSISTANT CLASS.		Conversion.
Current Annual Salary.		Subdivision.
\$	Former Assistant Class.	\$
3,400; 3,582		1 4,000
3,764		2 4,200
3,947		3 4,400
4,189*		4 4,650
4,433		5 4,950
4,675*		6 5,250
4,919		7 5,550
5,161		8 5,850
5,404; 5,525; 5,647		9 6,200
5,890		10 6,550
6,133; 6,254		11 6,900
6,617		12 7,300
6,982		13 7,700

*Members currently in receipt of these salaries, who are qualified to progress to subdivision 14 shall convert to the subdivision shown or to the minimum salary for their qualifications as prescribed in clause 5 of this Regulation, whichever is the greater.

Current Annual Salary	Conversion		Responsibility Allowance	Total Remuneration
	Sub-division	\$		
Former Senior Assistant Class				
5,404	7	5,550	750	6,300
5,647	8	5,850		6,600
6,011	9	6,200		6,950
6,435; 6,496	10	6,550		7,300
6,861	11	6,900		7,650
7,043; 7,225	12	7,300		8,050
7,589	13	7,700		8,450
Interim Class II.				
7,103	14	8,100	750	8,850

Current Annual Salary.	Conversion.
\$	\$
INTERIM CLASS I.	
7,650	9,350
SENIOR TEACHER CLASS.	
7,650; 8,197; 8,561	9,350
PRINCIPAL CLASS.	
Vice-Principals.	
8,863	9,850
9,471	10,600
Principals.	
8,863; 9,471; 10,139	11,350
11,050	12,350

Allowances of Students in Training shall convert to those prescribed in clause 13 for their appropriate year of course. The amounts formerly paid under paragraph (i) of sub-clause 34 (d) of the Teaching Service (Classification, Salaries, and Allowances) Regulations shall convert to the conversion rates for the corresponding amounts which appeared in sub-clause 34 (a) of those Regulations.

SCHEDULE "B"

The commencing and terminating salary subdivisions within the salary ranges prescribed in paragraph (i) of sub-clause 5 (c) shall be as follows for the more commonly held qualifications:—

Qualification.	Subdivisional Range.
(a) Fully Qualified.	
(i) Approved course of teacher training together with—	
Approved three-year university degree	
or	
Fellowship Diploma of Art	7-14
Provided that a member who possesses an approved four-year university degree, an honours degree, or post-graduate qualifications approved by the Tribunal may receive a total credit not exceeding two subdivisions of the schedule during his current service. This proviso may be applied on initial appointment or at any subsequent time or times.	
(ii) Approved three-year or four-year diploma post Form VI. level together with—	
The Trained Technical Teacher's Certificate	
or	
The Trained Trade Instructor's Certificate	
or	
The Trained Technician Instructor's Certificate	
or	
An approved course of teacher training together with suitable industrial experience as approved by the Tribunal	7-14
(iii) The Trained Trade Instructor's Certificate, together with an approved post-apprenticeship course	6-14
(iv) The Trained Technician Instructor's Certificate	6-14
(v) Approved course of teacher training (inclusive of related academic studies) of four or more year's post Form VI. level study	5-14
(b) One Year of Study Less than Fully Qualified.	
(i) The Trained Trade Instructor's Certificate	5-12
(ii) Approved course of teacher training together with—	
Approved three-year or four-year diploma post Form VI. level	
or	
Approved two-year diploma post Form VI. level with a minimum of two year's approved industrial experience	
or	
Two years of an approved university degree	3-12
(iii) Approved course of teacher training (inclusive of related academic studies) of three years' post Form VI. study	3-12
(c) Lesser Qualifications.	
Without approved course of teacher training—	
(i) Trade course, together with five years' approved industrial experience and an approved post-apprenticeship course	5-6
(ii) Trade course together with five years' approved industrial experience	4-5
(iii) Approved university degree	
or	
Fellowship Diploma of Art	
or	
Approved three-year or four-year diploma post Form VI. level, together with two years' approved industrial experience	4
(iv) Two years of an approved university degree	
or	
Approved three-year or four-year diploma post Form VI. level	
or	
Approved two-year diploma post Form VI. level, together with approved industrial experience	2

TEACHING SERVICE—TECHNICAL SCHOOLS DIVISION
(CLASSIFICATION, SALARIES, AND ALLOWANCES) REGULATION.

CORRIGENDUM.

The Teachers Tribunal has before gazettal corrected the Regulation as issued on the 21st May, 1972, by the deletion of paragraph (vi) of sub-clause 5 (g), which appeared as follows:

“Notwithstanding the provisions of this sub-clause a member undergoing a two-year course of training at the effective date of this Regulation who, on completion of training, will be fully qualified in the terms of paragraph (i) of sub-clause (c) shall be paid a minimum salary of subdivision 7 and subsequent incremental progression shall date from the next occurring anniversary of the commencement of teacher training.”

W. E. SAMPSON, Chairman.
A. F. LE CLERCQ, Secretary.

Office of the Teachers Tribunal,
Melbourne, 2nd June, 1972.