



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 431]

MONDAY, APRIL 23.

[1951

Factories and Shops Acts.

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

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

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

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

has made the following Determination namely:—

1. That as from the beginning of the second school term to commence in June, 1951, the [last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK.

2.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
During first year's experience of teaching following registration	5 1 11	51 10	7 13 9
During second year's experience of teaching following registration	5 9 7	51 10	8 1 5
During third year's experience of teaching following registration	5 17 4	51 10	8 9 2
During fourth year's experience of teaching following registration	6 5 0	51 10	8 16 10
During fifth year's experience of teaching following registration	6 12 8	51 10	9 4 6
During sixth year's experience of teaching following registration	7 0 4	51 10	9 12 2
During seventh year's experience of teaching following registration	7 8 1	51 10	9 19 11
During eighth year's experience of teaching following registration	7 15 9	51 10	10 7 7
During ninth year's experience of teaching following registration and thereafter	8 3 6	51 10	10 15 4

NON-REGISTERED TEACHER.

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

PART-TIME TEACHER.

4. (a) A part-time registered teacher shall be paid 10s. plus 1s. 9d. cost of living addition, total 11s. 9d., per hour or part thereof on a weekly total.

(b) A part-time non-registered teacher shall be paid 8s. 9d. plus 1s. 9d. cost of living addition, total 10s. 6d., per hour or part thereof on a weekly total.

(c) Subject to the provisions of clause 9 the school, at the beginning of each term, shall contract to pay a part-time teacher for a specified number of hours per week throughout the term, and no deduction shall be made if the class is not available to be taught.

ADDITIONAL PAYMENTS.

5. A teacher who is required to act as an examiner for a University certificate for candidates entering for public examinations shall receive per candidate per subject: (a) for Intermediate certificate—1s. 6d.; and (b) for Leaving certificate—1s. 9d.

DEDUCTIONS FOR BOARD AND LODGING.

6. An amount of 4s. per week may be deducted from the wages for each week during which board and lodging is provided: Provided that any teacher required to be present or perform some service, exclusive of teaching or any work co-related thereto, shall be entitled to a reduction in the amount to be deducted for board and lodging as follows:—

(i) For each hour in any week of such service up to ten hours—a reduction of 2s. 9d. per hour or part thereof on a weekly total.

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

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

SICK LEAVE.

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

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

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

(b) When a part-time teacher is unable because of personal ill-health or accident to perform her duties she shall be entitled to be absent for ten school days in each year of service on pay equivalent to what she would have received had she been working, provided she produces a doctor's certificate or other evidence satisfactory to the head mistress for any absence of more than two consecutive school days.

ANNUAL LEAVE.

8. A teacher shall be entitled to the usual school holidays, which include Christmas and term holidays, without deduction of pay: Provided that a school which employs a teacher during the whole of any term shall be liable for such teacher's wages until the commencement of the next following term: Provided further that when a teacher is employed for portion only of any term, the school employing such teacher shall pay a portion of the teacher's wages for the period from the end of the term until the commencement of the next following term, such portion being in the proportion of that which the period of employment during the term bears to the whole term.

TERMINATION OF EMPLOYMENT.

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

DEFINITIONS.

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

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

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

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

PERIODICAL ADJUSTMENT OF WAGES.

11. (a) The rates set out in clause 2 are subject to half-yearly adjustment and, pursuant to the provisions of section 21 of the *Factories and Shops Act, 1934*, the Board hereby determines that such rates shall be automatically increased or decreased in accordance with the increase or decrease in the cost of living: Provided that the rates in clause 4 shall be adjusted at the same time, such adjustment to be based on a 30-hour week and to be calculated to the nearest penny, half or less than half of one penny to be disregarded.

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

(c) The rates prescribed in Column "A" of clause 2 will for the purposes of this Determination be known as the "standard" rates and are represented by the index number group 834-856 in the table.

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

Index Number Groups—"Five Towns", Victoria.		Amount of Adjustment Per Week.	Index Number Groups—"Five Towns", Victoria.		Amount of Adjustment Per Week.
		s. d.			s. d.
No Change	834-856 .. .. .	.. .. .	1616-1637 .. .. .	.. .. .	53 7
Increases	1504-1526	44 11	1638-1660 .. .. .	.. .. .	55 3
	1527-1548	46 8	1661-1682 .. .. .	.. .. .	57 0
	1549-1570	48 4	1683-1704 .. .. .	.. .. .	58 9
	1571-1593	50 1	1705-1727 .. .. .	.. .. .	60 6
	1594-1615	51 10	1728-1749 .. .. .	.. .. .	62 3
			1750-1771 .. .. .	.. .. .	63 11
			Increases	1772-1794	65 8
				1795-1816	67 5
				1817-1838	69 2
				1839-1861	70 10
				1862-1883	72 7
				1884-1905	74 4
				1906-1928	76 1
				1929-1950	77 9

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

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

J. V. WILLOX, Secretary.

Melbourne, 14th March, 1951.