VICTORIA
GOVERNMENT GAZETTE

Published by Authority

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

No. 16] THURSDAY, MARCH 3 [1960

Teaching Service Act 1958.

REGULATIONS.

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 21st day of February, 1960.

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
	£	£	£	£	£	£	£	£	£	£
					Man.					
Class IV.	500	530	560	620	710	800	860	890	950	1,010
Class III.	1,130	1,160	1,190	1,280						
Class II.	1,430	1,460								
Class I.	1,670	1,700	1,760							
Special	1,970									

No. 16.—1737/60.—PRICE 1s. 3d.

Class.	Subdivisions. 1 £	2 £	3 £	4 £	5 £	6 £	7 £	8 £	9 £	10 £
					Woman.					
Class IV.	400	424	448	496	568	640	688	712	760	808
Class III.	904	928	952	1,024						
Class II.	1,144	1,168	1,192							
Class I.	1,420	1,445	1,490							
Special	1,773									

PART II.—SECONDARY SCHOOLS DIVISION.

4. (*a*) 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 £
				Man.			
Class IV.	530	560	620	740	860	950	1,040
Class III.	1,160	1,190	1,220	1,310			
Class II.	1,460	1,490					
Class I.	1,700	1,730	1,790				
Special	2,000						
				Woman.			
Class IV.	424	448	496	592	688	760	832
Class III.	923	952	976	1,048			
Class II.	1,168	1,192	1,216				
Class I.	1,445	1,470	1,520				
Special	1,800						

4. (*b*) Notwithstanding anything contained in sub-clause 4 (*a*) of this Part the following rates of annual salaries are prescribed for the Principals of the under-mentioned secondary schools:—

	£
Melbourne High School	2,415
MacRobertson Girls' High School	2,173
University High School	2,415

PART III.—TECHNICAL SCHOOLS DIVISION.

5. (*a*) 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	530	560	620	710	800	890	950	980	1,040
Class IV. Trade Instructor ..				710	800	890	950	980	1,040
Class III.	1,160	1,190	1,220	1,310					
Class II.	1,460	1,490							
Class I.	1,700	1,730	1,790						
Special	2,030								
					Woman.				
Class IV.	424	448	496	568	640	712	760	784	832
Class III.	928	952	976	1,048					
Class II.	1,168	1,192	1,216						
Class I.	1,445	1,470	1,520						
Special	1,800								

5. (*b*) Notwithstanding anything contained in sub-clause 5 (*a*) of this Part the following rates of annual salaries are prescribed for the Principals of the under-mentioned technical schools: —

	£
Caulfield, Collingwood, Footscray, Preston, Richmond and Yallourn	2,475
Emily McPherson College of Domestic Economy	2,173

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 and Inspectors.*

Assistant Director of Education—

	£
Man	3,630

Chief Inspector (Primary, Secondary, Technical)—

Man	3,400
Woman	3,060

Assistant Chief Inspector (Primary, Secondary, Technical)—

Man	3,050
Woman	2,745

Inspector of Schools (Primary, Secondary, Technical)—

	Subdivisions.						
	1	2	3	4	5	6	7
	£	£	£	£	£	£	£
Man	1,940	2,000	2,055	2,115	2,175	2,235	2,355
Woman	1,649	1,800	1,850	1,903	1,958	2,011	2,120

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

Principal, Melbourne and Secondary Teachers' Colleges—

	£
Man	2,685
Woman	2,416

Principal, Burwood and Toorak Teachers' Colleges—

Man	2,355
Woman	2,120

Principal, Ballarat, Bendigo, Coburg, Geelong, Frankston 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	1,970	2,025	2,085	2,145	2,265
Woman	1,773	1,822	1,877	1,930	2,039

Vice-Principal, Melbourne and Secondary Teachers' Colleges—

	£
Man	2,175
Woman	1,958

Principal, Domestic Arts Teachers' College—

	Subdivisions.				
	1	2	3	4	5
	£	£	£	£	£
Woman	1,470	1,520	1,570	1,620	1,690

Lecturer—

	Subdivisions.				
	1	2	3	4	5
Grade I.—	£	£	£	£	£
Man	1,820	1,880	1,970		
Woman	1,547	1,598	1,773		
Grade II.—					
Man	1,760				
Woman	1,490				
Grade III.—					
Man	1,370	1,430	1,490	1,550	1,640
Woman	1,096	1,144	1,192	1,240	1,394

(*c*) *Other Positions.*

Editor, Departmental Publications; Principal Psychologist and Guidance Officer—

	Subdivisions.						
	1	2	3	4	5	6	7
	£	£	£	£	£	£	£
Man	2,115	2,175	2,235	2,355			
Woman	1,903	1,958	2,011	2,120			
Survey and Planning Officer—							
Man	1,940	2,000	2,055	2,115	2,175	2,235	2,355
Woman	1,649	1,800	1,850	1,903	1,958	2,011	2,120
Curriculum and Research Officer, Visual Education Officer, Libraries Service Officer, Supervisor of Music, Organizer of Physical Education, Supervisor of Art (Primary Schools), Supervisor of the Education of Backward Children, Supervisor of the Education of Physically Handicapped Children—							
Man	1,730	1,790	1,850	1,910	1,970		
Woman	1,470	1,520	1,572	1,719	1,773		
Head Teacher, School for the Deaf—							
Man	1,880						
Woman	1,598						
Supervisor of Handwork—							
Man	1,850						
Woman	1,572						
Sub-Editor, Departmental Publications—							
Man	1,830						
Woman	1,555						

Subdivisions.

	1	2	3	4
	£	£	£	£
Camp Director, Children's School Camp, Somers—				
Man	1,580	1,640	1,700	1,760

Senior Guidance Officer (Primary, Secondary Technical, Special Schools), Survey and Planning Assistant—

	1	2	3	4	5
	£	£	£	£	£
Man	1,460	1,520	1,580	1,640	1,730
Woman	1,168	1,216	1,264	1,394	1,470

Senior Assistant Psychologist—

Woman	952	976	1,000	

Assistant Psychologist—

Woman	688	736	808	856

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 undermentioned 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—

Length of Subsequent Course.	Subdivision.
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 his 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 this 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 rates of salary:—

(i) With Matriculation	£220 a year.
(ii) With the School Leaving Certificate, or at least five School Leaving Subjects, including English ..	£210 a year.
(iii) Other temporary student teachers	£188 a year.

PART VIII.—SEWING MISTRESSES.

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

Years of Service.					Thereafter.
1	2	3	4	5	
£190	£190	£210	£210	£230	£250

(b) Temporary sewing mistresses shall be paid the following rate:—
£180 a year.

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)	1,250		
Supervising Trade Instructor (Man)	1,040	1,070	1,100
Senior Trade Instructor (Man)	980	1,040	1,070
Trade Instructor (Man)	950	980	1,040

PART X.—INSTRUCTORS IN ADULT MIGRANT EDUCATION.

	Man.	Woman.
20. Supervisor of Migrant Education	£1,670	£1,420
Chief Instructor, Bonegilla Reception Centre ..	£1,280	£1,088
Deputy Chief Instructor, Bonegilla Reception Centre	£1,160	£986

	Subdivisions. 1 £	2 £	3 £	4 £	5 £	6 £	7 £	8 £	9 £	10 £	11 £
Organizer, Continuation Classes; Organizer, Correspondence Tuition; Chief Instructor, Holding Centre—											
Man ..	1,000	1,030	1,060	1,090	1,117						
Woman ..	876	905	933	962	989						
Instructor, Grade I.—											
Man ..	610	638	694	750	809	856	910	968	997	1,026	1,055
Woman ..	525	546	594	649	700	767	811	843	877	905	933
Instructor, Grade II.—											
Man ..	492	520	550	580							
Woman ..	410	439	467	496							

When " time off " in lieu of duty in excess of 38 hours a week cannot be granted, such excess time shall be paid for at the rates of 30s. an hour for men, and 24s. an hour for women.

(*a*) Instructors possessing the literary qualifications equivalent to those required for appointment to a classified position in the Victorian Education Department plus a trained teacher's certificate or approved teaching experience shall be classified as Instructors, Grade I.

(*b*) All other instructors shall be classified as Instructors, Grade II.

(*c*) On first appointment of an Instructor, the Tribunal, after consideration of any recommendation by the Director, shall classify the Instructor in a subdivision commensurate with his qualifications and teaching experience.

(*d*) An Instructor, Grade II., who has been on the maximum salary of his grade for at least twelve months shall, subject to satisfactory service, proceed by annual increments to the sixth subdivision of the salary prescribed for Instructor, Grade I.

(*e*) Ex-Assistant Instructors shall be reclassified in accordance with the foregoing provisions of this Regulation.

21. Part-time tutors engaged in correspondence work shall be paid at the rates of 4s. 6d. a paper for all lessons from 1 to 17, and 7s. 6d. a paper for all lessons from 18 to 34.

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. £
A	Primary Teacher's Certificate, Second Class, or Primary Teacher's Certificate, First Class or equivalent qualifications	500	400
B	Trained Primary Teacher's Certificate or equivalent qualifications	530	424
C	Trained Primary Teacher's Certificate, together with three University subjects, or Drawing Teacher's Secondary Certificate, or equivalent qualifications	560	448

Group.	Qualifications.	Salaries. Man. £	Woman. £
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 ..	620	496
E	A University Degree with training, or a trade course with five years' approved trade experience, or equivalent qualifications	710	568

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.

Provided further that any teacher, appointed prior to the 15th September, 1958, who is not now classified in accordance with the provisions of this clause shall be so classified and paid the appropriate salary and, notwithstanding anything contained elsewhere in this Part, a teacher who is so classified in a higher salary group shall be eligible for the next increment after one year of satisfactory service therein.

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

Group.	*Man.* £	*Woman.* £
F	800	640
G	860	688
H	890	712
I	950	760
J	1,010	808

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 is subsequently re-employed within a period of twelve months from the date of such termination, shall be reappointed 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 £1,010 a year for temporary men teachers or £808 a year for temporary women teachers be paid without the special permission of the Tribunal.

28. Temporary teachers under 21 years of age without the minimum qualifications prescribed in Group A of clause 22 shall be paid the following fixed annual salaries:—

Man	£375 a year
Woman	£300 a year

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

29. (*a*) Temporary teachers employed part time shall be paid the appropriate proportional rates of prescribed annual salary, together with proportionate amounts prescribed under clause 45 of Part XII. of these Regulations, and, where applicable, proportionate remote school and qualifications allowances.

(*b*) 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 and shall not be subject to the amounts prescribed under clause 45 of Part XII. of these Regulations:—

Man	£4 5s. a day
Woman	£3 8s. 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.

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

Man	£2 2s. 6d. a session.
Woman	£1 14s. 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 a session.
Woman	£2 8s. a session.

PART XII.—ALLOWANCES.

31. 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 and Richmond Technical Schools, William Angliss Food Trades School, and Emily McPherson College of Domestic Economy.

(*e*) Temporary Teachers acting as Head Teachers.

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

Class.	*Primary.*	*Secondary.*	*Technical.*
	£	£	£
Class IV. ..	30		
Class III. ..	48		
Class II. ..	66	78	78
Class I. ..	84	96	96
Special ..	102	114	114

(*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 £36 a year in cases approved by the Tribunal.

(*g*) A teacher, temporarily transferred to the position of—

(i) Recruitment and Teachers' Studies Officer ..	£120 a year
(ii) Welfare Officer	£120 a year.
(iii) Supervisor of Forestry	£120 a year.
(iv) Supervisor of Domestic Arts (Primary Schools Division)	£120 a year.
(v) Curriculum Assistant	£90 a year.
(vi) Research Assistant	£90 a year.
(vii) Assistant to Recruitment and Teachers' Studies Officer	£60 a year.
(viii) Assistant Supervisor of School Forestry ..	£60 a year.

32. (*a*) Head Teachers of Training Schools shall be paid an allowance of £30 a year in addition to the allowance prescribed in clause 31.

(*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 £36 a year: Provided that no allowance shall be paid to a Class II. or Class I. Assistant on the staff of a Teachers' College without the approval of the Tribunal.

(*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 £30 a year in addition to the allowance prescribed in clause 31.

(*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 £36 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 £12 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 £9 a round up to a maximum of 4 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 not exceeding £60 a year in addition to the allowance prescribed in clause 31.

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 not exceeding £36 a year.

36. Relieving teachers shall be paid a special relieving allowance at the rate of £180 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	215	241
2nd	215	241
3rd	280	306
4th	293	319
5th	293	319

(*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*) 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.

(ii) shall receive during each year of approved industrial experience an allowance of £50, which shall not be subject to the amounts prescribed under clause 45.

(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, together with the amount prescribed under clause 45:—

	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.

(*g*) 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 which shall not be subject to the amounts prescribed under clause 45.

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	25
B	25	15

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

39. (*a*) Professional Officers (other than the Assistant Director of Education, Chief Inspectors and Assistant Chief Inspectors), classified teachers and temporary teachers who are graduates of 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 qualification allowance of £90 a year.

Provided that those members who were in receipt of a qualification allowance on the 4th December, 1954, shall be regarded as qualified to receive the allowance prescribed in this clause.

(*b*) Professional Officers (other than the Assistant Director of Education, Chief Inspectors and Assistant Chief Inspectors), classified teachers and temporary teachers who are regarded by the Tribunal as having passed two years of the course for a University Degree or an approved equivalent qualification, and have also successfully completed an approved course of teacher training or approved equivalent shall be paid a qualification allowance of £30 a year.

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

41. Teachers who are required to perform overtime duties as instructors in special classes in primary, secondary, or technical schools, and teachers who are employed as instructors at vacation schools shall be paid the under-mentioned rates of salary per session according to the subject in which instruction is given:—

	Instructor-in-Charge.		*Assistant.*	
	Man.	Woman.	Man.	Woman.
Group 1 Subjects	60s.	48s.	48s.	38s.
Group 2 Subjects	67s. 6d.	54s.	54s.	43s.
Group 3 Subjects	75s.	60s.	60s.	48s.

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

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 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 standard salary of £1,760 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 allowance as may be determined by the Tribunal.

45. (*a*) Until otherwise determined by the Tribunal, the salaries as prescribed in these Regulations for members of the Teaching Service shall be increased by amounts determined in accordance with the following scale:—

	Amount.
Adult Males and Married Male Minors	£491
Adult Females	£393

Minors other than Married Male Minors—

	Amount.	
	Male.	Female.
	£	£
(i) who are classified in or receiving salary the equivalent of the first subdivision of Class IV.	246	246
(ii) who are classified in or receiving salary the equivalent of the second subdivision of Class IV.	344	275
(iii) who are classified in or receiving salary the equivalent of the third or higher subdivision of Class IV. or any subdivision of a higher Class	442	354

(*b*) Notwithstanding anything contained in sub-clause (*a*) of this clause, the amount of increase for temporary student teachers, appointed on or after the 1st January, 1951, and students in training shall be £201.

(*c*) Notwithstanding anything contained in sub-clause (*a*) of this clause, the amount of increase for permanent and temporary sewing mistresses employed full time shall be £197, but for permanent and temporary sewing mistresses employed part time this amount shall be proportionate to the time actually employed.

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.
W. CREMOR, Member.
D. R. BROWN, Member.

G. FENNELL, Secretary.

Office of the Teachers Tribunal,
Melbourne, 19th February, 1960.

By Authority: A. C. Brooks, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE

Published by Authority

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

No. 17] THURSDAY, MARCH 3 [1960

MELBOURNE AND METROPOLITAN TRAMWAYS BOARD.

NOTICE OF APPROVAL OF BY-LAW FIXING TOLLS, FARES AND CHARGES.

PURSUANT to section 110 of the *Melbourne and Metropolitan Tramways Act* 1958, it is hereby notified, for public information, that His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has this day, in accordance with the provisions of the Melbourne and Metropolitan Tramways Acts, approved the following By-law made by the Melbourne and Metropolitan Tramways Board:—

Title of By-law No. 18, tolls, fares and charges.

General purport of By-law, rescinding By-law No. 17 of the Melbourne and Metropolitan Tramways Board and prescribing tolls, fares and charges which may be demanded and taken by the Board for the conveyance of passengers on its tramways, or any part thereof, or on any omnibus of the Board.

A. MAHLSTEDT,
Clerk of the Executive Council.

At Government House,
Melbourne, 3rd March, 1960.

By Authority: A. C. BROOKS, Government Printer, Melbourne.

No. 17.—2062/60.