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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 17th November, 1968.

TEACHING SERVICE (CLASSIFICATION, SALARIES AND ALLOWANCES) REGULATIONS.

PRELIMINARY.

1. These Regulations may be cited as the "Teaching Service (Classification, Salaries and Allowances) Regulations".
2. *Salaries and Allowances.*
 - (a) Unless specified otherwise all salaries and allowances prescribed in these Regulations are annual rates.
 - (b) The term "subdivision" in these Regulations means salary subdivision and represents a point of a salary scale on which any member of the teaching service must serve for a minimum of one year before being eligible to progress to any higher subdivision.
 - (c) Unless specifically indicated as a woman's rate, the salaries prescribed in these Regulations shall be those applicable to men. During the phasing period of the introduction of equal pay the rates payable to women (other than those referred to above) shall be reduced by the amounts prescribed in Schedule "A" of these Regulations.
 - (d) Unless specified elsewhere, Classified Teachers, Temporary Teachers, Sewing Mistresses and Instructors in Adult Migrant Education shall receive adjusted salaries in accordance with the conversion tables shown in Schedule "B" of these Regulations.
3. The term "confirmed enrolment" in these Regulations 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.

4. These Regulations are divided into parts, as follows:—

- Part I.—Professional Officers.
- Part II.—Primary Schools Division.
- Part III.—Secondary Schools Division.
- Part IV.—Technical Schools Division.
- Part V.—Temporary Teachers.
- Part VI.—Students in Training.
- Part VII.—Sewing Mistresses.
- Part VIII.—Instructors in Adult Migrant Education.
- Part IX.—Miscellaneous Allowances.
- Part X.—General Provisions.

PART I.—PROFESSIONAL OFFICERS.

5. The following shall be the rates of salaries of professional officers:—

- (a) *Assistant Director-General of Education, Directors of Education, Director of Teacher Education, Director of Special Services, Assistant Directors of Education and Inspectors.*

Assistant Director-General of Education	\$13,000
Director of Education (Primary, Secondary, Technical) ..	\$11,500
Director of Teacher Education and Director of Special Services	\$10,750
Assistant Director of Education (Primary, Secondary, Technical)	\$10,250
Staff Inspector	\$9,500

Inspector of Schools (Primary, Secondary, Technical)—

Subdivisions.

1	2	3	4	5	6	7
\$7,700	7,900	8,100	8,300	8,500	8,800	9,100

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

<i>Principal:</i> Burwood, Frankston, Geelong, Melbourne, Monash, Toorak and Secondary Teachers' Colleges ..	\$10,100
<i>Principal:</i> Ballarat, Bendigo, Coburg, Domestic Arts and Technical Teachers' Colleges, and Training Centre for Teachers of the Deaf and "Glendonald" School for Deaf children	\$9,100
<i>Vice-Principal:</i> Burwood, Coburg, Frankston, Geelong, Melbourne, Monash, Secondary, Technical and Toorak Teachers' Colleges and Training Centre for Teachers of the Deaf and "Glendonald" School for Deaf children ..	\$8,350

Lecturer, Grade I.—

Subdivisions.

1	2	3	4
\$7,050	7,300	7,500	7,700

Lecturer, Grade II.—

Subdivisions.

1	2	3	4	5	6	7
\$5,700	5,850	6,000	6,150	6,300	6,450	6,650

- (c) *Principals and Staffs of Tertiary Technical Colleges.*

<i>Principal:</i> Caulfield, Footscray, Preston and Yallourn Technical Colleges	\$9,900
<i>Vice-Principal (Tertiary):</i> Caulfield, Footscray, Preston and Yallourn Technical Colleges	\$8,200

Lecturer, Grade I.—

Subdivisions.

1	2	3	4
\$6,900	7,100	7,300	7,550

Lecturer, Grade II.—

Subdivisions.

1	2	3	4	5	6	7	8
\$5,300	5,450	5,600	5,750	5,900	6,050	6,200	6,350

(d) Other Positions—

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

Subdivisions.

1	2	3	4	5	6	7
\$7,700	7,900	8,100	8,300	8,500	8,800	9,100

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

Subdivisions.

1	2	3	4
\$7,400	7,600	7,800	8,000

Assistant Supervisor of Visual Education; Curriculum Officer, Grade I.; Information Officer; Libraries Service Officer; Research Officer, Grade I.; Survey and Statistics Officer; Teacher Education Officer; Supervisor of Art (Primary Schools); Supervisor of Education of Backward Children; Supervisor of Education of Physically Handicapped Children; Supervisor of Music; Supervisor of School Forestry:—

Subdivisions.

1	2	3	4	5	6
\$6,700	6,900	7,100	7,300	7,500	7,700

(The Officer at present in the position of Assistant Supervisor of Visual Education shall be placed on Subdivision 3.)

Principal Speech Therapist; Assistant Supervisor of Physical Education:—

Subdivisions.

1	2
\$7,450	7,770

Supervisor of Homecrafts (Primary):—

Subdivisions.

1	2	3
\$6,600	6,800	7,000

Sub-Editor, Department Publications; Guidance Officer, Grade I.:—
\$7,000

Publications Officer:—

Subdivisions.

1	2	3	4	5	6
\$6,000	6,200	6,400	6,600	6,800	7,000

Assistant Supervisor of Art (Primary Schools); Camp Director—Children's School Camp; Curriculum Officer, Grade II.; Design—Research Officer, Grade II.; Guidance Officer, Grade II.; Research Officer, Grade II.; Statistics Officer; Survey Officer:—

Subdivisions.

1	2	3	4	5	6	7
\$5,700	5,850	6,000	6,150	6,300	6,450	6,650

Assistant to Departmental Psychologist:—

Subdivisions.
(Woman's Rates.)

	1	2	3	4	5	6	7
	\$3,250	3,450	3,650	3,850	4,050	4,250	4,450

6. (a) Where a range of salaries is prescribed for any professional position, the occupant, subject to satisfactory service, shall proceed by annual increments from the minimum to the maximum of the range. Provided that the Tribunal may determine that an appointee shall commence at a rate other than the minimum.

(b) Subject to clause (a), a Professional Officer currently occupying an office specified in these Regulations shall receive the salary appropriate to his years of satisfactory service in the office and shall retain his previous incremental date.

PART II.—PRIMARY SCHOOLS DIVISION.

7. The following shall be the classes and rates of salaries of teachers in the Primary Schools Division:—

Class	Subdivisions.												
	1	2	3	4	5	6	7	8	9	10	11	12	
Special	\$6,850												
I.	\$6,250	6,450											
II.	\$5,150	5,450	5,750										
III. Scale A	\$3,850	4,050	4,250	4,550	4,850								
Scale B	\$2,950	3,100	3,250	3,450	3,650	3,850	4,050	4,250	4,450	4,650	4,850	5,050	

8. In addition to the salaries prescribed under Clause 7 the following annual allowances shall be paid to Principals and Head Masters:—

	\$
Special Class Principal in a School having a confirmed enrolment of 750 pupils	1,000
Special Class Principal in a School having a confirmed enrolment of 500 pupils	600
Class I. Principal	400
Class II. Principal	300
Class III. Head Master	200

Provided that a Headmaster of a Class III. school shall not receive a total emolument in excess of \$5,150 a year. (Exclusive of training or remote allowances.)

9. (a) Qualifications for promotion to Special Class, Class I. and Class II. shall be as prescribed under Regulations 6 and 7 of the Teaching Service (Teachers Tribunal) Regulations.

(b) Commencing and terminating salaries to be paid to Class III. teachers shall be determined as follows:—

- (i) Teacher with an approved University Degree or the Fellowship Diploma of Art (or equivalent) together with an approved course of teacher training. Scale A Subdivisions 1-5 inclusive.
- (ii) Teacher with an approved University Degree with honours or an approved post graduate qualification, together with an approved course of teacher training. Scale A Subdivisions 2-5 inclusive.
- (iii) Teacher with an approved course of training of four or more years' duration. Scale B Subdivisions 4-12 inclusive.
- (iv) Teacher with an approved course of training of three years' duration. Scale B Subdivisions 3-11 inclusive.
- (v) Teacher with any other approved course of training. Scale B Subdivisions 1-11 inclusive.

Provided that subject to satisfactory service and to the proviso to Clause 8 a teacher who has completed twelve months' service on Subdivision 5 of Scale A shall be paid annual gratuities to raise his remuneration to the rates prescribed for Class II.

PART III.—SECONDARY SCHOOLS DIVISION.

10. (a) The following shall be the classes and rates of salaries of teachers in the Secondary Schools Division:—

Class

Principal \$7,250/7,550/8,050/8,750 (Principal/Deputy Principal)

	<i>Subdivisions.</i>											
	1	2	3	4	5	6	7	8	9	10	11	12
<i>Senior Teacher</i>	\$6,300	6,750	7,050									
<i>Senior Assistant</i>												
<i>Scale A</i>	\$5,300	5,650	5,950	6,250								
<i>Scale B</i>	\$4,450	4,650	4,950	5,350	5,800							
<i>Assistant</i>												
<i>Scale A</i>	\$3,850	4,050	4,250	4,550	4,850	5,150	5,450	5,750				
<i>Scale B</i>	\$2,950	3,100	3,250	3,450	3,650	3,850	4,050	4,250	4,450	4,650	4,850	5,050

(b) There shall be interim classes with rates of salaries as follows:—

	<i>Salary</i>						
	\$						
<i>Interim Special Class</i>	7,050/7,250
<i>Interim Class I.</i>							
<i>Scale A</i>	6,750
<i>Scale B</i>	6,300
<i>Interim Class II.</i>							
<i>Scale A</i>	5,850
<i>Scale B</i>	5,450

11. Secondary Schools shall be graded according to pupil enrolment—

Grade of School.

- A. Minimum confirmed enrolment of 900 pupils.
- B. Confirmed enrolment of between 600 and 899 pupils.
- C. Confirmed enrolment of between 400 and 599 pupils.
- D. Enrolment of fewer than 400 pupils.

Provided that the following schools shall currently be deemed Grade A, regardless of enrolment—

Balwyn, Blackburn, Brighton, Camberwell, Glenroy, Melbourne, MacRobertson, McKinnon, Oakleigh and University High Schools.

12. (a) Principals shall be paid in accordance with the rates prescribed for the Principal Class as follows:—

<i>Grade of School.</i>	<i>Salary.</i>						
	\$						
A	8,750
B	8,050
C	7,550
D	7,250

(b) The grading of the school shall determine the remuneration of the Principal thereof, but in the event of any school having a reduced enrolment which necessitates re-grading, the salary rate shall not be adjusted until the position is vacated.

13. (a) Deputy Principals shall be appointed to Grade A and Grade B schools only. Deputy Principals shall be paid in accordance with the rates prescribed for the Principal Class as follows:—

	\$
On appointment to class	7,250
After a minimum of one year's satisfactory service, either as Principal of a Grade D school or as Deputy Principal	7,550

(b) In the event of any school having a reduced enrolment which necessitates re-grading to either C or D the position of Deputy Principal shall be adjusted as soon as practicable.

14. (a) The number of Senior Teachers to be appointed shall be in accordance with the following table:—

<i>Grade of School.</i>	<i>Number.</i>
A .. .. .	.. 4
B .. .. .	.. 3
C .. .. .	.. 2

(b) In the event of any school having a reduced enrolment which necessitates re-grading, the number of Senior Teachers shall be reduced in accordance with this Schedule.

15. Senior Assistants shall be appointed in accordance with the subject needs or other special requirements of a school. Appointments shall be made in accordance with the following table—

<i>Grade of School</i>	<i>Senior Assistants per School.</i>
A .. .. .	.. 8
B .. .. .	.. 7
C .. .. .	.. 5
D .. .. .	.. 2

Provided that the number appointed to a specific school may vary in accordance with need, but the total number appointed to all schools of a particular grading shall not exceed the product of the number of schools within the grading and the authorized number of Senior Assistants approved for that grade of school.

16. (a) Qualifications for promotion to Principal Class, Senior Teacher Class and Senior Assistant Class shall be as prescribed for Special Class, Class I. and Class II. respectively, under Regulation 8 of the Teaching Service (Teachers Tribunal) Regulations.

(b) Commencing and terminating salaries to be paid to Assistant Class Teachers shall be determined according to qualifications as follows:

- (i) Approved course of teacher training and an approved University Degree or a Fellowship Diploma of Art or equivalent. Scale A, Subdivisions 1–8 inclusive.
- (ii) Approved course of teacher training and an approved University Degree with honours or approved post-graduate qualifications. Scale A, Subdivisions 2–8 inclusive.
- (iii) Approved courses of teacher training—

<i>Length of Training Course.</i>	<i>Scale B Subdivisional Range.</i>
One year	1 – 8 inclusive
Two years	2 – 9 inclusive
Three years	3–11 inclusive
Four years or more	4–12 inclusive

17. (a) Before being eligible for promotion to Senior Assistant, an Assistant shall have currently served at least three years as a classified teacher and shall be in receipt of a salary not less than that prescribed for Subdivision 5 of Scale A, or Subdivision 7 of Scale B.

(b) On appointment as Senior Assistant, rates of salary shall be paid in accordance with the following table:—

<i>Scale A.</i>		<i>Scale B.</i>	
<i>Assistant Subdivision.</i>	<i>Senior Assistant Subdivision.</i>	<i>Assistant Subdivision.</i>	<i>Senior Assistant Subdivision.</i>
5	1	7	1
6	2	8	2
7	3	9	3
8	4	10	3
		11	4
		12	4

18. (a) Teachers who are currently classified as Special Class, Class I., or Class II. shall be placed in interim classes as prescribed in Clause 10 (b) as follows:—

Present Class—

Special—Interim Special

I—Interim Class I.

II—Interim Class II.

- (b) Salaries shall be paid in accordance with the following scale:—

Interim Special Class—Principals and Vice Principals	\$7,250
Other	\$7,050

Provided that a Principal shall be paid a gratuity to raise his total emolument to an amount equivalent to that prescribed for his grade of school in Clause 12 (a).

Provided also that a Vice-Principal shall be paid a gratuity to raise his total emolument to \$7,550 after a minimum of one year's satisfactory service in the Special Class or in the Interim Special Class or a combination of these two classes.

These gratuities shall be paid until such time as a Principal Class appointee assumes the duties of the position.

Interim Classes I. and II.

Approved course of teacher training and an approved University Degree or Fellowship Diploma of Art—Scale A of appropriate class.

Others—Scale B of appropriate class.

- (c) Interim Class II. Assistants shall be deemed to be senior to teachers of the Assistant Class.

- (d) No further appointment shall be made to any interim class after 1st January, 1969.

PART IV.—TECHNICAL SCHOOLS DIVISION.

19. (a) The following shall be the classes and rates of salaries of teachers in the Technical Schools Division:—

Class—

Special A—\$9,100

Special B—\$7,100/7,300/7,800/8,350

Subdivisions.

	1	2	3	4	5	6	7	8	9	10	11	12
<i>Senior Teacher</i> (Head of Department Grade I, Senior Master/Mistress Grade I)	\$6,300	6,750	7,050									

Senior Assistant (Head of Department Grade II, Senior Master/Mistress Grade II)

Scale A—

\$5,300 5,650 5,950 6,250

Scale B—

\$4,450 4,650 4,950 5,350 5,800

Assistant

Scale A—

\$3,850 4,050 4,250 4,550 4,850 5,150 5,450 5,750

Scale B—

\$2,950 3,100 3,250 3,450 3,650 3,850 4,050 4,250 4,450 4,650 4,850 5,050

- (b) There shall be Interim Classes with rates of salaries as follows:—

Interim Class I.—

Scale A	Salary	\$6,750
Scale B		\$6,300

Interim Class II.—

Scale A	Salary	\$5,850
Scale B		\$5,450

20. Technical Schools shall be of three grades.

The following schools shall be designated Grade A as from the date of operation of these Regulations:—

Brighton, Collingwood, Frankston, Geelong West, Richmond, Sale and Sandringham Technical Schools; Warrnambool Technical College; Emily McPherson College of Domestic Economy, and Melbourne School of Printing and Graphic Arts.

As from 1st January, 1969, the following additional schools shall be designated Grade A:—

Dandenong, Glenroy, Moorabbin, and Sunshine Technical Schools.

Other schools which have a confirmed enrolment of 400 pupils or more shall be designated Grade B.

Provided that schools, other than those designated as Grade A, and, which prior to the operation of these Regulations, were classified in the Special Class shall be designated Grade B schools.

Schools with an enrolment of less than 400 pupils shall be designated Grade C.

21. The numbers and classifications of staff for each school within any grade shall be in conformity with a staffing schedule approved by the Tribunal.

22. (a) Principals of Technical Schools shall be Special Class A or B and paid at the rates prescribed for the Special Class as follows:—

<i>Grade of School.</i>	<i>Class and Salary.</i>
A	Special A \$9,100
B	Special B \$7,800/\$8,350
C	Special B \$7,300

Provided that the Principal of a Grade B school shall be paid at the rate of \$8,350 after one year's satisfactory service either as the Principal of this grade of school or as a Vice-Principal who has been in receipt of a salary at the rate of \$7,800 a year.

(b) A Principal classified in Special B shall receive the salary appropriate to the grading of the school, but in the event of a reduction in the enrolment of any school necessitating a regrading, the Principal's salary shall not be adjusted until he vacates the position.

23. (a) Vice-Principals shall be appointed to Grade A and B Schools only. Vice-Principals shall be paid in accordance with the rates prescribed for Special B Class as follows:—

<i>Grade of School.</i>	<i>Class and Salary.</i>
A	Special B \$7,300 or \$7,800
B	Special B \$7,300

(b) In the event of the Tribunal re-grading a school to Grade A the classification of the Vice-Principals to be appointed shall be as determined by the Tribunal on the recommendation of the Committee of Classifiers.

(c) In the event of any school being reduced in grading the positions of Vice-Principal within the school shall be adjusted as soon as practicable.

(d) The term "Vice-Principal" shall apply to all Special Class and Class I. positions formerly designated Vice-Principal, Head Master, Head Mistress or Trade Supervisor.

24. Special Class Assistants engaged on work of a tertiary nature shall be paid a salary of \$7,100.

25. On appointment as Senior Teacher a teacher formerly on Subdivision 4 of Scale A in the Senior Assistant Class shall be placed on Subdivision 2 of the Senior Teacher range.

26. Subject to the approval of the Tribunal, a Senior Assistant designated as a Senior Master or Senior Mistress in a Grade C school shall receive an allowance of \$200.

27. (a) Before being eligible for promotion to Senior Assistant an Assistant shall have currently served at least three years as a classified teacher and shall be in receipt of a salary not less than that prescribed for Subdivision 5 of Scale A or Subdivision 7 of Scale B.

(b) On appointment as Senior Assistant, rates of salary shall be paid in accordance with the following table:—

<i>Scale A.</i>		<i>Scale B.</i>	
<i>Assistant Subdivision.</i>	<i>Senior Assistant Subdivision.</i>	<i>Assistant Subdivision.</i>	<i>Senior Assistant Subdivision.</i>
5	1	7	1
6	2	8	2
7	3	9	3
8	4	10	3
		11	4
		12	4

28. (a) Teachers who prior to the operation of these Regulations were classified in Class I. or Class II. shall be placed in the interim classes as prescribed in Clause 19 (b) as follows—

Present Class.

- I. Interim Class I.
 II. Interim Class II.

(b) (i) A teacher who, prior to the operation of these Regulations, held a position as Class I. Principal, Vice-Principal, Head Master or Head Mistress shall continue in this capacity until a Special Class appointment is made, and during this period shall receive a gratuity of such amount as shall raise the total emolument to \$7,300.

Any such teacher who fails to obtain a Special Class appointment and remains in the Interim Class I. shall receive, while in that class, a gratuity of such amount as shall raise his total emolument to \$7,050 until his position is adjusted by his appointment to Senior Teacher Class or to Special Class.

(ii) A teacher who, prior to the operation of these Regulations, was appointed as a Senior Assistant or Head Master of a Class I. school and was in receipt of the prescribed responsibility allowance shall continue in this capacity until a Senior Assistant appointment is made, and during this period shall receive a gratuity at the rate of \$350.

(c) An Interim Class I. teacher shall, on appointment as Senior Teacher, be placed on the salary appropriate to his qualifications as given hereunder:—

Scale A—\$7,050 Scale B—\$6,750

(d) An Interim Class II. teacher shall, on appointment as Senior Assistant, receive the salary appropriate to his qualifications as given hereunder:—

Scale A—\$6,250 Scale B—\$5,800

(e) (i) An interim Class II. teacher shall be deemed senior to an Assistant.

(ii) An Interim Class I. teacher shall be deemed senior to a Senior Assistant.

(f) There shall be no further appointments to any interim class after 1st January, 1969.

29. (a) The qualifications required for appointment as Special, Senior Teacher or Senior Assistant Class shall be as prescribed for Special Class, Class I. and Class II. respectively, by Regulation 9, Teaching Service (Teachers Tribunal) Regulations.

(b) The qualifications required for payment under Scale A shall be:—

An approved University Degree together with an approved course of teacher training.

or

The Trained Technical Teacher's Certificate, the course for which included a four or five year Technical College Diploma in Engineering, Chemistry or Architecture.

or

A Fellowship Diploma of Art (or equivalent) together with an approved course of teacher training.

All other classified teachers shall be placed on Scale B.

(c) To progress beyond Subdivision 11 on Scale B a teacher shall possess one of the following qualifications:—

Trained Technical Teacher's Certificate, the course for which included a Technical College Diploma not specified in sub-clause (b).

Trained Trade Instructor's Certificate.

Trained Technician Instructor's Certificate.

Trained Secondary Teacher's Certificate with approved fourth year of study.

30. (a) Upon completion of a course of training at a Teachers' College or an approved institution for the training of teachers, the holder of a studentship shall be placed in the Assistant Scale and range of subdivisions appropriate to his qualifications as given below:—

Course	On Successful Completion		If the Course is Incomplete	
	Scale	Subdivisional Range (Incl.)	Scale	Subdivisional Range (Incl.)
<i>Trained Technical Teacher's Certificate</i>				
(a) including a diploma, other than those specified in (b)	B	5-12	B	4-11
(b) including a four or five year diploma in Engineering, Architecture or Chemistry	A	1-8	B	5-11
(c) including a three year degree	A	2-8	B	5-11
(d) including a four year degree either on extension or otherwise	A	2-8	B	5-11
<i>Trained Trade Instructor's Certificate</i>	B	6-12	B	5-11
<i>Trained Technician Instructor's Certificate</i>	B	6-12	B	5-11

Provided that:

- (i) A student who has completed the course for the Trained Technical Teacher's Certificate but whose industrial experience was limited to one year shall—
 - (a) if eligible for Scale A, remain on the first subdivision of that scale for two years.
 - (b) if eligible for Scale B be placed one subdivision lower on that scale.
 - (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, provided that he shall not be raised more than two subdivisions.
 - (iii) The commencing salary of a student who had approved trade or technical qualifications and experience prior to the award of a studentship shall be determined by the Tribunal.
- (b) For other than holders of technical studentships, the commencing and terminating salaries to be paid to the Assistant Class shall be determined according to qualifications as follows:—
- (i) Approved course of teacher training and an approved University Degree or a Fellowship Diploma of Art (or equivalent)—Scale A, Subdivisions 1-8 inclusive.
 - (ii) Approved course of teacher training and an approved University Degree with honours or approved Post-Graduate qualifications—Scale A, Subdivisions 2-8 inclusive.
 - (iii) Approved courses of teacher training—

Length of Training Course.	Scale B Subdivisional Range.
One year	1-8 inclusive
Two years	2-9 inclusive
Three years	3-11 inclusive
Four years or more	4-12 inclusive
31. The Tribunal shall determine the scale and range of subdivisions appropriate to qualifications for which provision is not made in this Part.

PART V.—TEMPORARY TEACHERS.

32. (a) The following shall be the rates of salaries of temporary teachers:—

	Subdivisions.											
	1	2	3	4	5	6	7	8	9	10	11	12
Scale A	\$3,850	4,050	4,250	4,550	4,850	5,150	5,450					
Scale B	\$2,800	2,950	3,100	3,250	3,450	3,650	3,850	4,050	4,250	4,450	4,650	4,850

(b) The commencing and terminating salaries on the relevant scales shall be as follows:—

Qualification	Scale	Subdivisional Range (inclusive)
(i) <i>Trained Technical Teachers' Certificate</i> — The course for which includes a 4 or 5 year Diploma in Engineering, Chemistry or Architecture	A	1-7
(ii) <i>Approved Course of teacher training and</i> — Approved University degree or Fellowship Diploma of Art	A	1-7
Approved University degree with honours or approved post-graduate qualification	A	2-7
(iii) <i>Approved course of teacher training (inclusive of related academic studies)</i> — Of 4 or more years' duration	B	5-12
Of 3 years' duration	B	4-11
Of less than 3 years' duration	B	2-10
(iv) <i>Approved course of teacher training and</i> — Trade Course together with 5 years' approved industrial experience	B	7-12
(v) <i>Without approved course of teacher training</i> — Approved University subjects— Minimum of 4	B	2-10
6	B	3-11
8	B	5-11
Approved University degree	B	6-12
Approved University degree with honours or approved post-graduate qualification	B	7-12
Trade course together with 5 years' approved industrial experience or Technical College Certificate course with 6 years' approved industrial experience ..	B	6-11
Technical College Diploma of 4 years' duration post Leaving	B	6-12
Technical College Diploma of 3 years' duration post Leaving	B	3-11
Technical College Diploma of 2 years' duration post Leaving	B	2-10
Matriculation or equivalent	B	1-5

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

(d) A temporary teacher shall remain for two years on the salary subdivision to which he has been appointed and, subject to satisfactory service, shall proceed by annual increments to the maximum salary of his allotted subdivisional range.

(e) The commencing salary shall also be subject to the following:—

- (i) For every two years' experience, approved by the Director-General, such salary shall be increased by one increment;
- (ii) 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 progression through the subdivisions.

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

Provided that his progression conforms with the provisions of sub-clause (d) of this Clause.

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

(h) A temporary teacher employed less than half-time per fortnight shall be regarded as a casual teacher and paid at the rates specified in sub-clauses (i) and (j) of this Clause.

(i) A temporary teacher, appointed to meet a sudden emergency for periods of not more than thirty school days, shall be paid the fixed rate of \$13 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.

(j) A temporary teacher appointed to meet a sudden emergency, who is employed for a session only in a school day, shall be paid \$6.50.

(k) A temporary teacher employed part-time as an instructor in special classes shall be paid \$8.50 a session.

PART VI.—STUDENTS IN TRAINING.

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

Year of Training	Students living at home	Students living away from home
	\$	\$
1st and 2nd	1,225	1,290
3rd	1,450	1,515
4th and 5th	1,600	1,665

Provided that a student in training who has a dependent wife or dependent child shall be paid an allowance of \$1,825.

(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.

(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.

(d) Notwithstanding anything contained elsewhere in this clause, students following the course for the Trained Technical Teacher's Certificate shall receive allowances as follows:—

(i) While undertaking full time training:

<i>Year of Diploma Course.</i>	<i>Students living at home.</i>	<i>Students living away from home.</i>
2nd and 3rd ..	\$1,225	\$1,290
4th and 5th ..	\$1,450	\$1,515
<i>Year of University Course.</i>		
3rd ..	\$1,450	\$1,515
4th and 5th ..	\$1,600	\$1,665

Provided that such student who has a dependent wife or dependent child shall be paid an allowance of \$1,825.

(ii) While undertaking "sandwich course":

<i>Students living at home.</i>	<i>Students living away from home.</i>
\$958	\$1,002

(iii) While undertaking approved industrial experience—\$200.

(e) Students following the course for the Trained Technical Teacher's Certificate 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 an Assistant on Scale B as shown on the following table:—

	Subdivision.
If the course included a three-year diploma ..	2
If the course included a four-year diploma ..	3
If the course was extended and included a University degree ..	4

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

(f) 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 \$100.

PART VII.—SEWING MISTRESSES.

34. Sewing Mistresses shall be paid the following rates:—

Years of Service.			
1	2	3	4
\$1,050	1,100	1,150	1,200

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.

PART VIII.—INSTRUCTORS IN ADULT MIGRANT EDUCATION.

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

Supervisor of Migrant Education	\$	
		6,250
Instructor in Charge		4,750

Organizer, Continuation Classes;
Organizer, Correspondence Tuition

Subdivisions.		
1	2	3
\$4,150	4,300	4,550

Instructor

Subdivisions.									
1	2	3	4	5	6	7	8	9	
\$2,950	3,100	3,250	3,450	3,650	3,850	4,050	4,250	4,450	

(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.

Provided that, if special circumstances exist, the Tribunal may, on the recommendation of the Director-General, determine that any such Instructor proceed to a specified subdivision beyond subdivision 4.

(c) The commencing salary shall be subject to the following:—

- (i) For every two years' experience, approved by the Director-General, such salary shall be increased by one increment;
- (ii) 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.

36. Part-time tutors engaged in correspondence work shall be paid at the rate of 22c for correcting each preliminary lesson booklet and 85c for correcting each lesson booklet in the course "Learning English".

37. 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 \$3.85 an hour.

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

PART IX.—MISCELLANEOUS ALLOWANCES.

38. In addition to the salaries prescribed in Parts I.—V. of these Regulations, allowances shall be paid as prescribed hereunder—

(a) *Teachers Temporarily Transferred.*

A teacher, temporarily transferred to the position of: \$

(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 Supervisor of School Forestry	137
(viii) Assistant to Welfare Officer	137

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

\$135 a year or \$45 a term.

Provided that this provision shall not apply to Professional Officers and Principals of the Special and Principal classes.

(c) *Teachers in Special Schools.*

Teachers in Special Schools and in special classes as defined in sub-clauses 1 (b), (d) and (h) of Regulation 17 (Teaching Service (Teachers Tribunal) Regulations)—\$135.

Provided that this provision shall not apply to Principals 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	620
Country district relievers	360
Metropolitan relievers	180

(e) *Teachers in Remote Schools.*

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

Category	Married teacher or widow with dependent child	Unmarried teacher
A	\$ 125	\$ 75
B	\$ 75	\$ 45

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

(f) *Teachers Undertaking Overtime.*

	\$
Group 1 subjects	7.70
Group 2 subjects	9.60
Group 3 subjects	11.50

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

(g) *Teachers Employed as Lecturers.*

Teachers who are employed as lecturers to conduct approved classes, courses or vacation schools—\$5.75 an hour.

(h) *Teachers Undertaking Higher Duties.*

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 the lowest class who has been assigned the duties of a higher class, shall not receive an allowance at a rate in excess of \$300 a year plus any allowance payable under Part II. of these Regulations. No higher duties 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.

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.

PART X.—GENERAL PROVISIONS

39. (a) A teacher who is transferred from one division to another 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.

Provided that if a teacher is transferred to a position above the lowest class his salary subdivision and incremental date shall be determined by the Tribunal.

(b) A temporary teacher who is appointed to a classified position shall be placed in the subdivision of the relevant salary scale which will ensure that he will receive the nearest higher salary than that which he was receiving as a temporary teacher. He shall be eligible for his next subdivisional promotion on the next and subsequent anniversaries of the date of his immediate past temporary employment.

(c) The following are the rates of salary to be paid to permanent and temporary teachers who qualify for payment under Scale A subsequent to the date of operation of these Regulations:—

Salary.		Salary on Scale A.
\$	\$	\$
2,950 to 3,450		3,850
	3,650	4,050
	3,850	4,250
4,050 to 4,250		4,550
	4,450	4,850
4,650 to 4,850		5,150
	5,050	5,450

(d) A teacher who has received promotion to the former Class III. as from 1st January, 1969, shall be placed in a subdivision on the Assistant Class range according to his years of service as a classified teacher in the former Class IV. in accordance with the following table:—

Years of service	Subdivision (from 1st January, 1969)	
	Scale A	Scale B
Less than 3	4	8
3 or more	5	9

W. E. SAMPSON,
Chairman.

A. F. LE CLERCQ, Secretary.

Office of the Teachers Tribunal,
Melbourne, 15th November, 1968.

SCHEDULE "A".

SALARIES OF WOMEN TEACHERS.

The rates payable to women teachers shall be those prescribed for men, less the amounts specified below. (Refer Equal Pay Determination, dated 15th December, 1967):—

Primary Schools Division.

	Deduct as from—			
	17th November, 1968	1st January, 1969	1st January, 1970	1st January, 1971
Teachers classified in—	\$	\$	\$	\$
(a) Class III	426	284	142	Nil
(b) Class II and above	284	142	Nil	..

Secondary and Technical Schools Divisions.

	Deduct as from—			
	17th November, 1968	1st January, 1969	1st January, 1970	1st January, 1971
Teachers classified in—	\$	\$	\$	\$
(a) Assistant range ..	426	284	142	Nil
(b) Promotion positions	284	142	Nil	..

Professional Officers.

	Deduct as from—			
	17th November, 1968	1st January, 1969	1st January, 1970	1st January, 1971
All officers	\$ 284	\$ 142	\$ Nil	\$..

Instructors in Adult Migrant Education.

	Deduct as from—			
	17th November, 1968	1st January, 1969	1st January, 1970	1st January, 1971
Supervisor of Migrant Education	\$ 284	\$ 142	\$ Nil	\$..
All other positions ..	426	284	142	Nil
<i>Overtime</i> Rate per hour ..	40c	20c	Nil	..

SCHEDULE "A"—continued.
Other

	Deduct as from—			
	17th November, 1968	1st January, 1969	1st January, 1970	1st January, 1971
	\$	\$	\$	\$
<i>Temporary Teachers</i>				
All grades	426	284	142	Nil
<i>Emergency Teachers</i>				
Rate per day ..	\$1.20	60c	Nil	..
<i>Sessional Teachers</i>				
Rate per session ..	60c	30c	Nil	..
<i>Instructors in Special Classes</i>				
Rate per session ..	80c	40c	Nil	..
<i>Overtime Rates</i>				
Rate per session—				
Grade I subjects ..	80c	40c	Nil	..
Grade II subjects ..	\$1.00	50c	Nil	..
Grade III subjects ..	\$1.20	60c	Nil	..
<i>Lecturers At Vacation Schools</i>				
Rate per hour ..	60c	30c	Nil	..

SCHEDULE "B".

"CURRENT SALARY" WHERE APPEARING MEANS STANDARD SALARY INCLUSIVE OF QUALIFICATIONS ALLOWANCE ONLY.

Conversion Table—Primary Schools Division.

Present Class and Subdivision	Teacher Classified on—			
	Scale B		Scale A	
	Current Salary	Salary from 17th November, 1968	Current Salary	Salary from 17th November, 1968
	\$	\$	\$	\$
IV 1	2,551	2,950	..	..
2	2,697	2,950	..	..
3	2,656	2,950	..	..
4	2,802	3,100	..	..
5	2,863	3,100	..	..
6	3,009	3,250	..	..
7	3,016	3,250	..	..
8	3,162	3,450	..	..
9	3,174	3,450	..	..
10	3,320	3,650	..	..
III 1	3,383	3,650	3,715	4,050
2	3,529	3,850	..	..
3	3,539	3,850	3,871	4,250
4	3,685	4,050	..	..
5	3,642	4,050	3,974	4,550
6	3,788	4,050	..	..
7	3,746	4,050	4,078	4,550
8	3,892	4,250	..	..
9	3,851	4,250	4,183	4,550
10	3,997	4,450	..	..
II 1	4,060	4,450	4,392	4,850
2	4,206	4,650	..	..
3	4,216	4,650	4,548	4,850
4	4,362	4,850	..	..
I 1	4,369	4,850	4,701	5,150
2	4,515	4,850	..	..
3	4,474	4,850	4,806	5,150
4	4,620	4,850	..	..
II 1	4,890	5,150	5,222	5,750
2	5,036	5,450	..	..
3	5,097	5,450	5,429	5,750
4	5,243	5,750	..	..
I 1	5,515	6,250	5,847	6,450
2	5,661	6,250	..	..
3	5,669	6,250	6,001	6,450
4	5,815	6,450	..	..
5	5,774	6,450	6,106	6,450
6	5,920	6,450	..	..

SCHEDULE "B"—continued.
Conversion Table—Sewing Mistresses.

Current Salary	Salary from 17th November, 1968
\$ 998	\$ 1,050
1,039	1,100
1,080	1,150
1,122	1,200

Conversion Table—Secondary Schools Division.

Present Class and Subdivision	Teacher Classified on—			
	Scale B		Scale A	
	Current Salary	Salary from 17th November, 1968	Current Salary	Salary from 17th November, 1968
	\$	\$	\$	\$
IV 3	2,863	3,100	..	..
	3,009	3,250	..	..
	3,133	3,250	..	..
4	3,279	3,450	..	..
	3,435	3,650	3,767	4,050
5	3,581	3,850	..	..
	3,664	3,850	3,996	4,250
6	3,810	4,050	..	..
	3,873	4,250	4,205	4,550
7	4,019	4,250	..	..
	4,081	4,250	4,267	4,550
8	3,935	4,250	..	..
	4,142	4,450	4,474	4,850
III 1	4,288	4,650	..	..
	4,298	4,650	4,630	5,150
2	4,444	4,850	..	..
	4,453	4,850	4,785	5,150
3	4,599	5,050	..	..
	4,558	4,850	4,890	5,450
4	4,704	5,050	..	..

Conversion Table—Technical Schools Division.

Present Class and Subdivision	Teacher Classified on—			
	Scale B		Scale A	
	Current Salary	Salary from 17th November, 1968	Current Salary	Salary from 17th November, 1968
	\$	\$	\$	\$
IV 1	2,592	2,950	..	..
	2,707	2,950	..	..
	2,863	3,100	..	..
	3,072	3,250	..	..
	3,330	3,650	..	..
5	3,476	3,650	..	..
	3,590	3,850	3,736	4,050
6	3,736	4,050	3,922	4,250
	3,695	4,050	3,841	4,050
7	3,841	4,250	4,027	4,250
	3,799	4,050	3,945	4,250
8	3,945	4,250	4,131	4,550
	3,935	4,250	4,081	4,550
9	4,081	4,450	4,267	4,550
	4,142	4,450	4,288	4,550
III 1	4,288	4,650	4,474	4,850
	4,298	4,650	4,444	4,850
2	4,444	4,850	4,630	5,150
	4,453	4,850	4,599	5,150
3	4,599	5,050	4,785	5,150
	4,558	4,850	4,704	5,150
4	4,704	5,050	4,890	5,450

On the date of operation of these Regulations a Special Class Vice-Principal shall receive a salary of \$7,800.

A Special Class Principal—

- (a) With less than one year's service in the class shall receive a salary of \$7,800.
- (b) With one or more years' service in the class shall receive a salary of \$8,350.

SCHEDULE "B"—continued.
 Conversion Table—Temporary Teachers.

Current Salary	Salary from 17th November, 1968		
	Scale A	Scale B	
		Maximum \$4,850	Maximum \$4,650
\$	\$	\$	\$
2,551	..	..	2,800
2,656	..	..	2,950
2,863	..	..	3,100
3,016	..	..	3,250
3,174	..	..	3,450
3,320	..	3,650	..
3,506	3,850	..	..
3,383	..	3,850	3,650
3,529	..	..	..
3,715	4,050	..	..
3,539	..	..	3,850
3,685	..	4,050	..
3,871	4,250	..	..
3,642	..	..	3,850
3,788	..	4,050	..
3,974	4,250	..	..
3,746	..	..	4,050
3,892	..	4,250	..
4,078	4,550	..	..
3,851	..	..	4,250
3,997	..	4,250	..
4,183	4,550	..	..
4,060	..	..	4,450
4,206	..	4,450	..
4,392	4,850	..	..
4,216	..	..	4,450
4,362	..	4,650	..
4,548	4,850	..	..
4,369	..	..	4,650
4,515	..	4,850	..
4,701	5,150	..	..
4,474	..	..	4,650
4,620	..	4,850	..
4,806	5,150	..	..

