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GOVERNMENT GAZETTE

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[1970

*Teaching Service Act 1958.*TEACHING SERVICE (CLASSIFICATION, SALARIES AND
ALLOWANCES) REGULATIONS.

AMENDMENT No. 174. (C.S. & A. 18).

THE Teachers Tribunal, in pursuance of the powers conferred by the *Teaching Service Act 1958*, hereby amends the Teaching Service (Classification, Salaries and Allowances) Regulations in the manner following, that is to say:—

PART I.—PROFESSIONAL OFFICERS.

Rescind clause 5 and substitute therefor the following new clause:—

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

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

Director of Education (Primary, Secondary, Technical) ..	\$11,845
Director of Teacher Education and Director of Special Services	\$11,073
Assistant Director of Education (Primary, Secondary, Technical)	\$10,558
Staff Inspector	\$9,785

Inspector of Schools (Primary, Secondary, Technical)—

Subdivisions.

1	2	3	4	5	6	7
\$7,931	8,137	8,343	8,549	8,755	9,064	9,373

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

Principal: Burwood, Frankston, Geelong, Melbourne, Monash, Toorak and Secondary Teachers' Colleges .. \$10,403

Principal: Ballarat, Bendigo, Coburg, Domestic Arts and Technical Teachers' Colleges, La Trobe University Centre, and Training Centre for Teachers of the Deaf and "Glendonald" School for Deaf Children .. \$9,373

Vice-Principal: 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 \$8,601

Lecturer, Grade I.—

Subdivisions.

1	2	3	4
\$7,262	7,519	7,725	7,931

Lecturer, Grade II.—

Subdivisions.

1	2	3	4	5	6	7
\$5,871	6,026	6,180	6,335	6,489	6,644	6,850

(c) *Tertiary Staff—Technical Colleges.*

Lecturer, Grade I.—

Subdivisions.

1	2	3	4
\$7,107	7,313	7,519	7,777

Lecturer, Grade II.—

Subdivisions.

1	2	3	4	5	6	7	8
\$5,459	5,614	5,768	5,923	6,077	6,232	6,386	6,541

(d) *Other Positions—*

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

Subdivisions.

1	2	3	4	5	6	7
\$7,931	8,137	8,343	8,549	8,755	9,064	9,373

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

Subdivisions.

1	2	3	4
\$7,622	7,828	8,034	8,240

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
\$6,901	7,107	7,313	7,519	7,725	7,931

Principal Speech Therapist; Assistant Supervisor of Physical Education:—

Subdivisions.

1	2
\$7,674	7,931

Supervisor of Homecrafts (Primary):—

Subdivisions.

1	2	3
\$6,798	7,004	7,210

Sub-Editor, Departmental Publications; Guidance Officer, Grade I.:—

\$7,210

Publications Officer:—

Subdivisions.					
1	2	3	4	5	6
\$6,180	6,386	6,592	6,798	7,004	7,210

Assistant Supervisor of Art (Primary Schools); Assistant Supervisor of School Libraries—Post Primary; Assistant Supervisor of School Libraries—Primary; 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
\$5,871	6,026	6,180	6,335	6,489	6,644	6,850

Assistant to Departmental Psychologist:—

Subdivisions. (Woman's Rates.)						
1	2	3	4	5	6	7
\$3,348	3,554	3,760	3,966	4,172	4,378	4,584

PART II.—PRIMARY SCHOOLS DIVISION.

1. Rescind clause 7 and substitute therefor the following new clause:—

“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	\$7,056												
I.	\$6,438	6,644											
II.	\$5,305	5,614	5,923										
III. Scale A	\$3,966	4,172	4,378	4,687	4,996								
Scale B	\$3,039	3,193	3,348	3,554	3,760	3,966	4,172	4,378	4,584	4,790	4,996	5,202	

2. Rescind clause 8 and substitute therefor the following new clause:—

“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	1,030
Special Class Principal in a School having a confirmed enrolment of 500 pupils	618
Class I. Principal	412
Class II. Principal	309
Class III. Head Master	206

Notwithstanding the foregoing provisions, an annual allowance of \$1,030 shall be paid to the Principal of State School No. 3774, the Victorian School for Deaf Children.”

PART III.—SECONDARY SCHOOLS DIVISION.

1. Rescind clause 10 and substitute therefor the following new clause:—

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

Class	Subdivisions.												
	1	2	3	4	5	6	7	8	9	10	11	12	
Principal	\$7,468/7,777/8,292/9,013 (Principal/Deputy Principal)												
Senior Teacher	\$6,489	6,953	7,262										
Senior Assistant Scale A	\$5,459	5,820	6,129	6,438									
Scale B	\$4,584	4,790	5,099	5,511	5,974								
Assistant Scale A	\$3,966	4,172	4,378	4,687	4,996	5,305	5,614	5,923					
Scale B	\$3,039	3,193	3,348	3,554	3,760	3,966	4,172	4,378	4,584	4,790	4,996	5,202	

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

	Salary
	\$
<i>Interim Special Class</i>	7,262/7,468
<i>Interim Class I.</i>	
Scale A	6,953
Scale B	6,489
<i>Interim Class II.</i>	
Scale A	6,026
Scale B	5,614 "

2. Rescind sub-clause (a) of clause 12 and substitute therefor the following new sub-clause:—

" (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	9,013
B	8,292
C	7,777
D	7,468 "

3. Rescind sub-clause (c) of clause 12 and substitute therefor the following new sub-clause:—

" (c) Notwithstanding anything contained in this clause, the Principal of the Correspondence School shall be paid a salary of \$9,013."

4. Rescind sub-clause (b) of clause 13 and substitute therefor the following new sub-clause:—

" (b) Deputy Principals shall be paid in accordance with the rates prescribed for the Principal Class as follows:—

	\$
(i) On appointment	7,468
(ii) After a minimum of one year's satisfactory service as a Deputy Principal of a Grade A or a Grade B school	7,777

Provided that, in the event of a teacher being appointed as a Deputy Principal of a Grade A or Grade B school, satisfactory service as the Principal of a Grade D school or Deputy Principal of a Grade C school shall count as service under paragraph (ii)."

5. Rescind sub-clauses (b), (ba) and (bb) of clause 18 and substitute therefor the following new sub-clauses:—

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

	\$
Interim Special Class—Principals and Vice-Principals ..	7,468
Other	7,262

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 \$7,777 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.

(ba) 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—\$7,262 Scale B—\$6,953.

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

Scale A—\$6,438 Scale B—\$5,974."

PART IV.—TECHNICAL SCHOOLS DIVISION.

1. Rescind clause 19 and substitute therefor the following new clause:—

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

Class—

Special A—\$9,373

Special B—\$7,313/7,519/8,034/8,601

Subdivision.

	1	2	3	4	5	6	7	8	9	10	11	12
Senior Teacher (Head of Department Grade I., Senior Master/Mistress Grade I.)												

\$6,489 6,953 7,262

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

Scale A—

\$5,459 5,820 6,129 6,438

Scale B—

\$4,584 4,790 5,099 5,511 5,974

Assistant

Scale A—

\$3,966 4,172 4,378 4,687 4,996 5,305 5,614 5,923

Scale B—

\$3,039, 3,193 3,348 3,554 3,760 3,966 4,172 4,378 4,584 4,790 4,996 5,202

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

Interim Class I.—	Salary
	\$
Scale A	6,953
Scale B	6,489
Interim Class II.—	
Scale A	6,026
Scale B	5,614”

2. Rescind sub-clause (a) of clause 22 and substitute therefor the following new sub-clause:—

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

Grade of School.	Class and Salary.
A	Special A \$9,373
B	Special B \$8,034/\$8,601
C	Special B \$7,519

Provided that the Principal of a Grade B school shall be paid at the rate of \$8,601 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 \$8,034 a year.”

3. Rescind sub-clause (a) of clause 23 and substitute therefor the following new sub-clause:—

“ (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:—

Grade of School.	Class and Salary.
A	Special B \$7,519 or \$8,034
B	Special B \$7,519”

4. Rescind clause 24 and substitute therefor the following new clause:—

“ 24. Special Class Assistants engaged on work of a tertiary nature shall be paid a salary of \$7,313.”

5. Rescind clause 26 and substitute therefor the following new clause:—

“ 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 \$206.”

6. Rescind sub-clauses (b) (c) and (d) of clause 28 and substitute therefor the following new sub-clauses:—

“ (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 \$7,519.

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 \$7,262 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 \$361.

(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—\$7,262 Scale B—\$6,953

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

Scale A—\$6,438 Scale B—\$5,974 ”

PART V.—TEMPORARY TEACHERS.

Rescind sub-clauses (a), (i), (j) and (k) of clause 32 and substitute therefor the following new sub-clauses:—

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

<i>Subdivisions.</i>											
1	2	3	4	5	6	7	8	9	10	11	12
Scale A—											
\$3,966	4,172	4,378	4,687	4,996	5,305	5,614					
Scale B—											
\$2,884	3,039	3,193	3,348	3,554	3,760	3,966	4,172	4,378	4,584	4,790	4,996

(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 \$13.50 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 \$6.75.

(k) A temporary teacher, employed part-time as an instructor in special classes, shall be paid \$8.75 a session.”

PART VI.—STUDENTS IN TRAINING.

Rescind sub-clauses (a), (d) and (f) of clause 33 and substitute therefor the following new sub-clauses:—

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

<i>Year of Course.</i>				
1st	2nd	3rd	4th	5th and thereafter
\$	\$	\$	\$	\$
Students living at home.				
1,262	1,262	1,494	1,648	1,648

Students living away from home.				
1st	2nd	3rd	4th	5th and thereafter
\$	\$	\$	\$	\$
1,329	1,329	1,560	1,715	1,715

Students having a wife or child wholly dependent.				
1st	2nd	3rd	4th	5th and thereafter
\$	\$	\$	\$	\$
2,007	2,007	2,007	2,007	2,007

Provided that graduates or undergraduates recruited as students in training for the purpose of completing an approved university course or courses shall be paid the rates set out hereunder. These rates shall not apply unless the student has completed at least the first year of the approved course other than as a student in training of the Education Department.

Completed year of course at date of recruitment	Year of Course.			
	2nd	3rd	4th	5th and thereafter
	\$	\$	\$	\$

Students without dependants.				
1st	2nd	3rd	4th	5th and thereafter
	\$	\$	\$	\$
	1,633	1,858	2,008	2,008
2nd		2,267	2,417	2,417
3rd			2,900	3,000
4th				3,433

Students having a wife or child wholly dependent.				
1st	2nd	3rd	4th	5th and thereafter
	\$	\$	\$	\$
	2,233	2,233	2,233	2,233
2nd		2,642	2,642	2,642
3rd			3,125	3,125
4th				3,433

Provided further that any student recruited after completing an approved university degree other than as a student in training of the Education Department shall be paid an allowance of not less than \$3,000.

The term 'year of course' in this clause means recognized year of training in a teachers' college or year in the appropriate University Calendar.

(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:—

Year of Diploma Course.	Students living at home.	Students living away from home.
	\$	\$
2nd and 3rd	1,262	1,329
4th and 5th	1,494	1,560

Year of University Course.	Students living at home.	Students living away from home.
	\$	\$
3rd	1,494	1,560
4th and 5th	1,648	1,715

Provided that such student who has a wife or child wholly dependent shall be paid an allowance of \$2,007.

(ii) While undertaking 'sandwich course':—

Students living at home.	Students living away from home.
\$	\$
\$987	\$1,032

(iii) While undertaking approved industrial experience:— \$206.

(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 \$103."

PART VII.—SEWING MISTRESSES.

Rescind clause 34 and substitute therefor the following new clause:—

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

Years of Service.				
1	2	3	4	
\$1,082	1,133	1,185	1,236	

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.

1. Rescind sub-clause (a) of clause 35 and substitute therefor the following new clause:—

“ (a) The following rates of salary shall be paid:— \$
 Supervisor of Migrant Education 6,438
 Instructor in Charge 4,893

Organizer, Continuation Classes and Organizer, Correspondence Tuition:—

Subdivisions.

1	2	3
\$4,275	4,429	4,687

Instructor:—

Subdivisions.

1	2	3	4	5	6	7	8	9
\$3,039	3,193	3,348	3,554	3,760	3,966	4,172	4,378	4,584”

2. Rescind clause 36 and substitute therefor the following new clause:—

“ 36. Part-time tutors engaged in correspondence work shall be paid at the rate of 23c for correcting each preliminary lesson booklet and 88c for correcting each lesson booklet in the course ‘Learning English’.”

3. Rescind clause 37 and substitute therefor the following new clause:—

“ 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 \$3.95 an hour.

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

PART IX.—MISCELLANEOUS ALLOWANCES.

1. Rescind sub-clauses (f) and (g) of clause 38 and substitute therefor the following new sub-clauses:—

“ (f) Teachers Undertaking Overtime per 2-hour session

Group 1 subjects	\$7.90
Group 2 subjects	\$9.85
Group 3 subjects	\$11.80

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—\$5.90 an hour.”

2. Rescind sub-clauses (b) and (c) of clause 38A and substitute therefor the following new sub-clauses:—

“ (b) A member assigned to a position carrying a total remuneration not exceeding \$9,373 a year shall be paid the allowance at the rate of ten per centum of his base salary and, in addition, any allowances attributable to the position to which he has been assigned.

Provided that such higher duties allowance, together with any allowances attributable to the position, shall not exceed—

- (i) the minimum he would receive if appointed to the position; or
- (ii) a total increased remuneration in excess of the rate of \$1,185 a year.

(c) A member assigned to a position carrying a total remuneration in excess of \$9,373 a year shall be paid a higher duties allowance as determined by the Tribunal.”

SCHEDULE "A".

Rescind Schedule "A" and substitute therefor the following new schedule:—

"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.	28th December, 1969.	1st January, 1970.	1st January, 1971.
	\$	\$	\$	\$	\$
Teachers classified in—					
(a) Class III	426	284	293	146	Nil
(b) Class II and above ..	284	142	146	Nil	..

Secondary and Technical Schools Divisions.

	Deduct as from—				
	17th November, 1968.	1st January, 1969.	28th December, 1969.	1st January, 1970.	1st January, 1971.
	\$	\$	\$	\$	\$
Teachers classified in—					
(a) Assistant range ..	426	284	293	146	Nil
(b) Promotion positions ..	284	142	146	Nil	..

Professional Officers.

	Deduct as from—				
	17th November, 1968.	1st January, 1969.	28th December, 1969.	1st January, 1970.	1st January, 1971.
	\$	\$	\$	\$	\$
All officers	284	142	146	Nil	..

Instructors in Adult Migrant Education.

	Deduct as from—				
	17th November, 1968.	1st January, 1969.	28th December, 1969.	1st January, 1970.	1st January, 1971.
	\$	\$	\$	\$	\$
Supervisor of Migrant Education	284	142	146	Nil	..
All other positions	426	284	293	146	Nil
Overtime Rate per hour ..	40c	20c	20c	Nil	..

SCHEDULE "A"—continued.

Other.

	Deduct as from—				
	17th November, 1968.	1st January, 1969.	28th December, 1969.	1st January, 1970.	1st January, 1971.
	\$ c	\$ c	\$ c	\$ c	\$ c
Temporary Teachers—					
All grades	426.00	284.00	293.00	146.00	Nil
Emergency Teachers—					
Rate per day	1.20	0.60	0.60	Nil	..
Sessional Teachers—					
Rate per session	0.60	0.30	0.30	Nil	..
Instructors in Special Classes—					
Rate per session	0.80	0.40	0.40	Nil	..
Overtime Rates—					
Rate per session—					
Grade I subjects	0.80	0.40	0.40	Nil	..
Grade II subjects	1.00	0.50	0.50	Nil	..
Grade III subjects	1.20	0.60	0.60	Nil	..
Lecturers at Vacation Schools—					
Rate per hour	0.60	0.30	0.30	Nil	..

SCHEDULE "B".

Conversion Table—Primary Schools Division.

Delete the footnote and substitute therefor the following new footnote:—

"* A teacher in receipt of \$4,806 as at 1st January, 1968, shall proceed by way of gratuity to \$5,450 on 1st January, 1969, \$5,614 on 28th December, 1969 and \$5,923 on 1st January, 1970."

SCHEDULE "C".

Rescind Schedule "C" and substitute therefor the following new schedule:—
"SCHEDULE "C"

Operative Dates.	Assistants in receipt of the maximum salary of the former Class IV as at 1.1.68.			Assistants promoted to the former Class III 1.1.69.		Assistants promoted to the former Class III 1.1.68.			
	Scale A	Scale B		Scale A	Scale B	Scale A		Scale B	
	\$	\$	\$	\$	\$	\$	\$	\$	\$
16.11.68	4,081/ 4,183/ 4,267	3,851/ 3,935	3,997/ 4,081	..	..	4,288	4,392/ 4,474	4,060/ 4,142	4,206/ 4,288
17.11.68	4,550	4,250	4,450	..	..	4,550	4,850	4,450	4,650
1.1.69	4,850	4,450	4,650	4,850	4,650	4,850	5,150	4,650	4,850
1.7.69	..	..	..	..	..	5,150	5,450	4,850	5,050*
1.10.69	..	..	..	5,150	4,850	..	..	..	..
28.12.69	4,996	4,584	4,790	5,305	4,996	5,305	5,614	4,996	5,202*
1.1.70	5,305	4,790	4,996	..	..	..	..	..	..
1.7.70	..	..	..	..	..	5,614	5,923	5,202*	..
1.10.70	..	..	..	5,614	5,202*	..	..	..	..
1.1.71	5,614	4,996	5,202*	..	..	..	..	..	..
1.7.71	..	..	..	..	..	5,923	..	..	..
1.10.71	..	..	..	5,923	..	..	..	..	..
1.1.72	5,923	5,202*	..	..	..	..	..	..	..

* Subject to eligibility as to qualifications."

(To take effect from and including the 28th December, 1969, with the exception of the amendment to clause 33 which is to take effect from and including the 1st January, 1970.)

W. E. SAMPSON, Chairman.

A. F. LE CLERCQ, Secretary.

Office of the Teachers Tribunal,

Melbourne, 24th December, 1969.