

[773]



VICTORIA  
GOVERNMENT GAZETTE

Published by Authority

---

No. 23]

THURSDAY, MARCH 23

[1978

---

The Teachers Tribunal, in pursuance of the powers conferred by the *Teaching Service Act 1958*, hereby repeals the *Teaching Service—Technical Schools Division (Classification, Salaries, and Allowances) Regulation* and makes the following Regulation, to take effect on the 12th March, 1978.

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

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

2. *Interpretation.*

- (a) The term “subdivision” in this Regulation means salary subdivision and represents a point of a salary scale on which, unless specified elsewhere in this Regulation, a member must serve for a minimum of one year before being eligible to progress to any higher subdivision within the range prescribed for the appropriate qualifications or position held.
- (b) The term “confirmed enrolment” in this Regulation means an enrolment greater or less than that applicable to any specified grouping—
- (i) at the commencement of two successive school years; or
  - (ii) by a margin of ten per cent. at the commencement of any school year.

Provided that—

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

### 3. Salaries and Allowances.

- (a) Unless otherwise indicated all salaries and allowances referred to in this Regulation and specified in Schedule "B" are annual rates.
- (b) Within the salary ranges prescribed, a member, subject to satisfactory service, shall proceed by annual increments from the minimum to the maximum of the range.

Provided that, subject to qualifications and/or experience, the Tribunal shall determine the minimum and maximum subdivisions of the salary range applicable to an individual member.

### 4. Grades of Schools.

- (a) Technical schools shall be of two grades.
- (i) The following schools shall be designated Grade A:—
- Balcombe Army Apprentices, Ballam Park, Ballarat North, Batman Automotive, Brighton, Clayton, Colac, Corio, Doveton, Essendon, Fawkner, Ferntree Gully, Footscray, Geelong East, Geelong West, Glenroy, Hamilton, Horsham, Knox, Lalor, Lilydale, Macleod, Mildura, Mitcham, Monterey, Mooroolbark, Oakleigh, Preston, Ringwood, Sale, Sandringham, Sebastopol, Shepparton South, Sunshine, Swan Hill, Swinburne, Syndal, Templestowe, Warragul, Warrnambool, and Watsonia Technical Schools;
- Box Hill, Collingwood, Dandenong, Emily McPherson, Frankston, Maryborough, Moorabbin, Noble Park, Richmond, Shepparton, Wangaratta, Whitehorse, and Yallourn Technical Colleges;
- Footscray Institute of Technology (Technical College Division) and Preston Institute of Technology (Technical College Division);
- Ballarat School of Mines (Mount Clear Annexe); Melbourne College of Decoration; Melbourne College of Printing and Graphic Arts; Melbourne College of Textiles; Melbourne School of Hairdressing; William Angliss College of Catering and Food Studies.
- (ii) Other schools shall be designated Grade B.
- (b) The numbers and classifications of staff for each school within either grade shall be determined by the Tribunal.

### 5. (a) This Regulation provides for the following classes:—

- Principal;  
Senior Teacher;  
Assistant.
- (b) (i) The positions within the Principal Class shall be—
- Principal—Grade A school;  
Principal—Grade B school;  
Vice-Principal, Grade A;  
Vice-Principal, Grade B.
- (ii) There shall be one Vice-Principal, Grade A, position in all schools with a confirmed enrolment of 400 or more pupils. Additional Vice-Principals may be appointed to Grade A schools only and such Vice-Principals shall be at Grade B level.

(iii) In the event of a Grade A school having a reduced enrolment necessitating re-grading, the salary of the Principal shall not be adjusted until the position is vacated.

(iv) In the event of the confirmed enrolment of a school falling below 400 pupils the position of Vice-Principal shall be adjusted as soon as practicable.

#### 6. Schedule of Rates and Qualifications:

##### (a) Salaries.

The several classes and positions set out in clause 5 shall be paid in accordance with the salaries specified in Section 1 of Schedule "B", Part I.

##### (b) Responsibility Allowance.

A member of the Assistant Class who has been appointed to a recognized post of responsibility shall receive, in addition to his salary, an annual allowance as specified in Section 1 of Schedule "B", Part II.

(c) (i) According to qualifications and experience members of the Assistant Class shall be paid the salaries specified in Section 1 (c) of Schedule "B" within ranges determined by the Tribunal. Schedule "A" sets out the ranges for the more commonly held qualifications.

(ii) A member who possesses an approved four-year university degree, an honours degree, or post-graduate qualifications approved by the Tribunal together with an approved course of teacher training may receive a total credit not exceeding two subdivisions of the schedule during his current service. This provision may be applied on initial appointment or at any subsequent time or times.

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

(e) Subsequent to appointment a member who acquires additional qualifications other than teacher training which entitle him to a subdivisional range with a higher maximum shall receive an adjustment to the next higher salary subdivision.

(f) Irrespective of credit for approved teaching experience received on appointment, a member who held qualifications entitling him to commence on the lowest subdivision of any of the three salary ranges set out in the table in Section 1 (c) of Schedule "B", Part I, and who subsequently gains additional qualifications which would have entitled him to commence one subdivision higher on the same range shall receive an adjustment to the next higher salary subdivision of that range.

(g) It shall be the responsibility of the member to make application for any adjustment under sub-clauses (e) or (f). Unless otherwise determined by the Tribunal the adjustment shall be effective from the 1st January of the year following the gaining of the additional qualification.

Except where special circumstances exist, the Tribunal will not authorize a retrospective adjustment with effect from a date earlier than the 1st January of the year in which application is made.

- (h) In addition to any adjustment under sub-clauses (e) or (f) a member shall, on his existing incremental date, receive any increment to which he is entitled and shall, where applicable, retain that incremental date.

Provided that a member receiving an adjustment under sub-clause (e) who had reached the maximum of his previous subdivisional range shall, where applicable, receive his subsequent increments on the anniversaries of the adjustment.

- (i) A member without approved teacher training shall be paid a salary at a point on the subdivisional range as determined by the Tribunal and shall not progress beyond that subdivision.

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

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

- (i) Incremental progression where applicable shall be deemed to commence from the date of actual commencement of teacher training, regardless of the date of original appointment.

- (ii) Members undertaking a one-year course of training shall not be entitled to salary subdivisional progression until they have satisfactorily completed the course.

- (iii) Members undertaking a two-year course of training where incremental progression is provided shall receive an increment on the first anniversary of the date of commencement of the course, provided they have successfully completed the first year. They shall not be entitled to further salary subdivisional progression until they have satisfactorily completed the course.

- (iv) Members undertaking a two-year course of training where no incremental progression is provided shall not be entitled to further salary subdivisional progression until they have satisfactorily completed the course.

- (v) On the completion of teacher training, if the minimum salary to which a member is entitled is the same as that which he was receiving as a trainee, his incremental progression shall date from the next occurring anniversary of the commencement of teacher training. If, however, the minimum salary payable for his qualifications is in excess of his salary as a trainee, his incremental progression shall date from the next occurring anniversary of the salary adjustment.

- (k) *Instructors—Middle level courses:*

- (i) Where an urgent need exists for an additional instructor in a middle level course the Tribunal, on the recommendation of the Director-General, may authorize special conditions of employment.

(ii) All such appointees shall possess qualifications which together with teacher training would qualify them to proceed to subdivision 14 of the Assistant Class salary range and shall have had recent experience directly relevant to the duties to be undertaken. In the case of graduates and diplomates the experience shall be a minimum of four years' duration, and for holders of certificates or equivalent qualifications a minimum of eight years' duration.

(iii) The special conditions under which such appointments may be made are as follows:—

Appointees if not teacher trained shall be required to undertake an approved course of teacher training. Appointees shall be paid in accordance with the Assistant Class salary scale. If teacher trained they shall be deemed to be appointed at subdivision 7, or any higher subdivision in accordance with the provisions of clause 7. If undertaking a course of teacher training the deemed salary shall be subdivision 6 with progression to subdivision 7 on the anniversary of the commencement of the course.

Notwithstanding the deemed salary progression, appointees shall be paid an actual emolument corresponding to subdivision 11 if teacher trained or subdivision 10 if undergoing training. Progression to subdivision 11 for trainees shall date from the anniversary of the commencement of the course.

The member's actual emolument shall not exceed subdivision 11 until his deemed salary would qualify him to proceed beyond that subdivision.

Appointments shall be made only where 80% of class contact hours are occupied with middle level courses and the member shall teach in such school or schools as directed. If through any cause within the control of the member less than this requirement is met his salary shall revert to the appropriate deemed salary.

A member appointed to a recognized post of responsibility under the provisions of Regulation 4 of the Teaching Service (Teachers Tribunal) Regulations shall be paid the allowance referred to in sub-clause (b) and specified in Section 1 of Schedule "B", Part II, in addition to the deemed salary to which he would have progressed at that time, as distinct from an addition to the actual emolument received.

#### 7. Recognition of Previous Service.

- (a) The commencing salary of a member who possesses qualifications entitling him to proceed to salary subdivision 12 or beyond may receive a credit for approved teaching experience in accordance with the provisions of sub-clause (b).
- (b) The years of approved teaching experience less one shall, for the purpose of determining the commencing salary, be counted as if the appointee had been employed in the Education Department for the full period and this Regulation (including the

provisions of sub-clauses 6 (e) and 6 (h) had been in force over that period.

Provided that—

- (i) Experience with qualifications which entitle payment within the range terminating at subdivision 12 shall be counted from subdivision 3.
  - (ii) Experience with qualifications which entitle payment within the range terminating at subdivision 14 shall be counted from subdivision 5 for all qualifications other than those set out in paragraphs (a) (i) and (a) (ii) of Schedule "A" in which cases the experience shall be counted from subdivision 7.
  - (iii) Experience gained with qualifications which entitle payment within the range terminating at subdivision 9 shall not be included in the calculation of credits.
- (c) A member possessing qualifications inclusive of teacher training for which the maximum entitlement is subdivision 9 together with at least two years' approved teaching experience shall commence on the salary subdivision prescribed in the following table:—

Number of years	Subdivision with appropriate range	
	Range 1-9	Range 2-9
2 or 3	2	3
4 or 5	3	4
6 or more	4	5

(d) For the purpose of this clause the term "approved teaching experience" shall be interpreted on the basis of completed years of relevant full-time teaching experience gained subsequent to an approved course of teacher training.

(e) In special cases the Tribunal on the recommendation of the Director-General may approve credit for experience other than that set out in this clause.

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

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

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

**10. Temporary Teachers.**

(a) (i) Except where otherwise provided in this Regulation, temporary teachers shall be paid in accordance with the salaries and conditions prescribed for the Assistant Class.

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

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

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

(c) (i) A temporary teacher, appointed to meet a sudden emergency for periods of not more than thirty school days, shall be paid the rate specified in Section 2 (a) of Schedule "B", Part I, for each day of actual teaching duty.

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

(ii) A temporary teacher appointed to meet a sudden emergency who is employed for half a school day shall be paid the rate specified in Section 2 (b) of Schedule "B", Part I.

(iii) A temporary teacher employed part-time as an instructor in special classes shall be paid the rate specified for each session in Section 2 (c) of Schedule "B", Part I.

**11. Teachers Undertaking Overtime.**

Teachers undertaking overtime shall be paid the rates specified in Section 3 of Schedule "B", Part I.

**12. Persons Employed to Conduct Approved Courses.**

(a) Members of the Teaching Service employed to conduct courses approved by the Director-General shall be paid at the hourly rate specified in Section 4 of Schedule "B", Part I, for lectures or tutorial duties performed outside their normal hours of duty, subject to the prior approval of the Director-General for such employment and for the nature of the tutorial duties involved.

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

**13. Higher Duties Allowance.**

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

(b) In the performance of higher duties in the Principal Class or the Senior Teacher Class the following conditions shall apply:—

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

- (ii) Where less than the full duties of a position are performed payment of the allowance shall be proportionate to the extent of the duties carried out.
- (iii) A member may be assigned the duties of a higher position if he is eligible to progress to subdivision 14. However, where the needs of a school permit, the duties of a higher position shall be assigned to an appropriately qualified permanent member.
- (iv) Assignments shall commence from the date of taking up duty and shall cease at the conclusion of the school year.

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

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

- (v) Subject to paragraph (ii) the allowance shall be that which will raise the member's remuneration to the salary prescribed for the position.

- (c) A member performing higher duties in a position occupied by the holder of a responsibility allowance shall be paid an allowance at the fortnightly rate specified in Section 2 of Schedule "A", Part II., excluding school vacations, while actually performing such higher duties, or while on sick leave with pay for up to one month, and the assignment of the higher duties shall cease at the end of the school year.

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

#### 14. *Special Duties Allowance.*

- (a) A member employed at 8 time fraction or greater who is assigned the special duties of a post of responsibility in a Technical School shall receive in addition to his salary, a fortnightly allowance as specified in Section 3 of Schedule "B", Part II., excluding school vacations, while actually performing such special duties or while on sick leave with pay.

- (b) The committee responsible for the assignment of special duties in a school may assign a member to act in the place of a member who has been assigned special duties and who is temporarily absent from duty and the member so assigned shall receive an allowance under the terms and conditions specified in sub-clause (a) if the assignment is for a period of more than one week.

Provided that payment of the allowance shall cease if the member so assigned is absent on sick leave for a period of more than one month.

#### 15. *Salary Loading Allowance.*

- (a) A member other than a student in training who is employed on the 30th June of any year and who has at that date completed one year of full-time service for which salary has been received commencing on the 1st July of the preceding year shall be entitled to receive an annual salary



loading allowance equivalent to 17½ per cent. of four weeks of the normal fortnightly total emolument to which he is entitled at that date or the maximum amount specified in Section 4 of Schedule "B", Part II, whichever is the lesser.

Provided that no payment shall be made in respect of service prior to resignation.

Provided further that pro-rata payment in respect of service at 5 time fraction or greater shall be made in the case of—

(i) members who die or members who retire on account of age or ill health—at their final salary rates,

or

(ii) members who have completed a minimum of ninety days service within the twelve months preceding the 30th June. For the purpose of payment under this paragraph the allowance shall accrue at the rate of one quarter of the entitlement for each completed ninety days of service and in the case of part-time services the rate of payment shall be determined by the time fraction for which service within the preceding twelve months was the longest in the aggregate.

(b) For the purposes of this clause, a temporary member shall be deemed to retire—

(i) on account of age—if on or after attaining the age of 60 years he ceases to be employed;

(ii) on account of ill health—if he produces to the Tribunal satisfactory evidence that his ceasing to be employed is due to ill health which is likely to be permanent.

#### 16. Training Allowance.

Teachers engaged in the training of students shall be paid the allowance per year or per term specified in Section 5 of Schedule "B", Part II.

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

#### 17. Relieving Allowance.

Regional relieving assistants shall be paid the disability allowance specified in Section 6 of Schedule "B", Part II.

#### 18. Students in Training.

(a) Students recruited to pursue an approved course shall be paid the allowances specified in Section 7 (a) of Schedule "B", Part II, according to the year of course undertaken.

(b) The following terms and conditions shall apply to students recruited to pursue an approved course or courses who have completed one or more years of the appropriate course without cost to the teacher training schemes of the Victorian Education Department or of any other State or Commonwealth Education authority:—

(i) The completed years of course at date of recruitment shall be as determined by the institution which the studentship holder will attend.

(ii) University courses for graduates or undergraduates shall be as approved by the Director-General but other courses shall be as approved by the Tribunal.

- (iii) Former students in training whose student-ships were terminated shall not be entitled to the rates set out hereunder unless the Director-General considers that special circumstances led to such termination.
- (iv) The Tribunal may determine special rates for students who have completed approved courses other than those of a recognized university.
- (v) The allowances paid under this sub-clause shall be as specified in Section 7 (b) of Schedule "B", Part II.
- (c) Notwithstanding the allowances referred to in sub-causes (a) and (b)—
- (i) A student living away from home who is in receipt of an allowance not exceeding the amount specified in Section 7 (c) (i) of Schedule "B", Part II., shall be paid an additional allowance as specified in that Section.
- (ii) A student having a spouse or child wholly dependent shall be paid a minimum allowance as specified in Section 7 (c) (ii) of Schedule "B", Part II.
- (d) Former students in training who have been readmitted by the Director-General to the second, third, fourth, or fifth year of any approved course shall be eligible to receive the allowance appropriate to the year of the course in which they are engaged.
- (e) Students in training who enter upon courses at the beginning of an academic year shall be paid allowances from the 1st January of that year.
- Provided that where a studentship has been terminated under circumstances within the control of the student the allowances payable under any subsequent studentship awarded shall commence from a date to be determined by the Director-General.
- (f) Any reference to 1st year of course in this clause is to the year of study following Form VI. level or the Preliminary year of a diploma course, or the equivalents of such years.
- (g) An allowance as specified in Section 7 (d) of Schedule "B", Part II. shall be paid to students while undertaking approved industrial experience.
- (h) Students who are undertaking a course of teacher training at the State College of Victoria at Hawthorn shall be paid an allowance equivalent to the minimum salary paid to members with equivalent qualifications and experience.

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

Office of the Teachers Tribunal,  
Melbourne, 7th March, 1978

#### SCHEDULE "A"

The commencing and terminating salary subdivisions within the salary ranges specified in Section 1 (c) of Schedule "B", Part II. shall be as follows for the more commonly held qualifications:—

Qualification	Subdivisional Range
(a) Fully Qualified	
(i) Approved course of teacher training together with—	
Approved three-year university degree	
or	
Fellowship Diploma of Art	7-14

- (ii) Approved three-year or four-year diploma post Form VI. level together with—
- The Trained Technical Teacher's Certificate
- or
- The Trained Trade Instructor's Certificate
- or
- The Trained Technician Instructor's Certificate
- or
- An approved course of teacher training together with suitable industrial experience as approved by the Tribunal 7-14
- (iii) Approved course of teacher training (inclusive of related academic studies) or four or more years' post Form VI. level study .. 7-14
- (iv) Approved course of teacher training together with an approved post Form V. diploma and an additional two years of approved industrial experience .. 6-14
- (v) Approved course of teacher training together with an approved four-year post Intermediate diploma and an additional two years of approved industrial experience .. 6-14
- (vi) The Trained Trade Instructor's Certificate together with an approved post apprenticeship course .. 6-14
- (vii) The Trained Technician Instructor's Certificate .. 6-14
- (b) *One Year of Study Less than Fully Qualified*
- (i) The Trained Trade Instructor's Certificate .. 6-12
- (ii) Approved course of teacher training together with—
- Approved three-year or four-year diploma post Form VI. level .. 6-12
- Approved two-year diploma post Form VI. level with a minimum of two years' approved industrial experience .. 5-12
- Two years of an approved university degree .. 5-12
- (iii) Approved course of teacher training (inclusive of related academic studies) of three years' post Form VI. study .. 5-12
- (c) *Lesser Qualifications*
- Without approved course of teacher training—
- (i) Trade course, together with five years' approved industrial experience and an approved post apprenticeship course
- or
- Certificate course or equivalent, together with six years' approved industrial experience, and including eligibility for the Trained Technician Instructors' Certificate course
- or
- Fellowship Diploma of Art
- or
- Approved three-year or four-year diploma post Form VI. level, together with approved industrial experience .. 6
- (ii) Trade course together with five years' approved industrial experience .. 5-6
- (iii) Approved university degree
- or
- Approved three-year or four-year diploma post Form VI. level .. 5
- (iv) Two years of an approved university degree
- or
- Approved two-year diploma post Form VI. level, together with approved industrial experience .. 4

TEACHING SERVICE—TECHNICAL SCHOOLS DIVISION  
(CLASSIFICATION, SALARIES, AND ALLOWANCES) REGULATION  
SCHEDULE "B"

The payment of the salaries and allowances specified herein is subject to the application of the provisions of the Regulation, with particular reference to the clauses of the Regulation referred to in each Section of the Schedule.

PART I.—SALARIES

1. Salaries for Classes and Positions

(Reference: clauses 6 and 7)

(a) Principal Class

	\$
Principal—Grade A School	22,913
Principal—Grade B School	22,054
Vice-Principal, Grade A	19,728
Vice-Principal, Grade B	18,135

(b) Senior Teacher Class

Senior Teacher	16,817
----------------	--------

(c) Assistant Class

Subdivision	Fully Qualified	One Year of Study Less than Fully Qualified	Lesser Qualifications
	\$	\$	\$
14	14,825		
13	14,182		
12	13,509	13,509	
11	12,834	12,834	
10	12,315	12,315	
9	11,793	11,793	11,793
8	11,242	11,242	11,242
7	10,838	10,838	10,838
6	10,434	10,434	10,434
5		10,059	10,059
4		9,657	9,657
3			9,257
2			8,979
1			8,699

2. Temporary Teachers (Less than half-time)

(a) Temporary teacher (emergency)

(Reference: sub-clause 10 (c) (i))  
for each day of actual teaching duty .. \$40.00

(b) Temporary teacher (emergency)

(Reference: sub-clause 10 (c) (ii))  
for half school day .. \$20.00

(c) Temporary teacher employed part-time as instructor in special classes

(Reference: sub-clause 10 (c) (iii))  
per session .. \$24.25

3. Teachers Undertaking Overtime

(Reference: clause 11)

(a) Group A Subjects (up to and including Higher School Certificate level)  
per two-hour session .. \$24.25

(b) Group B Subjects (Tertiary level)  
per two-hour session .. \$29.15

(c) Continuation Classes in English for Adult Migrants  
per hour .. \$12.15

4. Persons Employed to Conduct Approved Courses

(Reference: sub-clause 12 (a))

Lectures or tutorial duties  
per hour .. \$14.55

PART II.—ALLOWANCES

1. Responsibility Allowance

(Reference: sub-clauses 6 (b) and 6 (k) (iii))  
1,225

2. Higher Duties Allowance

(Reference: sub-clause 13 (c))

Vice holder of a responsibility allowance  
per fortnight .. 58

3. Special Duties Allowance

(Reference: sub-clause 14 (a))

per fortnight .. 58

4. Salary Loading Allowance

(Reference: sub-clause 15 (a))

maximum .. 220

- 5. *Training Allowance*  
(Reference: clause 16)  
per year .. .. . 402  
per term .. .. . 134

- 6. *Relieving Allowance*  
(Reference: clause 17)  
Regional relieving assistants .. .. . 1,369

- 7. *Allowances to Students in Training*  
(a) Students recruited to pursue an approved course—  
(Reference: sub-clause 18 (a))

YEAR OF COURSE				
1st	2nd	3rd	4th	5th and thereafter
\$	\$	\$	\$	\$
2,662	2,662	3,244	3,563	3,563

- (b) Students recruited to pursue an approved course or courses who have completed one or more years of the appropriate course without cost to the teacher training schemes of the Victorian Education Department or of any other State or Commonwealth Education authority.  
(Reference: sub-clause 18 (b) (v))

YEAR OF COURSE				
<i>Years of course completed without cost to Education Authorities</i>	2nd	3rd	4th	5th and thereafter
	\$	\$	\$	\$
1 ..	3,483	3,981	4,300	4,300
2 ..	..	4,846	5,346	5,346
3 ..	..	..	6,202	6,400
6 ..	..	..	..	7,250

- (c) (i) *Student Living Away From Home*  
(Reference: sub-clause 18 (c) (i))  
Student living away from home in receipt of allowance not exceeding \$3,563 additional allowance .. .. . 255
- (ii) *Student With Dependant*  
(Reference: sub-clause 18 (c) (ii))  
Student having spouse or child wholly dependent minimum allowance .. .. . 5,918
- (d) *Students undertaking approved industrial experience*  
(Reference: sub-clause 18 (g))  
413

**(To take effect from and including the 12th March, 1978.)**

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

Office of the Teachers Tribunal,  
Melbourne, 7th March, 1978

