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### EDUCATION DEPARTMENT.

THE Hon. Minister for Education has determined that the following salaries shall be paid to teachers in the Education Department. The new schedule of salaries shall replace that published in the *Government Gazette* of 3rd November, 1965, and amended in the *Government Gazettes* of 28th January, 1966, 8th July, 1966, and 23rd March, 1967, and shall operate from the first pay period after 1st July, 1967.

H. W. DETTMAN,  
Director-General of Education.

### Salaries of Teaching Staff.

#### PART I.—GENERAL.

1. The salary scales set out in this schedule are fixed in relation to the annual equivalent of the weekly basic wage declared by the Industrial Commission of Western Australia, and the classification contained in the schedule is based on the annual equivalent of \$1,779 as on the first pay period after 1st July, 1967.

2. The salary scales for adult male teachers and officers set out in Part II of this schedule shall be subject to adjustment after that date either up or down to the nearest \$1 of the annual equivalent of the weekly basic rate declared from time to time by the Commission.

3. The salaries of male junior officers whose rates are less than the basic wage shall be adjusted *pro rata* with the adult male minimum rate calculated to the nearest \$1.

4. No male teacher of the age of 21 years shall receive less than the basic wage rate.

5. The salaries of female teachers (category A) have been calculated at the rate of 75 per cent. to the nearest \$1 of the male basic wage operating

at 1st July, 1967, (\$1,748) plus \$31 special adjustment to operate from the first pay period in July, 1967.

The salaries of female teachers (category B) have been calculated at the rate of 80 per cent. to the nearest \$1 of the male basic wage operating at 1st July, 1967, (\$1,748) plus \$31 special adjustment to operate from the first pay period in July, 1967.

Female teachers (category B) are women teachers who are employed on "permanent" or "temporary" conditions and have completed or complete fifteen years' continuous full-time service as teachers with the Education Department of Western Australia (exclusive of periods spent in training). Female teachers (category A) are women teachers who do not possess such service qualification.

#### PART II.—BASIC SALARY SCALES.

The following basic salaries shall be payable to all teachers according to their qualifications:—

#### Scale A—Four and Five-year Trained Teachers.

Grade.	Male Teachers.	Female Teachers.	Female Teachers.
		(Category A.)	(Category B.)
	\$	\$	\$
1	2,975	2,538	2,625
2	3,115	2,678	2,765
3	3,255	2,818	2,905
4	3,395	2,958	3,045
5	3,565	3,128	3,215
6	3,735	3,298	3,385
7	3,905	3,468	3,555
8	4,075	3,638	3,725
9	4,225	3,788	3,875
10	4,375	3,938	4,025
11	4,525	4,088	4,175
12	4,675	4,238	4,325
13	4,815	4,378	4,465
14	4,955	4,518	4,605
15	5,095	4,658	4,745

## Scale B—Two and Three-year Trained Teachers.

Grade.	Male Teachers.	Female Teachers.	Female Teachers.
		(Category A.)	(Category B.)
	\$	\$	\$
1	2,305	1,868	
2	2,425	1,988	
3	2,545	2,108	
4	2,665	2,228	
5	2,835	2,398	
6	3,005	2,568	
7	3,175	2,738	2,825
8	3,345	2,908	2,995
9	3,495	3,058	3,145
10	3,645	3,208	3,295
11	3,795	3,358	3,445
12	3,945	3,508	3,595
13	4,085	3,648	3,735
14	4,225	3,788	3,875
15	4,365	3,928	4,015
16	4,505	4,068	4,155

## PART III.—PLACEMENT ON AND PROGRESSION ALONG BASIC SCALES.

1. Except as provided in paragraphs 3 and 4 of this Part, progression along the salary scales shall be by annual increments and shall be dependent upon satisfactory service.

2. (a) Students who obtain the Teachers' Certificate at the completion of training at a Teachers' College are eligible in accordance with subregulation (3) of regulation 201 of the Education Regulations, 1960, upon their appointment, to salary grades as follows:—

Two-year trained—Scale B, Grade 4.

Three-year trained (Category 1)—Scale B, Grade 6.

Three-year trained (Category 2)—Scale B, Grade 6 or Grade 7 (at discretion of Director-General).

Four-year trained—Scale A, Grade 4.

Five-year trained—Scale A, Grade 5.

(b) Teachers who obtain the Teachers' Certificate (Conditional) shall be placed on grades lower than those specified above at the discretion of the Director-General.

(c) On first appointment to the Department, other than directly from a Teachers' College, teachers will be placed on the basic scale A or B, as determined by the Director-General, taking into consideration their qualifications and experience.

(d) (i) Trade instructors with five years' post apprenticeship experience will be placed on Grade 9, Scale B.

(ii) Trade instructors with special additional experience, or with higher technical qualifications, may be placed on grades higher than Grade 9, Scale B, at the discretion of the Director-General.

(iii) Trade instructors with less than five years' post apprenticeship experience will be placed on grades lower than Grade 9, Scale B. Such placement will be determined by the number of years by which the experience is less than five years.

3. A teacher may not advance further than three annual increments from his grade of appointment unless he has obtained an efficiency mark of not less than 77 in the final year or, if he is in the Technical Division, unless he has received from a superintendent a satisfactory report on his teaching skill.

4. (a) A teacher without the Teachers' Certificate or Teachers' Certificate (Technical) shall not proceed beyond:—

(i) Grade 9, if he is on Scale B; or

(ii) Grade 5, if he is on Scale A.

Notwithstanding subparagraphs (i) and (ii) of this paragraph, a teacher without the said qualifications appointed in accordance with regulation

61 of the Education Regulations, 1960, may advance two increments from his grade of appointment to the Department.

(b) A two-year trained teacher may not proceed beyond Grade 15 on Scale B.

(c) A three-year trained teacher who has fulfilled the service and teaching mark requirements for a Teachers' Higher Certificate may proceed to Grade 16 on Scale B.

(d) A trade instructor appointed prior to 31st December, 1967, may proceed beyond Grade 15, Scale B and transfer to Scale A and proceed by annual progression as shown hereunder provided he has obtained the Teachers' Certificate (Technical) and, as from 1st July, 1968, has obtained a diploma of the Technical Division or other equivalent qualification:—

Grade 16, Scale B.

Grade 13, Scale A.

Grade 14, Scale A.

(e) A four or five-year trained teacher shall not advance beyond Grade 12, or four increments from his grade on appointment to the Department if appointed in accordance with regulation 61 of the Education Regulations, 1960, unless he has obtained the Teachers' Higher Certificate.

(f) A two-year trained teacher may proceed to Grade 16, Scale B after completing fifteen years on Grade 15, Scale B.

5. (a) A teacher who obtains a promotion to a position, which carries additional responsibility shall continue his normal progression along a basic scale and shall receive in addition the appropriate responsibility allowance of his new position as detailed in Part IV of this schedule.

(b) A teacher who obtains promotion to a position carrying a higher salary range shall be placed on salary that will give him an increase in salary as a result of his promotion.

6. (a) Teachers who have added to their qualifications after leaving a Teachers' College or after appointment to the teaching service where the appointment is not ex College may be given accelerated progression. Progression under this paragraph is governed by the restrictions imposed in paragraph 3 and 4 of this Part and can only be made once in respect to any particular qualification.

Special progression under this paragraph is made in addition to any annual increments to which a teacher is entitled.

Progression through qualifications is awarded as follows:—

(i) A teacher proceeding along Scale A who obtains the Teachers' Higher Certificate shall advance one increment.

(ii) A three-year trained teacher proceeding along Scale B who becomes a graduate teacher shall transfer to Scale A as follows:—

Position on Scale B.	New Position On Scale A.
Grade 6	Grade 3
Grade 7	Grade 4
Grade 8	Grade 5
Grade 9	Grade 6
Grade 10	Grade 7
Grade 11	Grade 8
Grade 12	Grade 9
Grade 13	Grade 10
Grade 14	Grade 11
Grade 15	Grade 12
Grade 16	Grade 13

except that a teacher may not transfer to a grade higher than Grade 12 on Scale A unless he satisfies the conditions of paragraph 4 (e).

- (iii) A teacher proceeding along Scale B who completes the Teachers' Higher Certificate shall transfer to Scale A as follows:—

Position on Scale B.	New Position on Scale A.	
	If a 3-year Trained Teacher.	If a 2-year Trained Teacher.
Grade 9	Grade 7	Grade 8
Grade 10	Grade 8	Grade 9
Grade 11	Grade 9	Grade 10
Grade 12	Grade 10	Grade 11
Grade 13	Grade 11	Grade 12
Grade 14	Grade 12	Grade 13
Grade 15	Grade 13	Grade 14
Grade 16	Grade 14	Grade 15

- (iv) A two-year trained teacher who obtains the qualifications of a three-year trained teacher shall advance one increment and may proceed to Grade 16, Scale B, if he has fulfilled the service and teaching mark requirements for a Teachers' Higher Certificate.

- (v) Teachers with the Teachers' Certificate (Conditional)—teachers who in their first year ex-college obtain the necessary teaching mark to complete the requirements for the Teachers' Certificate—one increment.

Teachers other than the above who obtain the Teachers' Certificate—one increment, except that teachers who obtain the Teachers' Certificate within a period of three years after leaving a Teachers' College shall receive two increments if they commenced two grades below the normal commencing grade and three increments if they commence three grades below the normal commencing grade.

Teachers of commercial subjects (other than those appointed from Teachers' College), whose first appointments are on Grade 3 or below on obtaining the Teachers' Certificate (Technical)—one increment.

- (vi) On obtaining a University Master's Degree, Doctoral Degree, a second Bachelor's Degree or its equivalent—one increment (except that only one increment can be obtained under this clause).

#### 7. For purposes of this Part—

“two-year trained teacher” means a teacher who has successfully completed a minimum of two years' full-time tertiary training as a student of an approved teachers' college.

“three-year trained teacher (Category 1)” means a teacher who has successfully completed a minimum of three years' full-time tertiary training at least two of which were spent as a student of an approved teachers' college.

“three-year trained teacher (Category 2)” means a teacher who has completed more than three years of full-time tertiary training of which at least two years were spent as a student of an approved teachers' college but who has not the qualifications to become a four-year trained teacher.

For the purposes of this schedule only, a two-year trained teacher has the qualifications to become a three-year trained teacher when he obtains qualifications which exempt him from the two optional fields of study for the Teachers' Higher Certificate as set out in section 18.05 of the Teachers' Handbook and Administrative Instructions or such other qualifications as the Director-General approves for this purpose.

“four-year trained teacher” means a teacher who has had a minimum of four years' full time tertiary training including at least one year spent in training at an approved teachers' college and either—

- (a) In addition, has obtained a degree of a recognised university for which the minimum requirements are three years' full time study or other qualification accepted by the Director-General as of equivalent standard; or

- (b) concurrently, has obtained the Bachelor of Education Degree of the University of Western Australia.

“five-year trained teacher” means a teacher who has had a minimum of five years' full time tertiary training including at least one year spent in training at an approved teachers' college and either—

- (a) in addition, obtained a degree of a recognised university, other than the Bachelor of Education degree of the University of Western Australia, for which the minimum requirements are four years' full-time study; or

- (b) in addition obtained a degree of a recognised university for which the minimum requirements are three years' full-time study, and at the conclusion thereof passed at least one year's postgraduate study.

“tertiary training” means undertaking a course at an approved university, technical institution or teachers' college for which the pre-requisite is a Leaving Certificate or its equivalent.

“graduate” means a teacher who has obtained a degree of a recognised university, or who has an associateship or other qualifications approved by the Director-General for this purpose.

For the purpose of this schedule, a two- or three-year trained teacher who obtains the Teachers' Higher Certificate becomes a four-year trained teacher.

For the purpose of these definitions, the Teachers' Certificate (Technical) shall satisfy the conditions requiring “full-time tertiary training as a student of an approved teachers' college”.

#### PART IV.—RESPONSIBILITY ALLOWANCES.

Responsibility allowances as set out in this Part, are payable in addition to the grade of the basic salary scales set out in Part II.

##### Primary Division.

- Headmasters and headmistresses of primary schools:
 

Class IA primary and Class I junior high	2,040
Class I primary	1,710
Class II junior high	1,460
Class II primary	1,240
Class III primary	800
Class IV primary	340
- Deputy headmasters, deputy headmistresses and first mistresses of primary schools:
 

Class I junior high schools	530
Class IA primary schools	510
Class I primary schools	400
- Correspondence school:
  - Headmaster—
 

Year 1	2,100
Year 2	2,220
Year 3	2,340
Year 4 and subsequent years	2,460
  - Deputy headmaster and first mistress

## Secondary Division.

4. Principals of secondary schools:	\$
Year 1	2,100
Year 2	2,220
Year 3	2,340
Year 4	2,460
Year 5	2,600
Year 6	2,720
Year 7 and subsequent years	2,840

provided that no teacher may proceed beyond the allowance payable for Year 4 unless he is a principal of a school with over 600 pupils in average daily attendance.

5. (a) Deputy principals and principal mistresses of secondary schools:	
Grade 3—	
Year 1	920
Year 2 and subsequent years	980
Grade 2—	
Year 1	1,330
Year 2 and subsequent years	1,390
Grade 1—	
Year 1	1,670
Year 2 and subsequent years	1,730
(b) Deputy principals of agricultural junior high schools:	
Year 1	920
Year 2 and subsequent years	980

6. (a) First masters and first mistresses, and senior masters High School Certificate appointed prior to 1st July, 1961	840
(b) Senior masters and senior mistresses appointed to senior high schools on or before 30th April, 1962	740
(c) Senior masters and senior mistresses (other than the above)	530
(d) Senior masters, Manual Arts and Senior mistresses, Home Science, holding the Teachers' Higher Certificate, appointed prior to 1st July, 1964, who have completed at least two years on Grade 16, Scale A of the Basic Salary Scales and have served:	
(i) five years in such position	123
(ii) ten years in such positions	246

## Teacher Education Division.

7. Vice principals of teachers' colleges and Principal, Teachers' Further Education Centre:	\$
Year 1	2,460
Year 2	2,600
Year 3	2,720
Year 4 and subsequent years	2,840
8. Wardens of Women Students:	
Year 1	2,100
Year 2	2,220
Year 3	2,340
Year 4 and subsequent years	2,460

9. Senior lecturers (in addition to allowances payable under paragraph 10(a) of this Part)	530
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10. Lecturers:	
(a) Lecturers, 1—	
Year 1	1,010
Year 2	1,150
Year 3	1,290
Year 4	1,430
Year 5 and subsequent years	1,570

(b) Lecturers, 2—	\$
Year 1	500
Year 2	640
Year 3	780
Year 4 and subsequent years	920

(c) Lecturers, 3—	
Year 1	210
Year 2	340
Year 3	470
Year 4 and subsequent years	600

## Technical Division.

11. (a) Principals of technical schools—	
Principal, Technical Extension Service—	
Principal, Counselling Service—	
Year 1	2,100
Year 2	2,220
Year 3	2,340
Year 4	2,460
Year 5	2,600
Year 6	2,720
Year 7 and subsequent years	2,840

provided that no teacher may proceed beyond the allowance payable for Year 4 unless he is a principal of a school with an average attendance of over 6,000 student hours per week or equivalent.

(b) Principals of technical schools having 1,000 or more student hours per week at tertiary level (in addition to allowances under subparagraph (a) of this paragraph)	210
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12. Deputy principals of technical schools—	
Officers-in-Charge (full-time) of technical centres—	
Class 3—	
Year 1	920
Year 2 and subsequent years	980
Class 2—	
Year 1	1,330
Year 2 and subsequent years	1,390
Class 1 (including Technical Extension Service)—	
Year 1	1,670
Year 2 and subsequent years	1,730

13. Heads of departments appointed prior to 1/1/67:	
Grade 1	2,840
Grade 2	2,440

14. (a) Senior lecturers, senior instructors and senior counsellors (in addition to allowances payable under paragraph 15 of this part)	530
(b) Senior trade instructors in charge of a section of seven or more trade instructors	630

15. Lecturers and counsellors:	
(a) Lecturers I—appointed by the Department to teach Group I subjects—	
Counsellors, I—	
Year 1	1,010
Year 2	1,150
Year 3	1,290
Year 4	1,430
Year 5 and subsequent years	1,570

		\$
(b) Lecturers II—appointed by the Department to teach Group II subjects—		
Counsellors, II—		
Year 1 ....	500	
Year 2 ....	640	
Year 3 ....	780	
Year 4 and subsequent years	920	
(c) Lecturers, IIIA—appointed by the Department to teach Group III subjects but including a specified amount of Group II work—		
Year 1 ....	210	
Year 2 ....	340	
Year 3 ....	470	
Year 4 and subsequent years	600	
(d) Counsellors, III—		
Year 1 ....	210	
Year 2 and subsequent years	340	
(e) Lecturers, III—appointed by the Department to teach Group III subjects—		
Year 1 ....	105	
Year 2 and subsequent years	210	
Special Services Division.		\$
16. Senior guidance officers (in addition to allowances payable under paragraph 17) ....	530	
17. Guidance officers:		
(a) Guidance officers, 1—		
Year 1 ....	500	
Year 2 ....	640	
Year 3 ....	780	
Year 4 and subsequent years	920	
(b) Guidance officers, 2—		
Year 1 ....	210	
Year 2 and subsequent years	340	
18. Supervisor of Deaf Education—appointed prior to 1st July, 1967—		
Year 1 ....	2,100	
Year 2 ....	2,220	
Year 3 ....	2,340	
Year 4 and subsequent years	2,460	
Advisory Services.		\$
19. Principal Advisory Teachers:		
Year 1 ....	1,010	
Year 2 ....	1,150	
Year 3 ....	1,290	
Year 4 ....	1,430	
Year 5 and subsequent years	1,570	
20. Senior Advisory Teachers ....	920	
21. Advisory Teachers:		
(a) Advisory teachers, 1—		
Year 1 ....	500	
Year 2 and subsequent years	640	
(b) Advisory teachers, 2—		
Year 1 ....	210	
Year 2 and subsequent years	340	
1. Senior masters, senior mistresses, masters and mistresses in secondary schools approved to teach fourth and fifth year classes:		
Year 1 ....	105	
Year 2 and subsequent years	210	
2. Teachers (including headmasters and headmistresses) in Special Native Schools appointed under Regulation 262 of the Education Regulations, 1960	130	
3. Teachers (including headmasters and headmistresses) in special schools for mentally and physically handicapped children and in special classes approved by the Director-General	130	
4. Senior masters, senior mistresses, masters and mistresses of secondary schools engaged in special duties in accordance with Regulation 188 of the Education Regulations, 1960	130	
5. Deputy headmasters and first mistresses of junior high schools who, subject to the direction of the headmaster and with the approval of the Director-General, are predominantly responsible for the organisation and supervision of the secondary courses and teaching (in one school no more than one person shall qualify)	130	
6. Lecturers in teachers' colleges in charge of a section which is staffed with at least one additional lecturer	130	
7. Senior lecturers or lecturers in the Technical Division approved by the Department for special duties determined by the Director-General and a trade instructor in charge of a two man section, shall be deemed to have been so approved	130	
8. Masters or mistresses approved by the Department to act as senior masters or mistresses in Schools of the Air:		
(i) Teachers appointed to such positions prior to 31st December, 1967	350	
(ii) Teachers approved from 1st January, 1968	210	
9. Masters and mistresses seconded to the Research Branch for research duties:		
Year 1 ....	210	
Year 2 and subsequent years	340	
10. Training and demonstrating allowances:		
(a) Headmasters and headmistresses of training schools who are required to teach a class or classes full-time, while actively engaged in training duties (in addition to allowances paid under subparagraph (e) of this paragraph)—		
Class III—\$4.10 per week.		
Class II—\$6.60 per week.		
(b) Headmasters and headmistresses who hold appointments for training duties	330	
(c) Deputy headmasters, deputy headmistresses and first mistresses who hold appointments for training duties	220	
(d) Teachers temporarily appointed in schools approved by the Department as regular demonstration schools (not payable in addition to allowances under subparagraphs (e) and (f) of this paragraph):		
Year 1 ....	245	
Year 2 and subsequent years	285	

## PART V.—TEMPORARY ALLOWANCES.

Temporary allowances under this Part are paid in addition to the salaries provided in Part II of this schedule and are only payable while the teacher is actively engaged in carrying out the duties prescribed.

	\$				\$
(e) Teachers in primary and secondary schools engaged in training duties—\$16 per week.				14. Supervisor of Correspondence Study Groups or assistant teacher—\$2.75 per hour.	
(f) Teachers in primary, secondary and technical institutions not receiving a training allowance, who give authorised demonstration lessons (in addition to allowances payable elsewhere in this Part)—\$4.60 per demonstration.				15. Part-time organisers of Youth Education .....	450
11. Principals of agricultural schools with residential wings, in accordance with Regulations 165 and 181 of the Education Regulations, 1960 .....		175		16. Housemasters and Housemistresses, School for the Dead, Mosman Park	450
12. Teachers employed under the conditions referred to in Regulation 141 of the Education Regulations .....		430		17. Itinerant male teachers, North-West Schools .....	210
13. Part-time teachers, Technical Division:				18. Sewing mistresses—\$3 per week (not subject to basic wage variation).	
For teaching a Class at Group I level—\$6.35 per hour.					
For teaching a Class at Group II level—\$5.40 per hour.					
For teaching a Class at Group III level—\$4.35 per hour.					
For teaching a Class at Group IV level—\$3.65 per hour.					
Notwithstanding paragraph 2 of Part I of this schedule, these rates will only be subject to an adjustment at the commencement of each year in accordance with variations which have occurred in the basic wage.					
				PART VI.—TEACHERS' COLLEGE STUDENTS.	
				1. (a) Allowances payable to students in training in accordance with regulation 196 of the Education Regulations—	
				Students under 21 years:	\$
				Years 1 and 2 .....	785
				Year 3 .....	865
				Year 4 .....	943
				Students 21 years and over .....	1,023
				Married men without children .....	1,452
				Married men with children .....	1,695
				(b) These allowances are determined on a male basic wage of an annual equivalent of \$1,779 and are variable in proportion to adjustments made to the basic wage by the Industrial Commission.	
				2. Students who are obliged to live away from home in order to attend a teachers' college, will be paid a living-away-from-home allowance of \$290 per annum.	