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[1970

EDUCATION DEPARTMENT.

THE Hon. Minister for Education has determined that the salaries in the schedule below shall be paid to teachers in the Education Department. The new schedule of salaries shall replace that published in the *Government Gazette* of 26th June, 1968 and amended in the *Government Gazettes* of 12/7/68, 26/7/68, 11/7/69, 15/8/69, 19/9/69, 13/2/70 and 15/5/70.

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

1st July, 1970.

SALARIES OF TEACHING STAFF.

PART I.—GENERAL.

1. This determination will come into operation on 1st July, 1970.
2. The salary rates prescribed in this schedule shall be varied to the extent necessary to give effect to any decision of the Commonwealth Conciliation and Arbitration Commission in a National Wage Case, made during the currency of this schedule and expressed to be on general economic grounds and which has general application.
3. All salaries quoted in this schedule are expressed as the male equivalent but shall not be applicable to females until 1st January, 1972. Until that date the female rate shall be determined by

making the following deductions from the male rate:—

	Category A	Category B
	\$	\$
From 1st July, to 31st December, 1970	176	140
From 1st January to 31st December, 1971	89	70
From 1st January, 1972	Nil	Nil

PART II.—DEFINITIONS.

For purposes of this schedule—

“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, subsequent to his initial training period, passes in three full units, other than Education, towards a Bachelor Degree of the University of Western Australia, or a diploma of the Technical Education Division, or other equivalent qualifications from time to time prescribed.

“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”.

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 III.—SALARY SCALES.

1. The following salary scales shall be paid to male teachers according to their qualifications, experience and position. The salaries of female teachers shall be adjusted according to paragraph 3 of Part I.

2. Masters, mistresses, lecturers, trade instructors or other teachers who do not occupy positions for which additional remuneration is provided for in this schedule shall receive a salary according to Column A of the Salary Scales.

3. Salary Scales—

Grade	Columns				
	A	B	C	D	E

	\$	\$	\$	\$	\$
1	3,570	3,720	4,020	4,220	4,370
2	3,870	4,020	4,320	4,520	4,670
3	4,100	4,250	4,550	4,750	4,900
4	4,350	4,500	4,800	5,000	5,150
5	4,600	4,750	5,050	5,250	5,400
6	4,825	4,975	5,275	5,475	5,625
7	5,050	5,200	5,500	5,700	5,850
8	5,250	5,400	5,700	5,900	6,050
9	5,450	5,600	5,900	6,100	6,250
10	5,650	5,800	6,100	6,300	6,450
11	5,825	5,975	6,275	6,475	6,625
12	6,000	6,150	6,450	6,650	6,800
13	6,175	6,325	6,625	6,825	6,975

	\$	\$	\$	\$	\$
1	2,660	2,810	3,110	3,310	3,460
2	2,830	2,980	3,280	3,480	3,630
3	2,980	3,130	3,430	3,630	3,780
4	3,130	3,280	3,580	3,780	3,930
5	3,350	3,500	3,800	4,000	4,150
6	3,570	3,720	4,020	4,220	4,370
7	3,790	3,940	4,240	4,440	4,590
8	4,010	4,160	4,460	4,660	4,810
9	4,190	4,340	4,640	4,840	4,990
10	4,370	4,520	4,820	5,020	5,170
11	4,550	4,700	5,000	5,200	5,350
12	4,730	4,880	5,180	5,380	5,530
13	4,885	5,035	5,335	5,535	5,685
14	5,040	5,190	5,490	5,690	5,840
15	5,195	5,345	5,645	5,845	5,995
16	5,380	5,530	5,830	6,030	6,180

4. The salaries in Table I of the Salary Scales shall apply to all four- and five-year trained teachers. The salaries in Table II shall apply to all two- and three-year trained teachers.

5. Except as provided for specifically in this schedule, progression along the Salary Scales shall be by annual increments and shall be dependant upon satisfactory service.

6. (a) Teachers who obtain the Teachers’ Certificate at the completion of training at a teachers’ college shall be placed on the Salary Scales as follows:—

Five-year trained—Table I, Column A, Grade 5.

Four-year trained—Table I, Column A, Grade 4.

Three-year trained (Category 1)—Table II, Column A, Grade 6.

Three-year trained (Category 2)—Table II, Column A, Grade 6 or Grade 7 (at the discretion of the Director-General).

Two-year trained—Table II, Column A, Grade 4.

(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 Table I or II 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 Table II, Column A, Grade 9.

(ii) Trade instructors with special additional experience, or with higher technical qualifications, may be placed on grades higher than Grade 9, 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. Such placement will be determined by the number of years by which the experience is less than five years.

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

- (i) Grade 5 if he is on Table I; or
- (ii) Grade 9 if he is on Table II,

except that persons appointed to the Technical Division in accordance with regulation 61 may advance one increment from their grade of appointment to the Department.

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

(c) A three-year trained teacher may proceed to Grade 16 on Table II.

(d) Notwithstanding sub-paragraph (a) of this paragraph a teacher holding the position of a trade instructor on 30th June, 1970 and appointed as such prior to 31st December, 1967, may proceed beyond Grade 15, Table II and transfer to Table I and proceed by annual progression as shown hereunder provided he has obtained the Teachers' Certificate (Technical) and has obtained a diploma of the Technical Division or other equivalent qualification:—

- Grade 16, Table II.
- Grade 10, Table I.
- Grade 11, Table I.
- Grade 12, Table I.
- Grade 13, Table I.

(e) A two-year trained teacher may proceed to Grade 16, Table II after completing ten years on Grade 15, Table II.

8. A teacher who has not had his certificate or provisional appointment confirmed by a satisfactory report may not advance further than three annual increments from his grade of appointment.

9. (a) A teacher who obtains a promotion or appointment to a position carrying a salary entitling him to move from one column of the Salary Scales to another column shall transfer to the new column on the same grade as he would have occupied had he not received the promotion or appointment.

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

10. 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 7 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) Teachers with the Teachers' Certificate (Conditional)—teachers who in their first year ex-college obtain the necessary satisfactory service 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, Table II, or below on obtaining the Teachers Certificate (Technical)—one increment.

- (ii) 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, Table II.
- (iii) A three-year trained teacher who obtains the qualifications of a four-year trained teacher may transfer to Table I as follows:—

Position on Table II.	New position on Table I.
Grade.	Grade
6	3
7	4
8	5
9	6
10	7
11	8
12	9
13	10
14	11
15	12
16	13

- (iv) 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).

11. Teachers who held appointments at 30th June, 1970, entitling them to placement on one of the columns of the Salary Scales shall on 1st July, 1970, be placed on the appropriate column and on the same grade they held at 30th June, 1970, except that teachers on Grade 14, Scale A at 30th June, 1970 will be placed on Table I, Grade 13 of the Salary Scales.

PART IV—PROMOTIONAL POSITIONS.

Teachers who receive permanent appointments to promotional positions shall receive a specific salary or shall transfer to one of the Salary Scales in Part III, as follows:—

Primary Division.

1. Headmasters and headmistresses of primary schools:

Class IA primary	....	....	8,675
Class I junior high	....	....	8,675
Class I primary	....	....	8,265
Class II junior high	....	....	7,950
Class II primary	....	....	7,690
Class III primary—			
if four-year trained	....	....	7,100
other—			
Years 1 to 4	....	....	6,100
Year 5 and subsequently	....	....	6,305
Class IV primary—salary according to Column C of the Salary Scale.			
2. Deputy headmasters, deputy headmistresses and first mistresses of primary schools:

		4-Year Trained.	Other.
		\$	\$
Class IA primary	....	6,825	5,825
Class I junior high	....	6,825	—
Class I primary	....	6,625	5,625
3. Correspondence School:

(a) Headmaster	....	....	9,075
(b) Deputy headmaster and first mistress	....	....	5,825

Secondary Division.		\$
4. Principals of secondary schools:		
(a) Schools with over 600 students ..	9,450	
(b) Schools with 600 or less students	9,075	
5. Deputy principals and principal mistresses:		
(a) Schools with over 600 students	8,120	
(b) Schools with 600 or less students	7,250	
(c) Deputy principals, agricultural junior high schools	7,250	
6. (a) First masters, first mistresses and senior masters, High School Certificate appointed prior to 1st July, 1961	7,080	
(b) Senior masters and senior mistresses:		
(i) Schools with over 600 students—salary according to Column E of the Salary Scales.		
(ii) Schools with 600 or less students—salary according to Column D of the Salary Scales;		
provided that after serving eight years as a senior master or senior mistress, part of which service was in a school of over 600 students, a teacher who is eligible for appointment as a deputy principal or principal mistress, may receive a salary of \$7,250.		

Teacher Education Division.

7. Vice-principals	9,450
8. Wardens of Women Students	8,900
9. Senior lecturers	8,700
10. (a) Lecturers, A:	
	4-Year Trained. Other.
	\$ \$
Year 9	7,900 7,105
Year 8	7,720 6,925
Year 7	7,540 6,745
Year 6	7,360 6,565
Year 5	7,180 6,385
Year 4	7,025 6,230
Year 3	6,870 6,075
Year 2	6,715 5,920
Year 1	6,560 5,765
provided that progression beyond Year 4 of the above range shall be dependent upon the lecturer being a four-year trained teacher.	
(b) Lecturers, B—salary according to Column D of the Salary Scales.	

Technical Education Division.

11. Principals:	
(a) Fremantle, Leederville, Mt. Lawley and Perth Technical Colleges, Technical Extension Service	9,650
(b) Grade 1 schools and colleges	9,450
(c) Grade 2 schools and colleges	9,075
12. Deputy principals:	
(a) Fremantle, Leederville, Mt. Lawley and Perth Technical Colleges, Technical Extension Service	8,500
(b) Grade 1 schools and colleges	8,120
(c) Grade 2 schools and colleges	7,250
13. Officers-in-charge (full-time) of technical centres:	
Class 1 centre	8,000
Class 2 centre	7,600
Class 3 centre	7,135
14. Heads of departments:	
Grade A department	8,300
Grade B department	7,450

15. Senior lecturers:	\$
Senior lecturer A	8,100
Senior lecturer B, senior trade instructor — salary according to Column E of the Salary Scales.	

16. (a) Lecturers, A:	4-Year Trained. Other.
	\$ \$
Year 9	7,900 7,105
Year 8	7,720 6,925
Year 7	7,540 6,745
Year 6	7,360 6,565
Year 5	7,180 6,385
Year 4	7,025 6,230
Year 3	6,870 6,075
Year 2	6,715 5,920
Year 1	6,560 5,765

provided that progression beyond Year 4 of the above range shall be dependent upon a lecturer teaching more than the specified number of hours at the Group I level.

(b) Lecturers, B—salary according to Column D of the Salary Scales.

17. Counselling Service:

(a) Principal	9,450
(b) Assistant principal (confined to present occupant)	8,500
(c) Senior counsellors	8,100
(d) Counsellors, I:	
Year 5	7,180
Year 4	7,025
Year 3	6,870
Year 2	6,715
Year 1	6,560
(e) Counsellors, II—salary according to Column C of the Salary Scales.	

Special Services.

18. Guidance Branch:

(a) Senior guidance officers	8,100
(b) Guidance officers, I—	
Year 5	7,180
Year 4	7,025
Year 3	6,870
Year 2	6,715
Year 1	6,560
(c) Guidance officers, II—salary according to Column C of the Salary Scales.	

19. Advisory Services:

(a) Principal advisory teacher	8,200
(b) Senior advisory teacher	7,450
(c) Advisory teachers, I—	4-Year Trained. Other.
	\$ \$
Year 4	7,025 6,230
Year 3	6,870 6,075
Year 2	6,715 5,920
Year 1	6,560 5,765
(d) Advisory teachers, II—salary according to Column C of the Salary Scales.	

20. Education officers:

(a) Senior education officers	8,200
(b) Education officers, I—	
Year 3	7,500
Year 2	7,300
Year 1	7,100
(c) Education officers, II—	4-Year Trained. Other.
	\$ \$
Year 6	6,850 6,100
Year 5	6,700 5,950
Year 4	6,550 5,800
Year 3	6,400 5,650
Year 2	6,250 5,500
Year 1	6,100 5,350

PART V.—TEMPORARY APPOINTMENTS.

The salaries provided under this part apply to teachers who are temporarily appointed for special duties as determined by the Director-General and are only payable while the teacher is engaged in carrying out the duties prescribed:—

1. Teachers approved to undertake special administrative duties determined by the Director-General—

- (a) Masters, mistresses, lecturers C and trade instructors—salary according to Column B of the Salary Scales.
- (b) Lecturers, B—salary according to Column E of the Salary Scales.

2. Masters and mistresses in special native schools, in special schools for mentally and physically handicapped children and in some special classes approved by the Director-General—salary according to Column B of the Salary Scales.

3. Sewing mistresses—\$5.00 per week (not subject to variation).

4. Masters and mistresses appointed temporarily to the position of deputy headmaster, deputy headmistress or first mistress of primary schools—

- (a) Class 1A primary, Class 1 junior high—salary according to Column D of the Salary Scales.
- (b) Class 1 primary—salary according to Column C of the Salary Scales.

5. Masters and mistresses appointed temporarily to the position of senior master or senior mistress in secondary schools—

- (a) Schools with over 600 students—salary according to Column E of the Salary Scales.
- (b) Schools with 600 or less students—salary according to Column D of the Salary Scales.

6. Teachers appointed temporarily to headships of primary schools—

	4-Year	
	Trained.	Other.
	\$	\$
Class 1A, Class 1 junior high	8,675	7,695
Class 1	8,265	7,285
Class 11 Junior High	7,950	6,970
Class 11	7,690	6,710

7. Teachers appointed temporarily to other promotional positions—the salary provided for the position in Part III of this schedule.

PART VI.—SPECIAL ALLOWANCES.

The allowances under this Part are paid in addition to salaries paid elsewhere in this schedule and are only payable while the teacher is actively engaged in carrying out the duties prescribed:—

- 1. Headmasters and headmistresses of special native schools and special schools for mentally and physically handicapped children \$150
- 2. Senior masters, senior mistresses, lecturers A approved to undertake special administrative duties \$150
- 3. 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 \$4.20 per week
 - Class II \$6.80 per week

(b) Headmasters and headmistresses who hold appointments for training duties \$340

(c) Deputy headmasters, deputy headmistresses and first mistresses who hold appointments for training duties \$295

(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) \$295

(c) Teachers in primary and secondary schools engaged in training duties \$16.50 per week

(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)—\$6.00 per demonstration.

4. Principals of agricultural schools with residential wings, in accordance with Regulation 165 of the Education Regulations, 1968 \$185

5. Part-time organisers of Youth Education \$470

EDUCATION ACT, 1928-1970.

Education Department,
Perth, 1st July, 1970.

THE Minister for Education, acting pursuant to the provisions of the Education Act, 1928-1970, has been pleased to make the regulations set out hereunder.

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

Schedule.

Regulations.

- Principal regulations. 1. In these regulations the Education Act Regulations, 1960, as reprinted pursuant to the Reprinting of Regulations Act, 1954, and published in the *Government Gazette* on the 21st February, 1968, and thereafter amended from time to time by notices so published, are referred to as the principal regulations.
- Reg. 96 amended. (Am. No. 129.) 2. Regulation 96 of the principal regulations is amended by deleting the words, "principal guidance officer or" in line one of paragraph (c) of subregulation (4).
- Reg. 140 substituted. (Am. No. 130.) 3. The principal regulations are amended by substituting for regulation 140 the following regulation:—
140. (1) Staff may be appointed to the Guidance Branch as follows:—
- (a) Senior Guidance Officers;
 - (b) Guidance Officers.
- (2) In particular subject areas or in such other fields as the Director-General may determine, specialist staff may be appointed as follows:—
- (a) Principal Advisory Teachers;
 - (b) Senior Advisory Teachers;
 - (c) Senior Education Officers;
 - (d) Advisory Teachers;
 - (e) Education Officers;
 - (f) Such other teachers or officers as the Director-General may determine.
- (3) In order to be appointed to the position of Senior Guidance Officer, Senior Advisory Teacher, Senior Education Officer or Principal Advisory Teacher, a teacher shall be required to have the qualifications prescribed in regulation 185 of these regulations.
- (4) Advisory teachers, Grade II and education officers, Grade II shall be appointed for a term of four years.
- Reg. 141 substituted. (Am. No. 131.) 4. The principal regulations are amended by substituting for regulation 141 the following regulation:—
141. The Director-General may, in such cases as he thinks fit, fix the annual holidays of officers referred to in items (c) and (e) of subregulation (2) of regulation 140 of these regulations to be four weeks per year and the working hours of such officers to be from 8.30 a.m. to 5 p.m. on Mondays, Tuesdays, Wednesdays, Thursdays and Fridays.
- Reg. 142 amended. (Am. No. 132.) 5. Regulation 142 of the principal regulations is amended by substituting for the passage, "(e)", in line two of subregulation (1), the passage, "(f)".
- Reg. 185 amended. (Am. No. 133.) 6. Regulation 185 of the principal regulations is amended by—
- (a) deleting the passage, "senior master, senior mistress," in line two of paragraph (a) of subregulation (1); and
 - (b) deleting subregulations (2) and (3) and substituting new subregulations as follows:—
- (2) Notwithstanding the provisions of paragraph (a) of subregulation (1) of this regulation, a principal, deputy principal, principal mistress of a secondary school, or a headmaster of a junior high school who holds a University Degree or the Teachers' Higher Certificate, is eligible to be appointed to other promotional positions.
- (3) (a) An applicant for the position of senior master or senior mistress of a secondary school is required to have a University Degree or an Associateship of Technical Division, or its equivalent.

(b) A teacher of art, home economics, manual arts, music or physical education who holds a diploma of the Technical Division in his teaching field, or its equivalent, is eligible to be appointed as a senior master or a senior mistress.

(c) For the purpose of paragraph (b) of this subregulation the following qualifications shall be accepted as equivalents:—

- (i) Diploma of Physical Education;
- (ii) L.Mus.A.; and
- (iii) A.Mus.A. with the university unit of Musical Education I.

(d) For the purpose of this subregulation a deputy headmaster and a first mistress of a junior high school shall be regarded as a senior master and a senior mistress respectively of a secondary school with 600 or less students.

7. Regulation 205 of the principal regulations is amended by—^{Reg. 205}
 (a) substituting for subregulation (1) the following subregulation—^{amended.}
 (Am. No. 134.)

- (1) The teaching staff of the Teacher Education Division may comprise principals, deputy principals, wardens of women students, senior lecturers, lecturers, and such other officers as the Director-General may approve, and is hereby authorised to approve. ;
- (b) substituting for the passage, "Grade I", in line one of paragraph (b) of subregulation (2), the passage, "Grade A";
- (c) substituting for the passage, "Grade I" in line two of paragraph (c) of subregulation (2), the passage, "Grade A";
- (d) deleting subregulation (3); and
- (e) substituting for the passage, "Grade III", in line one and again in line three of subregulation (4), the passage, "Grade B".

8. The principal regulations are amended by revoking regu-^{Reg. 205A}
 lation 205A.^{revoked.}
 (Am. No. 135.)