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[1971

EDUCATION DEPARTMENT.

THE Government School Teachers' Tribunal, as a result of appeals heard by it in accordance with section 37 AF of the Education Act, has determined that the following salaries shall be paid new schedule of salaries shall replace that published in the *Government Gazette* on 2nd July, to teachers in the Education Department. The 1970, and amended in the *Government Gazette* on 7th August, 1970 and 8th April, 1971.

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

THE GOVERNMENT SCHOOL TEACHERS' TRIBUNAL.

IN the matter of the Determination by the Hon. Minister for Education of salaries and allowances to be paid to teachers as published in the *Government Gazette* of 2nd July, 1970 (and amendments thereto).

And in the matter of appeals lodged against such Determination by the State School Teachers' Union of Western Australia (Incorporated).

DECISION OF TRIBUNAL—SALARIES OF TEACHING STAFF.

PART I—GENERAL.

1. This determination will operate as from the 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, 1971.

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, 1971	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 recognized 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 recognized 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 recognized university for which the minimum requirements are three years' full-time study, and at the conclusion thereof passed at least one year's post-graduate study.

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

“graduate” means a teacher who has obtained a degree of a recognized 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 qualifications.

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, counselling assistants or other teachers who do not occupy positions for which additional remuneration is provided in this schedule shall receive a salary according to Column A (4-year trained) or column F (other) of the salary scales.

3. Salary scales:

Grade	A	B	C	D	E
	\$	\$	\$	\$	\$
1	3,885	4,035	4,285	4,485	4,635
2	4,155	4,355	4,605	4,805	4,955
3	4,390	4,590	4,840	5,040	5,190
4	4,675	4,875	5,125	5,325	5,475
5	4,965	5,165	5,415	5,615	5,765
6	5,250	5,450	5,700	5,900	6,050
7	5,525	5,725	5,975	6,175	6,325
8	5,795	5,995	6,245	6,445	6,595
9	6,065	6,265	6,515	6,715	6,865
10	6,295	6,495	6,745	6,945	7,095
11	6,525	6,725	6,975	7,175	7,325
12	6,745	6,945	7,195	7,395	7,545
13	6,960	7,160	7,410	7,610	7,760

Table II

Grade	F	G	H	J	K
	\$	\$	\$	\$	\$
1	2,940	3,140	3,390	3,590	3,740
2	3,140	3,340	3,590	3,790	3,940
3	3,300	3,500	3,750	3,950	4,100
4	3,465	3,665	3,915	4,115	4,265
5	3,705	3,905	4,155	4,355	4,505
6	3,945	4,145	4,395	4,595	4,745
7	4,185	4,385	4,635	4,835	4,985
8	4,425	4,625	4,875	5,075	5,225
9	4,625	4,825	5,075	5,275	5,425
10	4,825	5,025	5,275	5,475	5,625
11	5,025	5,225	5,475	5,675	5,825
12	5,225	5,425	5,675	5,875	6,025
13	5,405	5,605	5,855	6,055	6,205
14	5,585	5,785	6,035	6,235	6,385
15	5,765	5,965	6,215	6,415	6,565
16	6,050	6,250	6,500	6,700	6,850

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 dependent 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 F, Grade 6.

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

Two-year trained—Table II, Column F, 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 F, 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, other than a Trade Instructor, 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 two increments 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-paragraphs (a), (b) and (c) of this paragraph, a teacher holding the position of a trade instructor or senior 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 here—under 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 of 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 commenced 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) Notwithstanding subparagraph (ii), a trade instructor, covered by paragraph 7 (d) shall advance one increment regardless of which table he is on, and he shall continue to progress to Grade 13, Table I.
- (iv) 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. Grade.	New position on Table I. Grade.
6	3
7	4
8	5
9	6
10	7
11	8
12	9
13	10
14	11
15	12
16	13

- (v) 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).
- (vi) Trade Instructors who have progressed to Table I under paragraph 7 (d) shall advance to Grade 13, Table I on obtaining the Teachers' Higher Certificate.

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.

12. Notwithstanding anything aforesaid, teachers with the Teachers' Certificate or the Teachers' Certificate (Technical) who transferred to Scale A in accordance with subparagraph 6 (a) (ii) of Part III of the 1967 salary schedule as amended in *Government Gazette* No. 56 of the 26th June, 1968, shall receive one increment.

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:

	4-year	
	Trained.	Other.
	\$	\$
Class IA primary	9,500	8,310
Class I junior high	9,500	8,310
Class I primary	9,050	8,060
Class II junior high....	8,700	7,510
Class II primary	8,420	7,430
Class III primary	7,775	6,585
Class IV primary salary according to Column C (4-year trained) or Column H (other) of the Salary Scales.		

2. Deputy headmasters, deputy headmistresses and first mistresses of primary schools:

	4-year	
	Trained.	Other.
	\$	\$
(a) Class IA primary	7,760	6,850
Class I primary	7,460	6,545
(b) Class I junior high	7,760	6,850

provided that any teacher who is transferred to or promoted to the position of senior master or senior mistress of a secondary school prior to serving three years as a deputy headmaster or first mistress shall revert to the salary in Column E to which his grade would entitle him.

3.	Correspondence School:				(ii) lecturers A approved by the Director-General to carry out recruitment duties shall receive, in addition to the salary prescribed in this paragraph 10 (a) during the time that they are carrying out such duties an allowance of \$620 per annum.
		4-year	Other.		
		Trained.	\$	\$	
	(a) Headmaster	9,975	8,785		
	(b) Deputy Headmaster and First Mistress—				
	if four-year trained	7,760	—		(b) Lecturers B:
	other	6,850	—		Salary according to Column D (4-year trained) or Column J (other) of the Salary Scales.
	Secondary Division.				
4.	Principals of Secondary Schools:			\$	Technical Education Division.
	(a) Schools classified as having over 600 students	10,375			11. Principals:
	(b) Schools classified as having 600 or less students	9,975		\$	
5.	Deputy Principals and principal mistresses:				(a) Fremantle, Leederville, Mt. Lawley and Perth Technical Colleges, Technical Extension Service
	(a) Schools classified as having over 600 students	8,920			10,650
	(b) Schools classified as having 600 or less students	7,960			(b) Grade 1 Schools and Colleges
	(c) Deputy principals of agricultural junior high schools	7,960			10,375
6.	(a) First masters, first mistresses and senior masters, High School Certificate appointed prior to 1st July, 1961	7,960			(c) Grade 2 Schools and Colleges
	(b) Senior masters and senior mistresses—Salary according to Column E (4 year-trained) and Column K (other) of the Salary Scales provided that after serving eight years as a senior master or senior mistress a teacher who is eligible for appointment as a deputy principal or principal mistress shall receive a salary of	7,960			9,975
	Provided further that service as a deputy headmaster or first mistress of a class I junior high school shall be counted as service as a senior master or senior mistress for the purposes of this paragraph.				
	(c) Senior masters, Manual Arts and senior mistresses, Home Economics, holding the Teachers' Higher Certificate appointed prior to 1st July, 1964, who have served eight years as such and who have completed at least two years on Grade 13, Table I, of the basic Salary Scales	7,960			
	Teacher Education Division.				
7.	Vice-Principals and Principal of Teachers' Further Education Centre	10,375			
8.	Wardens of Women Students	9,775			
9.	Senior Lecturers	9,550			
10.	(a) Lecturers A:	4-Year	Other.		
		Trained.	\$	\$	
	Year 9	8,680	7,695		
	Year 8	8,500	7,515		
	Year 7	8,320	7,335		
	Year 6	8,140	7,155		
	Year 5	7,960	6,975		
	Year 4	7,805	6,820		
	Year 3	7,650	6,665		
	Year 2	7,495	6,510		
	Year 1	7,340	6,355		
	provided that:				
	(i) progression beyond Year 4 of the above range shall be dependent upon the lecturer being a four-year trained teacher.				
					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 1 level.
					(b) Lecturers B:
					Salary according to Column D (4-year trained) or Column J (other) of the Salary Scales.
11.	Principals:			\$	
	(a) Fremantle, Leederville, Mt. Lawley and Perth Technical Colleges, Technical Extension Service	10,650			
	(b) Grade 1 Schools and Colleges	10,375			
	(c) Grade 2 Schools and Colleges	9,975			
12.	Deputy Principals:				
	(a) Fremantle, Leederville, Mt. Lawley and Perth Technical Colleges, Technical Extension Service	9,330			
	(b) Grade 1 Schools and Colleges	8,920			
	(c) Grade 2 Schools and Colleges	7,960			
13.	Officers-in-charge (Full Time) of technical centre:				
	Class 1 Centre	8,920			
	Class 2 Centre	8,480			
	Class 3 Centre	7,945			
14.	Heads of Departments:				
	Grade A Department	9,110			
	Grade B Department	8,295			
15.	Senior Lecturers:				
	Senior Lecturer A	8,890			
	Senior Lecturer B, Senior Trade Instructor—Salary according to Column E (4-year trained) and Column K (other) of the Salary Scales.				
16.	(a) Lecturers A:	4-year	Other.		
		Trained.	\$	\$	
	Year 9	8,680	7,695		
	Year 8	8,500	7,515		
	Year 7	8,320	7,335		
	Year 6	8,140	7,155		
	Year 5	7,960	6,975		
	Year 4	7,805	6,820		
	Year 3	7,650	6,665		
	Year 2	7,495	6,510		
	Year 1	7,340	6,355		
	provided that:				
	(i) 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 1 level.				
	(b) Lecturers B:				
	Salary according to Column D (4-year trained) or Column J (other) of the Salary Scales.				
17.	Counselling Service:			\$	
	(a) Principal	10,375			
	(b) Assistant Principal (confined to present occupant)	9,330			
	(c) Senior Counsellors	8,890			

(d) Counsellors I—

Year		
9	....	8,680
8	....	8,500
7	....	8,320
6	....	8,140
5	....	7,960
4	....	7,805
3	....	7,650
2	....	7,495
1	....	7,340

Provided that progression beyond year 5 of the above range shall be dependent upon the counsellor being a four-year trained teacher and eligible for membership of the Australian Psychological Society.

(e) Counsellors II:

Salary according to Column C (4-year trained) or Column H (other) of the Salary Scales.

Special Services.

18.	Guidance Branch:	\$
(a)	Senior Guidance Officers	8,890
(b)	Guidance Officers I—	
	Year	
	9	8,680
	8	8,500
	7	8,320
	6	8,140
	5	7,960
	4	7,805
	3	7,650
	2	7,495
	1	7,340

Provided that progression beyond year five of the above range shall be dependent upon the Guidance Officer I being a four-year trained teacher and eligible for membership of the Australian Psychological Society.

(c) Guidance Officers II:

Salary according to Column C (4-year trained) or Column H (other) of the Salary Scales.

19. Advisory Services:

(a)	Principal Advisory Teacher	9,000
(b)	Senior Advisory Teacher	8,200
(c)	Advisory Teachers I—	
		4-year
		Trained. Other.
		\$ \$
	Year 4	7,805 6,820
	Year 3	7,650 6,665
	Year 2	7,495 6,510
	Year 1	7,340 6,355

(d) Advisory Teachers II—

Salary according to Column C (4-year trained) or Column H (other) of the Salary Scales.

20. Education Officers:

(a)	Senior Education Officers	9,000
(b)	Education Officers I—	
		4-year
		Trained. Other.
		\$ \$
	Year 3	8,235 7,410
	Year 2	8,035 7,210
	Year 1	7,835 7,010

4-year
Trained. Other.
\$ \$

(c) Education Officers II—

Year 6	....	7,520	6,770
Year 5	....	7,370	6,610
Year 4	....	7,220	6,450
Year 3	....	7,070	6,290
Year 2	....	6,920	6,130
Year 1	....	6,770	5,970

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:—

- Teachers approved to undertake special administrative duties determined by the Director-General:

Masters, mistresses, lecturers C, trade instructors and counselling assistants—

Salary according to Column B (4-year trained) or Column G (other) of the Salary Scales.

- (a) 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 (4-year trained) or Column G (other) of the Salary Scales.

- (b) Masters and mistresses approved by the Department to act as masters or mistresses in charge of Schools of the Air—

Salary according to Column B (4-year trained) or Column G (other) of the Salary Scales.

- Sewing Mistresses:
\$6.00 per week.
- Teachers appointed temporarily to other promotional positions—
Salary provided for the position in Part IV 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:—

- Headmasters and headmistresses of special native schools and special schools for mentally and physically handicapped children—\$375.
- Senior masters, senior mistresses, lecturers A, lecturers B, senior trade instructors, counsellors I and counsellors II approved to undertake special administrative duties—\$200.
- Training and demonstrating allowances:
 - 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—\$4.65 per week.
Class II—\$7.50 per week.
 - Headmasters and headmistresses who hold appointments for training duties—\$375.
 - Deputy headmasters, deputy headmistresses and first mistresses who hold appointments for training duties—\$325.

- (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—\$325.
- (e) Teachers in primary and secondary schools engaged in training duties—\$18.20 per week.
- (f) Teachers in primary, secondary and technical institutions not receiving training allowances in accordance with subparagraphs (b), (c) and (d) who give authorised demonstration lessons (in addition to allowances payable elsewhere in this part)—\$7.50 per demonstration lesson.
4. Principals of agricultural schools with residential wings in accordance with Regulation 165 of the Education Regulations 1960—\$205.
5. Part-time organisers of Youth Education—\$520.
6. Principals and headmasters who, by direction of the Director-General, are charged with the responsibility for school bus services, a temporary allowance in accordance with the following scale:—
4 to 6 buses—\$90.
7 buses or more—\$175.
7. A senior trade instructor in charge of a section of seven or more trade instructors in addition to allowances quoted elsewhere—\$100.