

36. Subject to the conditions prescribed in the Education (Salaries and Staffing) Regulations 1948 a boarding allowance shall be paid to a relieving teacher, a probationary assistant, a junior assistant in a Maori school, and a teacher in training at the appropriate rate prescribed in Part VII of the Second Schedule to this Order.

37. A teacher may be paid in addition to the salary payable under Scale I or Scale II of this Order such one of the additional salaries which is specified in Part VIII of the Second Schedule to this Order as the Director may approve in any case having regard to the special academic or other professional qualifications of the teacher. Any additional salary approved by the Director under this clause shall not be payable when a teacher is paid salary as provided by Scale III or a higher scale:

Provided that the total salary payable to any teacher, including additional salary payable under this clause, shall not be reduced upon the teacher becoming entitled to be paid salary in accordance with the said Scale III or higher scale.

38. (1) A teacher on appointment for the first time shall be paid salary for the first subdivision of Scale I or Scale II according to the position to which he is appointed:

Provided that a teacher may be paid salary of a higher subdivision of the scale as follows:—

- (a) A teacher who has completed not less than two years of full-time university study and has graduated B.A. or equivalent in a normal three-year course shall commence on the second subdivision.
- (b) A teacher who has completed not less than three years of full-time university study and has graduated M.A. or equivalent in a normal four-year course shall commence on the third subdivision.
- (c) A teacher who has completed not less than four years of full-time university study and has graduated M.A. or equivalent in a five-year course shall commence on the fourth subdivision.
- (d) A teacher who has graduated and who has completed a course at a teachers' training college shall commence on the subdivision next higher to the one to which he is entitled under the foregoing paragraphs of this clause.

(2) A teacher other than a teacher referred to in subclause (1) hereof whose commencing salary is not otherwise fixed by the provisions of this Order shall have such commencing salary on such scale as may be fixed by the Director having regard to the service of the teacher.

39. As from the date of the commencement of this Order every teacher who is permanently employed and whose salary is fixed by the scales set out in the First Schedule to this Order shall be paid—

- (a) Salary at the rate on the appropriate scale corresponding with the rate at which he was being paid immediately before the commencement of this Order; or if there is no such corresponding rate salary at the rate on the appropriate scale next higher than the rate which he was being paid immediately before the commencement of this order; and
- (b) Such further salary (if any) as is necessary to bring the rate of salary (excluding any additional salary payable under the provisions of clause 37 of this Order) of the teacher to a rate £10 a year higher than that at which the teacher was being paid immediately before the commencement of this Order:

Provided that the provisions of this clause shall not apply to a teacher whose salary at the commencement of this Order is the maximum for the scale or to a teacher to whom the provisions of clause 6 hereof apply.

40. Subject to the provisions of clauses 6 and 10 hereof, a teacher, on completion of each year of service on a subdivision of a scale, shall be paid salary on the next higher subdivision of that scale until the maximum for that scale is reached:

Provided that if a teacher whose salary is fixed by this Order would have been entitled to an increment in salary under the Education (Salaries and Staffing) Regulations 1948 at any date after the 1st day of April 1952 and on or before the 31st day of March 1953, and if the teacher would have been entitled to an increment under this clause, the first increment under this clause shall be payable on the date on which the increment under the said regulations would have been payable.

41. When a teacher is appointed to a position the salary for which is provided on a higher scale the teacher shall be paid salary for the subdivision of that scale which is next higher to his previous rate of salary on the scale.

42. A teacher, who at the date of this Order, holds a position of Grade A or higher grade, and who has completed less than ten years of teaching service shall not be entitled to any increment under this Order until such time as, in the opinion of the Director, he would, if on Scale I or Scale II set out in the First Schedule to this Order, have normally progressed to the salary to which he is entitled upon the commencement of this Order on the appropriate scale prescribed in the First Schedule to this Order.

43. A teacher appointed for the first time to a school approved for country service may be refunded the full cost of his removal expenses to take up the appointment and if he completes at least three years service in that school he may be refunded the full cost of his removal expenses from that school to take up his next appointment in another public school, determined in each case in accordance with the provisions of the Education (Salaries and Staffing) Regulations 1948.

44. Where there is no female teacher on the staff of a public school or a Maori school there may be paid to a person teaching needlework for not less than one hour each week salary at the rate prescribed in Part IX of the Second Schedule to this Order.

45. The Director may in his discretion direct that an increment in salary shall not be paid to any teacher whose work for the previous year has in the opinion of the Director been unsatisfactory.

46. The Director shall notify a teacher of any decision made under clause 10 or clause 45 of this Order and his reasons for the decision.

47. A teacher who has completed at least five years of certificated teaching service and who relieves as head teacher of a school for a period of more than two weeks shall be paid salary for the period he relieves the head teacher at the rate which would be payable to him if he were permanently appointed to the position of head teacher.

48. Notwithstanding the provisions of this Order no teacher to whom this Order applies shall, so long as he remains in the position he occupied on the date from which this Order has effect shall be paid a rate of salary lower than the salary he received immediately before the aforesaid date.

49. Notwithstanding anything in this Order the Director may recognise to such extent as he deems necessary service as a member of the Forces as teaching service for the purpose of paying a training college student, a probationary assistant, or a teacher a higher allowance or salary than he would normally be entitled to under the provisions of this Order.

50. In the case of a teacher appointed on promotion to a position before 1 April 1952 who does not take up the position until after that date and in the case of a teacher similarly appointed to a position after the said 1st day of April but before 1 June 1952 the rate of salary as from the date the teacher takes up the position shall be determined in accordance with the provisions of clause 39 of this Order as if he had held the new position immediately before the commencement of this Order.

## FIRST SCHEDULE

### SCALES OF SALARIES

#### Scale I

Clause 4 Salaries payable to certificated assistants in public schools, Maori schools, special schools, and special teaching and other educational services:

Subdivision.	Salary.	
	Men. £	Women. £
First .. .. .	430	370
Second .. .. .	460	400
Third .. .. .	490	430
Fourth .. .. .	520	460
Fifth .. .. .	550	490
Clauses 6 and 10		
Sixth .. .. .	580	520
Seventh .. .. .	610	550
Eighth .. .. .	640	580
Ninth .. .. .	670	610
Tenth .. .. .	700	640
Eleventh .. .. .	730	670

#### Scale II

Clause 5 Salaries payable to head teachers and sole teachers in public schools and Maori schools of Grades II and III:

Subdivision.	Salary. £
First .. .. .	520
Second .. .. .	550
Third .. .. .	580
Fourth .. .. .	610
Clauses 6 and 10	
Fifth .. .. .	640
Sixth .. .. .	670
Seventh .. .. .	700
Eighth .. .. .	730
Ninth .. .. .	760

#### Scale III

Clause 11 Salaries payable to head teachers of public schools and Maori schools of Grade IV, first assistant masters of Class C and Class B, infant mistresses of Class C and Class B, senior assistant mistresses of Class C, Class B, and Class A, assistants in charge of Model I schools attached to Normal schools and visiting teachers:

Subdivision.	Salary.	
	Men. £	Women. £
First .. .. .	700	640
Second .. .. .	730	670
Third .. .. .	760	700
Clauses 12 and 13		
Fourth .. .. .	790	730
Fifth .. .. .	820	760
Sixth .. .. .	850	790

#### Scale IV

Clause 14 Salaries payable to head teachers in public schools, Maori schools of Grades V and VI, and intermediate schools of Grades IV and V:

Subdivision.	Salary. £
First .. .. .	820
Second .. .. .	850
Third .. .. .	880
Fourth .. .. .	910
Fifth .. .. .	940
Sixth .. .. .	970
Seventh .. .. .	1,000