

Principal Order No. 62 of the Government Service Tribunal

In the matter of section 8 of the Government Service Tribunal Act 1948; and in the matter of an application for a principal order dated 19 June 1952 and duly lodged by the New Zealand Post-primary Teachers' Association (Registered).

THE Government Service Tribunal having heard and considered the application of the applicant doth hereby order:—

1. This order shall be deemed to have come into effect on the 1st day of April 1951.

2. (i) Unless the context otherwise requires, expressions used in this order shall have the same meaning as in the Education (Salaries and Staffing) Regulations 1948.*

(ii) This order shall apply to teachers in secondary schools, technical and combined schools, and in the secondary departments of district high schools, and to teachers engaged in the instruction of approved manual training classes.

3. Subject to the provisions of this order the salaries payable to full-time assistant teachers in secondary, technical, and combined schools, in secondary departments of district high schools, and to teachers engaged in the instruction of approved manual training classes shall comprise—

(a) A basic salary at the appropriate rate prescribed in the First Schedule to this order:

(b) A grading salary (if any) at the appropriate rate prescribed in the Second Schedule to this order:

(c) A position salary at the rate prescribed in Part I of the Third Schedule to this order in cases where the assistant teacher holds a special post:

(d) Any additional salary as provided in this order.

4. Notwithstanding the provisions of clause 3 of this order the following provisions shall apply—

(a) No teacher who was appointed for the first time after the 1st day of February 1949 shall be entitled to be paid a salary higher than the total rate for a classification of Grade II unless he has completed at least three years' service in one or more of the schools or manual training centres included in a list approved for the purpose by the Director, or has had such other experience, not being teaching, as shall be approved by the Director instead of service in any of those schools or manual training centres on the aforesaid list:

Provided that in the case of a teacher who has served as a member of the Forces the period of service required under this paragraph shall be a period of three years reduced by the period served as a member of the Forces.

(b) No male assistant teacher in the secondary department of any district high school in which the primary department is Grade III shall be paid a salary higher than the total rate of salary prescribed for a male teacher classified in Grade III:

(c) Except in the case of an itinerant agricultural instructor and any teacher permanently engaged in the instruction of approved manual training classes on the 1st day of February 1947, no teacher engaged in the instruction of approved manual training classes shall be entitled to be paid a salary higher than the total rate for a classification of Grade III unless he is appointed with the approval of the Director to a senior position recognized for the purpose:

(d) A teacher appointed to a senior position referred to in paragraph (c) of this clause shall be paid the maximum grading salary of Grade IV:

Provided that, with the approval of the Director, where there is unusual responsibility the teacher appointed to a senior position may be paid the position salary for a special post:

(e) A teacher who is classified in Grade V, but is not for the time being the holder of a special post, shall be entitled to a grading salary as if he were classified in Grade IV, and if he is not already being paid the maximum grading salary for Grade IV, he shall be paid that salary:

(f) A teacher who is classified in a grade lower than Grade V and who is appointed to a special post shall be entitled to the salary attachable to that post.

5. The Director shall from time to time publish in the *Education Gazette* the list of schools and manual training centres referred to in paragraph (a) of clause 4 hereof.

6. The provisions of paragraph (a) of clause 4 hereof shall not apply to—

(a) A teacher who has complied with the provisions of clause 6 of Principal Order No. 60:

(b) Any teacher while employed in a school or a manual training centre on the list referred to in paragraph (a) of clause 4 hereof.

7. For the purposes of fixing the commencing rate of the basic salary of any teacher under this order the service of the teacher shall be deemed to be—

(a) His service as a teacher as defined by regulation 16 of the Education (Salaries and Staffing) Regulations 1948; and

(b) Any period which, having regard to the academic, professional, technical, practical, or other relevant qualifications of the teacher, was taken into consideration for the purposes of his classification under the aforementioned regulations:

Provided that the period to be taken into consideration under this paragraph shall be such period of trade, professional, or commercial experience of the teacher after he attained the age of twenty-one years as the Director may determine, but shall not in any case exceed ten years; and

(c) (i) A period of four years if the teacher holds a Master's degree with second-class or equivalent honours of a recognized University or an equivalent or higher qualification; or

(ii) A period of three years if the teacher holds a Master's degree with lower than second-class honours of a recognized University, or a Bachelor's degree of a recognized University, or an equivalent qualification; or

(iii) Such period (if any) as is approved by the Director if the teacher holds a lower qualification than the lowest qualification referred to in subparagraph (ii) of this paragraph.

8. If the day of completion of a year on a step of the basic salary scale by any teacher is the fifteenth day or an earlier day in any calendar month, he shall be paid the next higher rate of basic salary (if any) from the first day of that month. If the day of completion of the year is any day later than the fifteenth day of that month, he shall be paid the next higher rate (if any) from the first day of the next succeeding month.

9. The appropriate grading salary (if any) of any teacher shall be determined as follows:—

(a) On the coming into force of the first classification of any teacher, the appropriate grading salary shall, unless the Director otherwise determines, be the minimum grading salary prescribed for the grade in which the teacher is classified:

(b) If on the reclassification of any teacher the grade of the teacher is altered, his appropriate grading salary on reclassification shall, unless the Director otherwise determines, be the minimum grading salary prescribed for the grade in which the teacher is then classified:

(c) On the first or any later classification of any teacher, the Director may fix the commencing grading salary of the teacher at any step within the appropriate grade higher than the minimum for that grade:

(d) Until the classification of a teacher is altered, his grading salary shall be increased by annual increments, as prescribed in the Second Schedule to this order, until the maximum for the grade is reached.

10. Notwithstanding anything contained in this order if, in the opinion of the Director, the work of any teacher during any year has been unsatisfactory, the Director may in his discretion determine that that year shall not be taken into account in computing the teacher's period of service for the purposes of clause 8 of this order, and that the teacher shall not be paid any increment for that year to which he would have been entitled under clause 9 of this order. The Director shall notify the teacher of the reason why his work is regarded as unsatisfactory.

11. In accordance with paragraph (d) of clause 3 hereof, additional salaries shall be paid, with the approval of the Director, in accordance with the following provisions and at the appropriate rates prescribed:—

(a) At a rate prescribed in Part II of the Third Schedule to this order to the first assistant of any school having on the 1st day of March not less than three hundred enrolled "full-time pupils" if the number of teaching half-days does not exceed three hundred and twenty, or at a rate specified in Part III of the said Third Schedule if the number of teaching half-days does exceed three hundred and twenty:

(b) At a rate prescribed in Part II of the Third Schedule to this order to the senior assistant mistress of a co-educational school having on the 1st day of March of that year not less than one hundred girls enrolled as full-time pupils, or at a rate specified in Part III of the said Third Schedule if the number of such girls exceeds four hundred.

(c) At a rate prescribed in Part II of the Third Schedule to this order to any assistant who is possessed of special knowledge and teaching ability in certain subjects or groups of subjects defined for the purpose by the Director, and who is required to supervise or control not less than two other teachers engaged in teaching all or any of those subjects, and who has such other duties (if any) as may be defined by the Director. Any such assistant shall be known as the head of the department. A rate prescribed in Part III of the said Third Schedule may be paid where in any case the Director is of opinion that a department is of such importance as to justify the payment of that rate; in any such case the department shall be called a senior department. In special circumstances, on the recommendation of the controlling authority, the Minister of Education may approve additional salary to the head of a senior department at the rate prescribed in Part IV of the said Third Schedule:

* Statutory Regulations 1948, Serial number 1948/194, page 573.