

12. Notwithstanding the provisions of clause 11 hereof, a teacher engaged in the instruction of approved manual training classes who is appointed to a position recognized by the Director as a senior position, may be paid a salary at the maximum rate specified in Scale III of the First Schedule to this Order:

Provided that in the case of an itinerant instructor in agriculture, or with the approval of the Director, in any other case where there is unusual responsibility, a teacher appointed to a senior position may be paid a salary at the appropriate rate specified in Scale IV of the First Schedule to this Order, but not in excess of the rate specified in the fifth subdivision of that scale.

13. No assistant teacher in the secondary department of any district high school in which the primary department is Grade III shall be paid a rate of salary in excess of the maximum rate for an assistant teacher classified in Grade 2.

14. Additional salary at a rate prescribed in Part I of the Second Schedule to this Order may be paid to the senior assistant in the secondary department of a district high school of Grade B or Grade C or Grade D or of any higher grade if there is no position of responsibility in that school:

Provided that if the payment of the additional rate as so prescribed would, when added to his scale rate of salary, make the total rate greater than the scale rate of salary of the head teacher, then only such amount of the additional salary may be paid as will make the total rate equal to the scale rate of the head teacher.

15. Additional salary at the rate prescribed in Part II of the Second Schedule to this Order may be paid to an assistant teacher appointed as a careers adviser:

Provided that such additional salary shall not be paid to the holder of a position of responsibility without the approval of the Director.

16. Additional salary at a rate prescribed in Part III of the Second Schedule to this Order may be paid to the holder of a position of responsibility of Class C where the Director is satisfied that exceptional responsibility attaches to that position.

17. Additional salary at the appropriate rate prescribed in Part IV of the Second Schedule to this Order may be paid to any assistant teacher appointed as the temporary or relieving principal of the school in which he is employed as an assistant:

Provided that no additional salary shall be paid under this clause unless the period for which he so acts exceeds two consecutive weeks:

Provided further that if the payment of the additional salary would make the salary greater than that which he would be paid as principal of the school, then only such amount of the additional salary may be paid as will make the salary equal to that which he would be paid as principal of the school.

18. A teacher appointed as the temporary or relieving principal of a secondary, technical, or combined school (other than the school in which he is employed as an assistant) shall be entitled to be paid scale salary as if he were permanently appointed to the position of principal.

19. Additional salary at the appropriate rate prescribed in Part V of the Second Schedule to this Order may be paid to the principal of a school to which is attached an intermediate department:

Provided that if the payment of additional salary under this clause would make the salary greater than that payable to a principal of a school of Grade V, then only such amount of the additional salary may be paid as will make the salary equal to that payable to a principal of a school of Grade V.

20. Subject to the provisions of clauses 21 and 22 hereof, payment for overtime shall be made to full-time assistant teachers at the rates specified in Part VI of the Second Schedule hereto.

21. For the purposes of clause 20 hereof—

“Overtime” means the time in excess of ten half-days during which an assistant teacher is engaged in any week in the work of teaching or otherwise in his capacity as a teacher, and

“Salary” in Part VI of the Second Schedule hereto means the appropriate scale salary (including Scale II salary, if any) of the teacher and includes additional salary for special qualifications as prescribed by clause 43 hereof, but excludes any other additional salary provided by this Order.

22. Every claim for payment of overtime under this Order shall be supported by the certificate of the principal of the school in which the teacher is engaged as a full-time assistant.

23. Subject to the provisions of clauses 24 and 25 hereof, the hourly rate of payment for each part-time teacher shall be fixed by the controlling authority being not less than the minimum nor more than the maximum rates prescribed in Part VII of the Second Schedule to this Order:

Provided that no part-time teacher shall be paid under this clause for more than seven half-days in any week.

24. The Director may in his discretion direct a controlling authority to vary within the rates prescribed in the said Part VII of the Second Schedule hereto the hourly rate payable to any part-time teacher.

25. Where a part-time teacher is employed with the consent of the Director for more than seven half-days in any week his salary shall, unless the Director otherwise directs, be computed as if he were a full-time teacher.

26. Subject to the conditions prescribed in the Education (Salaries and Staffing) Regulations 1948,* a boarding allowance may be paid to a relieving teacher at the rate prescribed in Part VIII of the Second Schedule to this Order, and the provisions of those regulations relating to payment of travelling expenses shall apply to relieving teachers.

27. Subject to the provisions of clauses 30, 31, and 32 hereof, every male teacher who is married shall be paid additional salary at the rate prescribed in Part IX of the Second Schedule to this Order.

28. Subject to the provisions of clauses 29, 30, 31, and 32 hereof, there may, with the approval of the Minister, be paid an additional salary at the rate specified in Part IX of the Second Schedule to this Order to any teacher who is a married woman, or widower, or a widow, or who is separated from his wife or, as the case may be, her husband whether by an Order of the Court or by agreement, or who has been divorced.

29. Payment of additional salary in accordance with clause 28 hereof may be approved only in cases where the teacher has one or more children under the age of eighteen years dependent on and maintained by him or her, or in any other special circumstances approved by the Minister for the purposes of this clause.

30. No additional salary shall be payable under clause 27 or clause 28 hereof to any teacher in respect of any period if, during that period, his wife or, as the case may be, her husband is employed in the Education service or in any branch of the Government service for remuneration at a rate in excess of £100 per annum, or is otherwise employed to such an extent that in the opinion of the Minister additional salary should not be paid, or is in receipt of a retiring allowance exceeding £100 per annum from the Government Superannuation Board:

Provided that if the wife of a teacher undertakes relieving work, the teacher shall receive the additional salary for the first ninety days (or such longer period as the Director may approve in any special circumstances) of his wife's employment in any year ending on 31 January.

31. Additional salary in accordance with clause 27 or clause 28 hereof shall not be paid except on application by the teacher on a form provided for the purpose by the Department of Education and on production of such evidence in support of the application as may be required in accordance with that form.

32. Payment of additional salary under clause 27 or clause 28 hereof after the 31st day of January in any year shall be continued only on production before that date of a certificate by the teacher, on a form provided by the Department of Education, that no circumstance has arisen which would make him or her ineligible to be paid the additional salary.

33. No teacher whose work in the opinion of the Director is inefficient shall be paid a rate of salary higher than the rate to which he is entitled after the completion of three years of teaching service until his work, in the opinion of the Director, has reached a satisfactory standard.

34. 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.

35. The Director shall notify a teacher of any decision made under clause 33 or clause 34 hereof, and his reasons for the decision.

36. A teacher shall, during any period he is engaged as a relieving assistant teacher, be paid at the rate of salary to which he would have been entitled if he had been permanently appointed to the position.

37. The provisions of the Education (Salaries and Staffing) Regulations 1948* regarding payment of salary for school vacations shall apply to relieving teachers.

38. A teacher on appointment shall be paid salary for the first subdivision of Scale I:

Provided that salary for a higher subdivision of the Scale may be paid 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 be paid salary for 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 be paid salary for 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 be paid salary for the fourth subdivision.
- (d) A teacher who has graduated and who has completed a course at a teachers' training college shall be paid salary for the subdivision next higher than the one to which he is entitled under the foregoing paragraphs of this clause.

39. Notwithstanding the provisions of clause 38 hereof, a teacher who satisfies the Director that he has academic, professional, technical, practical, or other experience suitable for the work of teaching may be paid salary for such subdivision of Scale I or of a higher scale as the Director may determine.

* Statutory Regulations 1948, Serial number 1948/194, page 573.
Amendment No. 1: Statutory Regulations 1951, Serial number 1951/103, page 337.
Amendment No. 2: Statutory Regulations 1952, Serial number 1952/37.