



**THE EDUCATION (1994 PRIMARY AND INTERMEDIATE  
SCHOOL STAFFING) ORDER 1993**

CATHERINE A. TIZARD, Governor-General

ORDER IN COUNCIL

At Wellington this 13th day of December 1993

Present:

THE RIGHT HON. D. C. MCKINNON PRESIDING IN COUNCIL

PURSUANT to section 91H (1) of the Education Act 1989, Her Excellency the Governor-General, acting by and with the advice and consent of the Executive Council, hereby makes the following order.

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## ORDER

**1. Title and commencement**—(1) This order may be cited as the Education (1994 Primary and Intermediate School Staffing) Order 1993.

(2) This order shall come into force on the 1st day of January 1994.

## PART I

## PRELIMINARY

**2. Interpretation**—(1) In this order, unless the context otherwise requires,—

“The Act” means the Education Act 1989:

“After the first term”, in relation to a primary institution, means—

(a) On or after the first day of the second term in 1994, in the case of an institution observing a 3-term year in 1994:

(b) After the 31st day of May 1994, in any other case:

“Basic grading roll”, in relation to a primary institution, means the roll estimated for it under clause 3 (1) or clause 4 (1) of this order:

“Basic staffing entitlement”,—

(a) In relation to a primary school or an intermediate school, means its basic staffing quotient ascertained (in accordance with clause 10 of this order) by reference to its basic grading roll; and

(b) In relation to an intermediate department, means the number of full-time teacher equivalents specified in the second column of the Fifth Schedule to this order opposite its basic grading roll:

- “Before the second term”, in relation to a primary institution, means—
- (a) Before the first day of the second term in 1994, in the case of an institution observing a 3-term year in 1994:
  - (b) Before the 1st day of June 1994, in any other case:
- “Beginning teacher”, at any time, means a teacher who at that time has—
- (a) Completed less than 12 months teaching; and
  - (b) Been appointed for a period of at least 1 term; and
  - (c) Completed in New Zealand a course of teacher training recognised by the Secretary:
- “Indicative basic staffing quotient”,—
- (a) In relation to a primary school or an intermediate school, means its basic staffing quotient ascertained (in accordance with clause 10 of this order) by reference to its indicative grading roll; and
  - (b) In relation to an intermediate department, means the number of full-time teacher equivalents specified in the second column of the Fifth Schedule to this order opposite its indicative grading roll:
- “Indicative grading roll”, in relation to a primary institution, means the roll re-estimated for it under clause 7 (1) or clause 8 (1) of this order:
- “Indicative total staffing quotient”, in relation to a primary school or an intermediate school, means its total staffing quotient ascertained (in accordance with clause 16 of this order) by reference to its indicative grading roll:
- “Intermediate department” means a department established under section 149 of the Act; and includes any intermediate department of an integrated secondary school that offers primary education:
- “Intermediate school” means a school established under section 146 of the Act as an intermediate school:
- “Manual training” means instruction for students in Form I or Form II in—
- (a) Workshop craft or home economics; or
  - (b) Some other specialist subject, instruction in which is for the time being approved by the Secretary (before or after the commencement of this order) as a manual training subject:
- “Model school” means a primary or intermediate school designated as a model school under section 148 (1) of the Act:
- “Normal school” means a primary or intermediate school designated as a normal school under section 148 (1) of the Act:
- “Other regular teacher” means a teacher who is not a permanently appointed regular teacher:
- “Primary institution” means an institution that is a primary school, an intermediate school, or an intermediate department:
- “Primary school” means a school established under section 146 of the Act as a primary school:
- “Regular teacher” means a teacher who is not a relieving teacher (within the meaning of section 91A (1) of the Act):
- “Secretary” means the chief executive of the department of State that, with the authority of the Prime Minister, is for the time being responsible for the administration of Part VIIIA of the Act:

“Specialist teacher” means a teacher of manual training:

“Teacher” includes a principal, and any deputy or assistant principal (however described):

“Total staffing entitlement”, in relation to a primary school or an intermediate school, means its total staffing quotient ascertained (in accordance with clause 16 of this order) by reference to its basic grading roll.

(2) For the purposes of this order,—

- (a) The employment of a teacher on the basis of employment for 10 half-days every full week is the employment of 1 teacher equivalent; and
- (b) The employment of a teacher on the basis of employment for a specified number (fewer than 10) of half-days every full week is the employment of one tenth of that number of teacher equivalents; and
- (c) The employment of a teacher on the basis of employment for a specified number of half-days every full fortnight is the employment of one twentieth of that number of teacher equivalents; and
- (d) The employment of a teacher on the basis of employment for a specified number of teaching hours (or an average of that number of teaching hours) every full week is the employment of one twenty-fifth of that number of teacher equivalents.

## PART II

### ROLLS

#### **3. Initial estimation of September 1994 rolls for primary schools—**

(1) Subject to subclauses (2) and (3) of this clause as soon as may be after the commencement of this order, the Secretary shall—

- (a) Estimate the roll as at the 30th day of September 1994 of every primary school; and
- (b) Notify the Board of every primary school, in writing, of the roll estimated for it.

(2) Where before the 16th day of July 1993 the Board of a primary school gave the Secretary notice of the school’s actual roll (in the Board’s opinion) as at the 1st day of July 1993 and predicted roll (in the Board’s opinion) as at the 1st day of July 1994,—

- (a) The Secretary shall not estimate the school’s roll under subclause (1) of this clause without considering—
  - (i) That notice; and
  - (ii) All written evidence and argument the Board supplied with it; and
- (b) The Secretary’s estimate shall not be less than the lower of the following:
  - (i) The Secretary’s calculation referred to in subclause (4) of this clause;
  - (ii) The Board’s calculation referred to in subclause (5) of this clause;

(3) Where before the 16th day of July 1993 the Board of a primary school did not give the Secretary notice of the school’s actual roll (in the

Board's opinion) as at the 1st day of July 1993 and predicted roll (in the Board's opinion) as at the 1st day of July 1994, the Secretary's estimate shall not be less than the number referred to in subclause (4) (a) of this clause.

(4) The Secretary's calculation is the number obtained by—

(a) Adding—

(i) The school's actual roll (in the Secretary's opinion) as at the 1st day of July 1993; and

(ii) The number of students included in that actual roll who (in the Secretary's opinion) had not on that day been enrolled at State schools for more than 12 months; and

(iii) 25 percent of the number referred to in subparagraph (ii) of this paragraph (if it is not a whole number, increased to the next whole number); and

(b) Subtracting the number of students included in that actual roll who (in the Secretary's opinion) are or were in their final year at the school in 1993; and

(c) In the case only of a school whose name appears in the first column of the First Schedule to this order,—

(i) Increasing the resulting sum by the applicable percentage (specified in the second column of that schedule opposite that name); and

(ii) If the resulting number is not a whole number, increasing it to the next whole number.

(5) The Board's calculation is the number obtained by—

(a) Adding—

(i) The school's predicted roll (as notified by the Board) as at the 1st day of July 1994; and

(ii) 25 percent of the number of students included in that predicted roll who will not on that day have been enrolled at State schools for more than 12 months (if it is not a whole number, increased to the next whole number); and

(b) In the case only of a school whose name appears in the first column of the First Schedule to this order,—

(i) Increasing the resulting sum by the applicable percentage (specified in the second column of that schedule opposite that name); and

(ii) If the resulting number is not a whole number, increasing it to the next whole number.

**4. Initial estimation of March 1994 rolls for intermediate schools and departments**—(1) Subject to subclause (2) of this clause, as soon as may be after the commencement of this order, the Secretary shall—

(a) Estimate the roll as at the 1st day of March 1994 of every intermediate school and department; and

(b) Notify the Board of every every intermediate school and department in writing, of the roll estimated for it.

(2) Where before the 16th day of July 1993 the Board of an intermediate school or department gave the Secretary notice of its likely roll (in the Board's opinion) as at the 1st day of March 1994, the Secretary shall not estimate its roll under subclause (1) of this clause without considering—

(a) That notice; and

(b) All written evidence and argument the Board supplied with it.

**5. Earlier estimates to have effect**—Notwithstanding clauses 3 and 4 of this order, if—

- (a) Before the commencement of this order, the Secretary estimated—
  - (i) A roll as at the 30th day of September 1994 for a primary institution that is a primary school; or
  - (ii) A roll as at the 1st day of March 1994 for a primary institution that is an intermediate school or department; and
- (b) In the case of a primary school whose Board gave the Secretary notice of the school's actual roll (in the Board's opinion) as at the 1st day of July 1993 and predicted roll (in the Board's opinion) as at the 1st day of July 1994, in estimating that roll the Secretary considered—
  - (i) That notice; and
  - (ii) All written evidence and argument the Board supplied with it; and
- (c) In the case of an intermediate school or department whose Board gave the Secretary notice of the school's likely roll (in the Board's opinion) as at the 1st day of March 1994, in estimating that roll the Secretary considered—
  - (i) That notice; and
  - (ii) All written evidence and argument the Board supplied with it; and
- (d) The Secretary has, whether before or after the commencement of this clause, notified the institution's Board in writing of the roll estimated—

the Secretary's estimate shall, for the purposes of this clause, have effect as a estimate under clause 3 (1) or (as the case requires) clause 4 (1) of this order; and the Secretary shall not be required to make another.

**6. Principals to ascertain and notify actual 1994 rolls**—As soon as may be after the 1st day of March 1994, the principal of every primary institution shall—

- (a) Ascertain the institution's roll as at that day; and
- (b) On a form provided by the Secretary for the purpose, give the Secretary notice of that roll.

**7. Re-estimation of September 1994 rolls for primary schools**—

(1) Subject to subclauses (2) and (3) of this clause, as soon as may be after the 10th day of March 1994, the Secretary shall—

- (a) Re-estimate the roll as at the 30th day of September 1994 of every primary school; and
- (b) Notify the Board of every primary school, in writing, of the roll re-estimated for it.

(2) Where a notice under clause 6 of this order from the principal of a primary school has reached the Secretary before the 11th day of March 1994, the Secretary shall not re-estimate the school's roll without taking into account—

- (a) The matters contained in that notice; and
- (b) All written evidence and argument that the Board gave the Secretary with the notice.

(3) The Secretary's re-estimate shall not be less than the number obtained by adding—

- (a) The school's actual roll (in the Secretary's opinion) as at the 1st day of March 1994; and
  - (b) Seven twelfths of the number of students included in that actual roll who (in the Secretary's opinion) had not then been enrolled at State schools for more than 12 months; and
  - (c) In the case only of a school whose name appears in the first column of the First Schedule to this order, the applicable percentage (specified in the second column of that schedule opposite that name) of the sum of the amounts referred to in paragraphs (a) and (b) of this subclause,—
- and increasing the resulting sum to the next whole number (if it is not a whole number).

**8. Re-estimation of March 1994 rolls for intermediate schools and departments**—(1) Subject to subclause (2) of this clause, as soon as may be after 10th day of March 1994, the Secretary shall—

- (a) Re-estimate the roll as at the 1st day of March 1994 of every intermediate school and department; and
  - (b) Notify the Board of every intermediate school and department, in writing, of the roll re-estimated for it.
- (2) Where a notice under clause 6 of this order from the principal of an intermediate school or department has reached the Secretary before the 11th day of March 1994, the Secretary shall not re-estimate the roll of that school or department without taking into account—
- (a) The matters contained in the notice; and
  - (b) All written evidence and argument that the Board gave the Secretary with the notice.

**9. Certain students not to be counted**—In the estimation of a primary institution's roll for the purposes of this order, no account shall be taken of—

- (a) Any foreign student (within the meaning of section 2 (1) of the Act)—
  - (i) Who is not a student of a kind or description exempted (pursuant to a notice under section 4c of the Act having effect in 1994) from all the amount required by section 4b of the Act to be paid; or
  - (ii) In respect of whom all the amount required by section 4b of the Act to be paid has been or is to be paid by the Ministry of Foreign Affairs and Trade:
- (b) Any person enrolled at a side school, satellite class, attached special education unit or class, model class, or hospital class.

### PART III

#### QUOTIENTS AND ALLOWANCES

**10. Basic staffing quotients**—(1) Subject to subclause (2) of this clause, for the purposes of this order,—

- (a) The basic staffing quotient of a primary school or intermediate school that is a normal school whose grading roll is not less than 151 is the quotient (correct to 1 decimal place) obtained by dividing the school's basic or indicative grading roll by 29; and
- (b) The basic staffing quotient of a primary school or intermediate school, other than a normal school, whose grading roll is not less

than 278 is the quotient (correct to 1 decimal place) obtained by dividing the school's basic or indicative grading roll by 31; and

- (c) The basic staffing quotient of a primary school or intermediate school, other than a normal school, whose basic or indicative grading roll is less than 278 but not less than 151 is the entitlement specified in the second column of the Second Schedule to this order opposite that roll; and
  - (d) The basic staffing quotient of a primary school whose grading roll is less than 151 is the entitlement specified in the second column of the Third Schedule to this order opposite that roll.
- (2) Where a primary school or an intermediate school comprises a main school and 1 or more side schools, its basic staffing quotient is the higher of—
- (a) The quotient ascertained for that primary school or intermediate school under subclause (1) of this clause; and
  - (b) The sum of the quotients ascertained for each of those schools separately under subclause (1) of this clause.

**11. Principal's release allowances**—(1) The principal's release allowance of a primary school or an intermediate school whose basic staffing entitlement is less than 3 is 0.1.

(2) The principal's release allowance of a primary school or an intermediate school whose basic staffing entitlement is 3 or more but less than 6 is 0.2.

(3) The principal's release allowance of a primary school or an intermediate school whose basic staffing entitlement is 6 or more but less than 8 is 0.3.

(4) The principal's release allowance of a primary school or an intermediate school whose basic staffing entitlement is 8 or more is 1.0.

**12. Additional principal's release allowances**—The additional principal's release allowance (if any) of a primary school or intermediate school whose principal's release allowance (ascertained under clause 11 of this order) is less than 1.0 is the lesser of—

(a) The sum of—

(i) The number of teacher equivalents for the time being represented by the teachers employed at the school by virtue of an exemption that the Secretary has granted after having regard to the criterion specified in clause 32 of this order (which relates to attachments); and

(ii) The number of teacher equivalents for the time being represented by the teachers employed at the school by virtue of an exemption that the Secretary has granted after having regard to the criterion specified in clause 33 of this order (which relates to 1:20 staffing); and

(b) The difference between that principal's release allowance and 1.0.

**13. Full-time teacher librarian allowances**—The full-time teacher librarian allowance at any time in 1994 of a primary institution at which there is then employed a full-time teacher librarian who—

(a) Has completed or commenced training recognised by the Secretary as applicable for full-time teacher librarians; and



(b) Has been continuously employed at the school as a full-time teacher librarian since before the 1st day of August 1991,—  
is 1.0 full-time senior teacher equivalent.

**14. Community education co-ordination time allowances**—The community education co-ordination time allowance (in full-time teacher equivalents) of a primary institution that offers a continuing education programme approved by the Secretary in relation to 1994 (not being a school specified in the Fourth Schedule to this order) is—

- (a) Where the programme comprises not more than 200 tutor-hours, the quotient (correct to 2 decimal places) obtained by dividing by 380 the number of tutor-hours it comprises:
- (b) Where the programme comprises more than 200 but not more than 1000 tutor-hours, 0.1:
- (c) Where the programme comprises more than 1000 but not more than 1500 tutor-hours, 0.2:
- (d) Where the programme comprises more than 1500 but not more than 4000 tutor-hours, 0.3:
- (e) Where the programme comprises more than 4000 but not more than 5000 tutor-hours, 0.4:
- (f) Where the programme comprises more than 5000 tutor-hours, 0.5.

**15. Specialist teacher positions**—(1) In subclauses (2) to (5) of this clause, “specialist teacher roll”, in relation to an intermediate school, means the difference between—

- (a) The sum of—
    - (i) The school’s basic or indicative grading roll; and
    - (ii) The number of students attending any attached special education unit or class; and
    - (iii) The number of students enrolled at any other school who attend the school for manual training approved by the Secretary; and
  - (b) The number of students enrolled at the school who attend some other school for specialist instruction approved by the Secretary.
- (2) An intermediate school whose specialist teacher roll is less than 301 is entitled to 2.0 specialist teacher positions.
  - (3) An intermediate school whose specialist teacher roll is more than 300 but less than 351 is entitled to 3.0 specialist teacher positions.
  - (4) An intermediate school whose specialist teacher roll is more than 350 but less than 411 is entitled to 4.0 specialist teacher positions.
  - (5) An intermediate school whose specialist teacher roll is more than 410 is entitled to 5.0 specialist teacher positions.

**16. Total staffing quotients**—(1) Subject to subclause (2) of this clause, for the purposes of this order, the total staffing quotient of a primary school or an intermediate school, is the sum of—

- (a) If it is a normal school, the greater of—
  - (i) Its basic staffing entitlement; and
  - (ii) The quotient (correct to 1 decimal place) obtained by dividing its basic or indicative grading roll by 26; and

- (b) If it is not a normal school, its basic staffing entitlement; and
  - (c) Its principal's release allowance (ascertained under clause 11 of this order); and
  - (d) Its additional principal's release allowance (if any) ascertained under clause 12 of this order; and
  - (e) If it is an intermediate school, the number of specialist teacher positions to which it is entitled (ascertained under clause 15 of this order); and
  - (f) If it is a normal school, a training liaison allowance of 1.0; and
  - (g) If it is a primary school or an intermediate school, its continuous staffing allowance, if any, (ascertained under clause 18 of this order); and
  - (h) The number of teacher equivalents for the time being represented by the teachers employed at the school by virtue of an exemption that the Secretary has granted after having regard to the criteria specified in clause 31 of this order; and
  - (i) The number of teacher equivalents for the time being represented by the teachers employed at the school by virtue of an exemption that the Secretary has granted—
    - (i) After having regard to the criterion specified in clause 32 of this order; and
    - (ii) In respect of the employment of attached teachers of a kind or kinds specified in Part I of the Eleventh Schedule to this order; and
  - (j) Half the number of teacher equivalents for the time being represented by the teachers employed at the school by virtue of an exemption that the Secretary has granted—
    - (i) After having regard to the criterion specified in clause 32 of this order; and
    - (ii) In respect of the employment of attached teachers of a kind or kinds specified in Part II or Part III of the Eleventh Schedule to this order.
- (2) Where a primary school or an intermediate school comprises a main school and 1 or more side schools, its total staffing quotient is the higher of—
- (a) The quotient ascertained for that primary school or intermediate school under subclause (1) of this clause; and
  - (b) The sum of the quotients ascertained for each of those schools separately under subclause (1) of this clause.

**17. Beginning teacher time allowances**—At any time when there is employed at a primary institution any beginning teacher whose employment is, by virtue of clause 2 (2) of this order, the employment of 0.5 of a full-time teacher equivalent or more (hereafter in this clause referred to as a qualifying beginning teacher), it shall have a beginning teacher time allowance (in full-time teacher equivalents) calculated by adding—

- (a) The product of—
  - (i) The number of qualifying beginning teachers then employed at the institution full-time; and
  - (ii) 0.2; and
- (b) The product of—

- (i) The number of other qualifying beginning teachers then employed at the institution; and
- (ii) 0.1.

**18. Continuous staffing allowances for certain primary and intermediate schools**—(1) No primary school or intermediate school whose grading roll is—

- (a) Less than 189; or
- (b) More than 195 but less than 220; or
- (c) More than 230 but less than 251; or
- (d) Exactly divisible by 31, or greater by 1 or 2 than a number exactly divisible by 31,—

shall have a continuous staffing allowance.

(2) In subclause (3) of this clause, “the remainder”, in relation to a primary school or an intermediate school, means the remainder left after subtracting from its grading roll the largest multiple of 31 below it.

(3) Subject to subclause (1) of this clause, every primary school and intermediate school (other than a normal school) shall have continuous staffing allowance as follows:

- (a) Where the remainder is 3, 4, or 5, the allowance shall be 0.1:
- (b) Where the remainder is 6, 7, or 8, the allowance shall be 0.2:
- (c) Where the remainder is 9, 10, or 11, the allowance shall be 0.3:
- (d) Where the remainder is 12, 13, or 14, the allowance shall be 0.4:
- (e) Where the remainder is 15, 16, or 17, the allowance shall be 0.5:
- (f) Where the remainder is 18, 19, 20, or 21, the allowance shall be 0.6:
- (g) Where the remainder is 22, 23, or 24, the allowance shall be 0.7:
- (h) Where the remainder is 25, 26, or 27, the allowance shall be 0.8:
- (i) Where the remainder is 28, 29, or 30, the allowance shall be 0.9.

**19. Full-time community education co-ordination allowances**—The full-time community education co-ordination allowance of a school specified in the Fourth Schedule to this order is 1.0 full-time teacher equivalent.

#### PART IV

##### LIMITATIONS ON APPOINTMENT AND EMPLOYMENT OF TEACHERS

**20. Limitation on employment of permanently appointed regular teachers at primary institutions**—(1) Before the second term, there shall not be employed at a primary school or an intermediate school permanently appointed regular teachers whose employment generates a number of full-time teacher equivalents greater than a number calculated by adding—

- (a) Its basic staffing entitlement; and
- (b) Its principal’s release allowance, ascertained (by reference to its basic grading roll) under clause 11 of this order; and
- (c) Its additional principal’s release allowance (if any), ascertained (by reference to its basic grading roll) under clause 12 of this order; and
- (d) If it is an intermediate school, the number of specialist teaching positions to which it is entitled, ascertained (by reference to its basic grading roll) under clause 15 of this order; and

(e) If it is a normal school, a training liaison allowance of 1.0.

(2) After the first term, there shall not be employed at a primary school or an intermediate school permanently appointed regular teachers whose employment generates a number of full-time teacher equivalents greater than a number calculated by adding—

(a) The lower of its basic staffing entitlement and indicative basic staffing quotient; and

(b) Its principal's release allowance, ascertained (by reference to the lower of its basic grading roll and indicative basic staffing quotient) under clause 11 of this order; and

(c) Its additional principal's release allowance (if any), ascertained (by reference to the lower of its basic grading roll and indicative basic staffing quotient) under clause 12 of this order; and

(d) If it is an intermediate school, the number of specialist teaching positions to which it is entitled, ascertained (by reference to the lower of its basic grading roll and indicative basic staffing quotient) under clause 15 of this order; and

(e) If it is a normal school, a training liaison allowance of 1.0.

(3) At any time in 1994, there shall not be employed at an intermediate department permanently appointed regular teachers whose employment generates a number of full-time teacher equivalents greater than its basic staffing entitlement.

**21. Limitation on employment of permanently appointed regular teachers who have not become supernumerary**—At any time after the first term, there shall not be employed at a primary institution whose basic staffing entitlement is greater than its indicative basic staffing quotient, permanently appointed regular teachers (not being teachers who have become supernumerary) whose employment generates a number of full-time teacher equivalents greater than its indicative basic staffing quotient.

**22. Limitation on employment of other regular teachers at primary and intermediate schools**—(1) There shall not be employed at any primary school or intermediate school at any time before the second term other regular teachers whose employment generates a number of full-time teacher equivalents greater than the number of teacher equivalents by which—

(a) The number of teacher equivalents generated by the employment at the time of permanently appointed regular teachers,—  
is less than—

(b) Its total staffing entitlement.

(2) There shall not be employed at an primary school or intermediate school at any time after the first term other regular teachers whose employment generates a number of full-time teacher equivalents greater than the number of teacher equivalents by which—

(a) The number of teacher equivalents generated by the employment at the time of permanently appointed regular teachers,—  
is less than—

(b) The lower of the following:

(i) Its total staffing entitlement:

(ii) Its inductive total staffing quotient.

**23. Limitation on employment of other regular teachers at intermediate departments**—(1) There shall not be employed at an intermediate department at any time before the second term other regular teachers whose employment generates a number of full-time teacher equivalents greater than the number of teacher equivalents by which—

(a) The number of teacher equivalents generated by the employment at the time of permanently appointed regular teachers,—  
is less than—

(b) Its basic staffing entitlement.

(2) There shall not be employed at an intermediate department at any time after the first term other regular teachers whose employment generates a number of full-time teacher equivalents greater than the number of teacher equivalents by which—

(a) The number of teacher equivalents generated by the employment at the time of permanently appointed regular teachers,—  
is less than—

(b) The lower of the following:

(i) Its basic staffing entitlement:

(ii) Its indicative basic staffing quotient.

**24. Limitation on appointment of regular teachers at primary institutions staffed at or above entitlement**—(1) Subject to subclause (3) of this clause, after the first term, no regular teacher shall be appointed to any position at a primary school or intermediate school if the employment of that teacher, the regular teachers already employed at the school, and the regular teachers (if any) appointed at the school at the same time as that teacher, generates a number of full-time teacher equivalents greater than the lower of the following:

(a) Its total staffing entitlement:

(b) Its indicative total staffing quotient.

(2) Subject to subclause (3) of this clause, after the first term, no regular teacher shall be appointed to any position at an intermediate school or department if the employment of that teacher, the regular teachers already employed at the school or department, and the regular teachers (if any) appointed at the school or department at the same time as that teacher, generates a number of full-time teacher equivalents greater than the lower of the following:

(a) Its basic staffing entitlement:

(b) Its indicative basic staffing quotient.

(3) Nothing in subclause (1) or subclause (2) of this clause prevents the appointment of a new principal at a primary school or an intermediate school or a new head of an intermediate department.

**25. Limitation on employment of regular teachers in positions of responsibility at primary schools (other than normal and model schools)**—(1) There shall not be employed at any primary school (not being a normal school or model school) before the second term—

(a) A principal of a grade higher than that specified in the second column of the Sixth Schedule to this order opposite the school's total staffing entitlement:

(b) A deputy principal of a grade higher than that specified in the third column of the Sixth Schedule to this order opposite the school's total staffing entitlement:

- (c) An assistant principal of a grade higher than that specified in the fourth column of the Sixth Schedule to this order opposite of the school's total staffing entitlement:
  - (d) More senior teachers than the number specified in the fifth column of the Sixth Schedule to this order opposite the school's total staffing entitlement:
- (2) There shall not be employed at any primary school (not being a normal school or model school) after the first term—
- (a) A principal of a grade higher than that specified in the second column of the Sixth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
  - (b) A deputy principal of a grade higher than that specified in the third column of the Sixth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
  - (c) An assistant principal of a grade higher than that specified in the fourth column of the Sixth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
  - (d) Any senior teacher whose appointment would have the effect that there were employed at the school more senior teachers than the number specified in the fifth column of the Sixth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient.

**26. Limitation on employment of regular teachers in positions of responsibility at model schools—**(1) There shall not be employed at any model school before the second term—

- (a) A principal of a grade higher than that specified in the second column of the Seventh Schedule to this order opposite the school's total staffing entitlement:
  - (b) A deputy principal of a grade higher than that specified in the third column of the Seventh Schedule to this order opposite the school's total staffing entitlement:
  - (c) An assistant principal of a grade higher than that specified in the fourth column of the Seventh Schedule to this order opposite the school's total staffing entitlement:
  - (d) More senior teachers than the number specified in the fifth column of the Seventh Schedule to this order opposite the school's total staffing entitlement.
- (2) There shall not be employed at any model school after the first term—
- (a) A principal of a grade higher than that specified in the second column of the Seventh Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
  - (b) A deputy principal of a grade higher than that specified in the third column of the Seventh Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:

- (c) An assistant principal of a grade higher than that specified in the fourth column of the Seventh Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
- (d) Any senior teacher whose appointment would have the effect that there are employed at the school more senior teachers than the number specified in the fifth column of the Seventh Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient.

**27. Limitation on employment of regular teachers in positions of responsibility at intermediate schools (other than normal schools)—**

(1) There shall not be employed at any intermediate school (not being a normal school) before the second term—

- (a) A principal of a grade higher than that specified in the second column of the Eighth Schedule to this order opposite the school's total staffing entitlement:
- (b) A deputy principal of a grade higher than that specified in the third column of the Eighth Schedule to this order opposite the school's total staffing entitlement:
- (c) A second deputy principal of a grade higher than that specified in the fourth column of the Eighth Schedule to this order opposite the school's total staffing entitlement:
- (d) More senior teachers than the number specified in the fifth column of the Eighth Schedule to this order opposite the school's total staffing entitlement.

(2) There shall not be employed at any intermediate school (not being a normal school) after the first term—

- (a) A principal of a grade higher than that specified in the second column of the Eighth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
- (b) A deputy principal of a grade higher than that specified in the third column of the Eighth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
- (c) A second deputy principal of a grade higher than that specified in the fourth column of the Eighth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
- (d) Any senior teacher whose appointment would have the effect that there are employed at the school more senior teachers than the number specified in the fifth column of the Eighth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient.

**28. Limitation on employment of regular teachers in positions of responsibility at intermediate departments—**(1) No head of department shall be employed before the second term at any intermediate department whose basic grading roll is less than 29.

(2) No senior teacher shall be employed before the second term at any intermediate department whose basic grading roll is less than 121.

(3) There shall not be employed at any intermediate department before the second term—

(a) A head of department of a grade higher than that specified in the third column of the Fifth Schedule to this order opposite the school's basic grading roll:

(b) More senior teachers than the number specified in the fourth column of the Fifth Schedule to this order opposite the school's basic grading roll.

(4) No head of department shall be employed after the first term at any intermediate department the lower of whose basic grading roll and indicative grading roll is less than 29.

(5) No senior teacher shall be employed after the first term at any intermediate department the lower of whose basic grading roll and indicative grading roll is less than 121.

(6) There shall not be employed at any intermediate department after the first term—

(a) A head of department of a grade higher than that specified in the third column of the Fifth Schedule to this order opposite the lower of the school's basic grading roll and indicative grading roll; or

(b) Any senior teacher whose appointment would have the effect that there are employed at the department more senior teachers than the number specified in the fourth column of the Fifth Schedule to this order opposite the lower of the school's basic grading roll and indicative grading roll.

**29. Limitation on employment of regular teachers in positions of responsibility at normal primary schools—**(1) No senior teacher (not being a senior teacher (special duties)) shall be employed before the second term at any primary school that is a normal school whose total staffing entitlement is not more than 14.

(2) There shall not be employed at any primary school that is a normal school before the second term—

(a) A principal of a grade higher than that specified in the second column of the Ninth Schedule to this order opposite the school's total staffing entitlement:

(b) A deputy principal of a grade higher than that specified in the third column of the Ninth Schedule to this order opposite the school's total staffing entitlement:

(c) An assistant principal of a grade higher than that specified in the fourth column of the Ninth Schedule to this order opposite the school's total staffing entitlement:

(d) More senior teachers (special duties) than the number specified in the fifth column of the Ninth Schedule to this order opposite the school's total staffing entitlement:

(e) More senior teachers (not being senior teachers (special duties)) than the number specified in the sixth column of the Ninth Schedule to this order opposite the school's total staffing entitlement.

(3) No senior teacher (not being a senior teacher (special duties)) shall be employed after the first term at any primary school that is a normal school the lower of whose total staffing entitlement and indicative total staffing quotient is not more than 14.



(4) There shall not be appointed at any primary school that is a normal school after the first term—

- (a) A principal of a grade higher than that specified in the second column of the Ninth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
- (b) A deputy principal of a grade higher than that specified in the third column of the Ninth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
- (c) An assistant principal of a grade higher than that specified in the fourth column of the Ninth Schedule to this order the lower of opposite the school's total staffing entitlement and indicative total staffing quotient:
- (d) More senior teachers (special duties) than the number specified in the fifth column of the Ninth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
- (e) Any senior teacher whose appointment would have the effect that there are employed at the school more senior teachers (not being senior teachers (special duties)) than the number specified in the sixth column of the Ninth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient.

**30. Limitation on employment of regular teachers in positions of responsibility at normal intermediate schools—**(1) No senior teacher (not being a senior teacher (special duties)) shall be employed before the second term at any intermediate school that is a normal school whose total staffing entitlement is not more than 14.

(2) There shall not be employed at any intermediate school that is a normal school before the second term—

- (a) A principal of a grade higher than that specified in the second column of the Tenth Schedule to this order opposite the school's total staffing entitlement:
- (b) A deputy principal of a grade higher than that specified in the third column of the Tenth Schedule to this order opposite the school's total staffing entitlement:
- (c) A second deputy principal of a grade higher than that specified in the fourth column of the Tenth Schedule to this order opposite the school's total staffing entitlement:
- (d) More senior teachers (special duties) than the number specified in the fifth column of the Tenth Schedule to this order opposite the school's total staffing entitlement:
- (e) More senior teachers (not being senior teachers (special duties)) than the number specified in the sixth column of the Tenth Schedule to this order opposite the school's total staffing entitlement.

(3) No senior teacher (not being a senior teacher (special duties)) shall be employed after the first term at any intermediate school that is a normal school the lower of whose total staffing entitlement and indicative total staffing quotient is not more than 14.

(4) There shall not be appointed at any intermediate school that is a normal school after the first term—

- (a) A principal of a grade higher than that specified in the second column of the Tenth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
- (b) A deputy principal of a grade higher than that specified in the third column of the Tenth Schedule to this order opposite the lower of the school's total staffing entitlement and total basic staffing quotient:
- (c) A second deputy principal of a grade higher than that specified in the fourth column of the Tenth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient:
- (d) More senior teachers (special duties) than the number specified in the fifth column of the Tenth Schedule to this order opposite the lower of the school's indicative total staffing entitlement and indicative total staffing quotient:
- (e) Any senior teacher whose appointment would have the effect that there are employed at the school more senior teachers (not being senior teachers (special duties)) than the number specified in the sixth column of the Tenth Schedule to this order opposite the lower of the school's total staffing entitlement and indicative total staffing quotient.

## PART V

### EXEMPTIONS

**31. Guaranteed staffing component**—The Secretary shall, in exempting the Board of a primary institution from the limitation imposed by this order, have regard to—

- (a) Whether the institution's staffing in 1994 has been (or but for the exemption would be) affected by a fall in its roll in comparison with 1993; and
- (b) Whether it is desirable to grant an exemption in order to reduce (in whole or in part) the impact (in 1994) of the reduced staffing entitlement resulting from the fall on classroom programmes in place in 1993.

**32. Attachments**—The Secretary shall, in exempting the Board of a primary institution from the limitations imposed by this order have regard to—

- (a) The extent (if any) to which the students enrolled at the institution have particular educational needs that can and should be met by the appointment of 1 or more attached teachers of a kind specified in the Eleventh Schedule to this order; and
- (b) Where there are at the institution special education classes (approved by the Secretary in writing for the purposes of this clause) for students in respect of whom there are for the time being in force agreements under section 9 (a) of the Act that the students should be enrolled at the school, or in a special class at the school,—

- (i) The number and size of those classes; and
- (ii) The extent (if any) to which the need of those students for more teachers, or teachers of higher grades, than the inclusion of those students in the institution's grading roll generates can and should be met by the appointment of 1 or more attached teachers of a kind specified in the Eleventh Schedule to this order.

**33. Staffing at 1:20**—The Secretary shall, in exempting the Board of a primary institution from the limitations imposed by this order, have regard to the extent (if any) to which it is necessary to do so in order to preserve the practical effect of 1:20 staffing of junior classes at the school granted before 1993.

**34. Learning assistance**—The Secretary shall, in exempting the Board of a primary institution from the limitations imposed by this order, have regard to—

- (a) Whether it is necessary to do so in order to provide for the particular teaching needs of students where those needs are not provided for by other staffing at the institution; and
- (b) The need to ensure that the total number of teaching hours effectively granted by the Secretary's exempting Boards from those limitations having regard to the criteria specified in this clause does not exceed 255,000.

**35. Reading recovery**—The Secretary shall, in exempting the Board of a primary school from the limitations imposed by this order, have regard to—

- (a) The desirability of enabling primary schools to train teachers, and to help primary schools to develop and implement programmes, to meet the needs of 6-year-old students who need help under the reading recovery programme; and
- (b) The need to maintain a supply of trained reading recovery teachers; and
- (c) The need to provide on-going training for practising reading recovery teachers; and
- (d) The particular needs of rural primary schools, and schools whose rolls are large; and
- (e) The need to provide a geographical spread of resources and services; and
- (f) In relation to any particular primary school, the resources already available to it by virtue of the Secretary's having exempted the school from those limitations having regard to the criterion specified in clause 33 of this order; and
- (g) The need to ensure that the total number of full-time teacher equivalents granted by the Secretary's exempting Boards from those limitations having regard to the criteria specified in this clause does not exceed 260.

**36. Teacher support units**—The Secretary shall, in exempting the Board of a primary institution from the limitations imposed by this order, have regard to—

- (a) Whether it is desirable to do so in order to—
- (i) Identify and assess students whose social or educational behaviour is detrimental to their social development or their ability to learn; and
  - (ii) To provide professional development for teachers teaching students with special needs; and
- (b) The need to ensure that the total number of full-time teacher equivalents effectively granted by the Secretary's exempting Boards from those limitations having regard to the criteria specified in this clause do not exceed 21.8.

**37. Board-funded teachers**—The Secretary shall, in exempting the Board of a primary institution from the limitations imposed by this order, have regard to—

- (a) Consents given to the Board under section 91F (b) of the Act; and
- (b) The need to ensure that payment of the salaries, or parts of salaries, to which the consents relate are paid out of public money appropriated by Parliament.

**38. Specialist teachers at intermediate departments**—The Secretary shall, in exempting the Board of the school to which an intermediate department is attached from the limitations imposed by this order, have regard to the extent (if any) to which it has the facilities and equipment to provide instruction in specialist subjects.

**39. Manual training centres**—The Secretary shall, in exempting the Board of a primary school or an intermediate school from the limitations imposed by this order, have regard to the necessity of ensuring that manual training centres attached to primary schools and intermediate schools are adequately staffed.

**40. Protection of supernumerary teachers**—The Secretary shall, in exempting the Board of a primary institution from the limitations prescribed by this order, have regard to whether it is necessary to do so in order to preserve the continued employment in 1994 of any permanently appointed teachers employed by the Board immediately before the 1st day of January 1994 who are for the time being supernumerary, having been declared surplus by virtue of the amalgamation, merger, change of status, or closure of, or a fall in the roll of, schools at which the teachers were employed (whether the school at which they are now employed or other schools).

**41. Roll increases**—The Secretary shall, in exempting the Board of a primary institution from the limitations imposed by this order, have regard to the extent (if any) to which there has been any unusual increase in the number of students enrolled at the institution.

**42. Special problems**—The Secretary shall, in exempting the Board of a primary institution from the limitations imposed by this order, have regard to the extent (if any) to which, in the Secretary's opinion, there are special teaching problems at the institution (being problems not common at primary institutions, or problems more acute or widespread at the institution than is common at primary institutions).

**43. Revocations**—The following orders are hereby revoked:

- (a) The Education (1993 Primary and Intermediate School Staffing) Order 1992:
  - (b) The Education (1993 Primary and Intermediate School Staffing) Order 1992, Amendment No. 1.
-

## SCHEDULES

Clauses 3 (4), 7 (3) (c)

FIRST SCHEDULE  
NOTIONAL ROLL SCHOOLS

|                                    |    |    |    | Notional<br>Weighting |
|------------------------------------|----|----|----|-----------------------|
| Arahanga Intermediate School       | .. | .. | .. | 15                    |
| Bader Intermediate School          | .. | .. | .. | 15                    |
| Bairds Intermediate School         | .. | .. | .. | 15                    |
| Bairds Road School                 | .. | .. | .. | 20                    |
| Bay of Islands Intermediate School | .. | .. | .. | 10                    |
| Brandon Intermediate School        | .. | .. | .. | 15                    |
| Cannons Creek School               | .. | .. | .. | 20                    |
| Chapel Downs School                | .. | .. | .. | 20                    |
| Clover Park Intermediate School    | .. | .. | .. | 15                    |
| Clydemore School                   | .. | .. | .. | 20                    |
| Corinna Contributing School        | .. | .. | .. | 15                    |
| Dawson School                      | .. | .. | .. | 20                    |
| East Tamaki School                 | .. | .. | .. | 20                    |
| Favona School                      | .. | .. | .. | 15                    |
| Fergusson Intermediate School      | .. | .. | .. | 15                    |
| Flatbush School                    | .. | .. | .. | 20                    |
| Freemans Bay School                | .. | .. | .. | 20                    |
| Grey Lynn School                   | .. | .. | .. | 20                    |
| Jean Batten School                 | .. | .. | .. | 15                    |
| Kingsford School                   | .. | .. | .. | 20                    |
| Koru School                        | .. | .. | .. | 20                    |
| Mangere East School                | .. | .. | .. | 15                    |
| Mangere Intermediate School        | .. | .. | .. | 15                    |
| Maraeroa School                    | .. | .. | .. | 15                    |
| Mayfield School (Auckland)         | .. | .. | .. | 20                    |
| Moerewa School                     | .. | .. | .. | 10                    |
| Natone Park School                 | .. | .. | .. | 15                    |
| Newton Central School              | .. | .. | .. | 20                    |
| Nga Iwi School                     | .. | .. | .. | 20                    |
| Otiria School                      | .. | .. | .. | 10                    |
| Ponsonby Intermediate School       | .. | .. | .. | 20                    |
| Ponsonby Primary School            | .. | .. | .. | 10                    |
| Rangikura School                   | .. | .. | .. | 10                    |
| Richmond Road School               | .. | .. | .. | 20                    |
| Robertson Road School              | .. | .. | .. | 15                    |
| Rongomai School                    | .. | .. | .. | 20                    |
| Russell School (Porirua East)      | .. | .. | .. | 15                    |
| Southern Cross School              | .. | .. | .. | 20                    |
| Sutton Park School                 | .. | .. | .. | 15                    |
| Tairangi School                    | .. | .. | .. | 15                    |
| Viscount School                    | .. | .. | .. | 20                    |
| Waitangirua Intermediate School    | .. | .. | .. | 15                    |
| Windley School                     | .. | .. | .. | 15                    |
| Wymondley Road School              | .. | .. | .. | 15                    |
| Yendarra School                    | .. | .. | .. | 20                    |

## SECOND SCHEDULE

Clause 10 (1) (c)

BASIC STAFFING ENTITLEMENTS AND INDICATIVE BASIC STAFFING  
QUOTIENTS OF PRIMARY AND INTERMEDIATE SCHOOLS OTHER  
THAN NORMAL SCHOOLS WITH BASIC OR INDICATIVE GRADING  
ROLLS FROM 151 TO 277

| Roll    | Entitlement<br>or Quotient |
|---------|----------------------------|
| 151-195 | 6                          |
| 196-230 | 7                          |
| 231-277 | 8                          |

## THIRD SCHEDULE

Clause 10 (1) (d)

BASIC STAFFING ENTITLEMENTS OF PRIMARY SCHOOLS WHOSE BASIC OR  
INDICATIVE GRADING ROLLS DO NOT EXCEED 150

| Roll    | Entitlement<br>or Quotient |
|---------|----------------------------|
| 9-25    | 1                          |
| 26-50   | 2                          |
| 51-75   | 3                          |
| 76-100  | 4                          |
| 101-125 | 5                          |
| 126-150 | 6                          |

## FOURTH SCHEDULE

Clause 19

FULL-TIME COMMUNITY EDUCATION CO-ORDINATION ALLOWANCES

Auckland Normal Intermediate  
Freyburg Memorial  
Kimi Ora Community School (Flaxmere)

## FIFTH SCHEDULE

Clauses 2 (1), 28

STAFFING AT INTERMEDIATE DEPARTMENTS

| Roll    | Staffing<br>Entitlement<br>(Including<br>any Head of<br>Department<br>Release<br>Allowance) | Head of<br>Department | Senior<br>Teachers |
|---------|---|-----------------------|--------------------|
| 9-28    | 1.1   | ..                    | ..                 |
| 29-60   | 2.1   | G1                    | ..                 |
| 61-90   | 3.2   | G1                    | ..                 |
| 91-120  | 4.2   | G2                    | ..                 |
| 121-155 | 5.2   | G2                    | 1                  |
| 156-187 | 6.3   | G3                    | 1                  |
| 188-190 | 6.4   | G3                    | 1                  |
| 191-193 | 6.5   | G3                    | 1                  |
| 194-195 | 6.6   | G3                    | 1                  |
| 196-218 | 7.3   | G3                    | 2                  |

FIFTH SCHEDULE—*continued*STAFFING AT INTERMEDIATE DEPARTMENTS—*continued*

| Roll     |    |    | Staffing<br>Entitlement<br>(Including<br>any Head of<br>Department<br>Release<br>Allowance) | Head of<br>Department | Senior<br>Teachers |
|----------|----|----|---|-----------------------|--------------------|
| 219-221  | .. | .. | 7.4   | G3                    | 2                  |
| 222-224  | .. | .. | 7.5   | G3                    | 2                  |
| 225-227  | .. | .. | 7.6   | G3                    | 2                  |
| 228-230  | .. | .. | 7.7   | G3                    | 2                  |
| 231-249  | .. | .. | 8.3   | G3                    | 2                  |
| 250-252  | .. | .. | 8.4   | G3                    | 2                  |
| 253-255  | .. | .. | 8.5   | G3                    | 2                  |
| 256-258  | .. | .. | 8.6   | G3                    | 2                  |
| 259-261  | .. | .. | 8.7   | G3                    | 2                  |
| 262-265  | .. | .. | 8.8   | G3                    | 2                  |
| 266-268  | .. | .. | 8.9   | G3                    | 2                  |
| 269-271  | .. | .. | 9.0   | G3                    | 2                  |
| 272-274  | .. | .. | 9.1   | G3                    | 2                  |
| 275-277  | .. | .. | 9.2   | G3                    | 2                  |
| 278-280  | .. | .. | 9.3   | G3                    | 3                  |
| 281-283  | .. | .. | 9.4   | G3                    | 3                  |
| 284-286  | .. | .. | 9.5   | G3                    | 3                  |
| 287-289  | .. | .. | 9.6   | G3                    | 3                  |
| 290-292  | .. | .. | 9.7   | G3                    | 3                  |
| 293-296  | .. | .. | 9.8   | G3                    | 3                  |
| 297-299  | .. | .. | 9.9   | G3                    | 3                  |
| Over 299 | .. | .. | 10.0  | G3                    | 3                  |

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Clause 25

## SIXTH SCHEDULE

POSITIONS OF RESPONSIBILITY AT PRIMARY SCHOOLS OTHER THAN  
NORMAL AND MODEL SCHOOLS

| TSE or ITSQ |    | Principal | Positions of responsibility |                        | Senior<br>Teacher |
|-------------|----|-----------|-----------------------------|------------------------|-------------------|
|             |    |           | Deputy<br>Principal         | Assistant<br>Principal |                   |
| 1.1-2.1     | .. | G1        |                             |                        |                   |
| 3.2-4.2     | .. | G2        |                             |                        |                   |
| 5.2         | .. | G2        | G1                          |                        |                   |
| 6.3         | .. | G3        | G1                          |                        |                   |
| 7.3         | .. | G3        | G1                          | G1                     |                   |
| 9           | .. | G3        | G1                          | G1                     | 1                 |
| 10          | .. | G3        | G2                          | G1                     | 1                 |
| 11-13       | .. | G4        | G2                          | G1                     | 1                 |
| 14          | .. | G4        | G2                          | G2                     | 1                 |
| 15-16       | .. | G4        | G2                          | G2                     | 2                 |
| 17          | .. | G4        | G2                          | G2                     | 3                 |
| 18          | .. | G5        | G2                          | G2                     | 3                 |
| 19          | .. | G5        | G3                          | G2                     | 3                 |



SIXTH SCHEDULE—*continued*POSITIONS OF RESPONSIBILITY AT PRIMARY SCHOOLS OTHER THAN  
NORMAL AND MODEL SCHOOLS—*continued*

| TSE or ITSQ |    |           | Positions of responsibility |                        |    | Senior<br>Teacher |
|-------------|----|-----------|-----------------------------|------------------------|----|-------------------|
|             |    | Principal | Deputy<br>Principal         | Assistant<br>Principal |    |                   |
| 20          | .. | ..        | G5                          | G3                     | G2 | 4                 |
| 21-22       | .. | ..        | G5                          | G3                     | G3 | 4                 |
| 23-27       | .. | ..        | G5                          | G3                     | G3 | 5                 |
| 28-31       | .. | ..        | G5                          | G3                     | G3 | 6                 |
| 32-35       | .. | ..        | G5                          | G3                     | G3 | 7                 |
| over 35     | .. | ..        | G5                          | G3                     | G3 | 8                 |

## SEVENTH SCHEDULE

Clause 26

## POSITIONS OF RESPONSIBILITY AT MODEL SCHOOLS

| TSE or ITSQ |    |           | Positions of responsibility |                        |    | Senior<br>Teacher |
|-------------|----|-----------|-----------------------------|------------------------|----|-------------------|
|             |    | Principal | Deputy<br>Principal         | Assistant<br>Principal |    |                   |
| 1.1         | .. | ..        | G1                          |                        |    | 0                 |
| 2.1         | .. | ..        | G1                          |                        |    | 1                 |
| 3.2         | .. | ..        | G2                          |                        |    | 2                 |
| 4.2         | .. | ..        | G2                          |                        |    | 3                 |
| 5.2         | .. | ..        | G2                          | G1                     |    | 3                 |
| 6.3         | .. | ..        | G3                          | G1                     |    | 4                 |
| 7.3         | .. | ..        | G3                          | G1                     | G1 | 4                 |
| 9           | .. | ..        | G3                          | G1                     | G1 | 6                 |

## EIGHTH SCHEDULE

Clause 27

POSITIONS OF RESPONSIBILITY AT INTERMEDIATE SCHOOLS  
(OTHER THAN NORMAL SCHOOLS)

| TSE or ITSQ |    |           | Positions of responsibility |                               |    | Senior<br>Teacher |
|-------------|----|-----------|-----------------------------|-------------------------------|----|-------------------|
|             |    | Principal | Deputy<br>Principal         | Second<br>Deputy<br>Principal |    |                   |
| 9           | .. | ..        | G3                          | G1                            | G1 | 1                 |
| 10          | .. | ..        | G3                          | G2                            | G1 | 1                 |
| 11-13.7     | .. | ..        | G4                          | G2                            | G1 | 1                 |
| 14          | .. | ..        | G4                          | G2                            | G2 | 1                 |
| 15-16.3     | .. | ..        | G4                          | G2                            | G2 | 2                 |
| 17          | .. | ..        | G4                          | G2                            | G2 | 3                 |
| 18          | .. | ..        | G5                          | G2                            | G2 | 3                 |
| 19-19.3     | .. | ..        | G5                          | G3                            | G2 | 3                 |
| 20          | .. | ..        | G5                          | G3                            | G2 | 4                 |
| 21-22       | .. | ..        | G5                          | G3                            | G3 | 4                 |
| 23-27       | .. | ..        | G5                          | G3                            | G3 | 5                 |
| 28-31       | .. | ..        | G5                          | G3                            | G3 | 6                 |
| 32-35       | .. | ..        | G5                          | G3                            | G3 | 7                 |
| 36-41       | .. | ..        | G5                          | G3                            | G3 | 8                 |

## Clause 29

## NINTH SCHEDULE

POSITIONS OF RESPONSIBILITY AT PRIMARY SCHOOLS THAT ARE NORMAL  
SCHOOLS

|             |    | Positions of responsibility |                     |                        |  |                   |
|-------------|----|-----------------------------|---------------------|------------------------|--|-------------------|
| TSE or ITSQ |    | Principal                   | Deputy<br>Principal | Assistant<br>Principal | Senior<br>Teacher<br>(Special<br>Duties) | Senior<br>Teacher |
| 11-13       | .. | G4                          | G2                  | G1                     | G1                                       | ..                |
| 14          | .. | G4                          | G2                  | G2                     | G1                                       | ..                |
| 15-16       | .. | G4                          | G2                  | G2                     | G1                                       | 1                 |
| 17          | .. | G4                          | G2                  | G2                     | G1                                       | 2                 |
| 18          | .. | G5                          | G2                  | G2                     | G1                                       | 2                 |
| 19          | .. | G5                          | G3                  | G2                     | G1                                       | 2                 |
| 20          | .. | G5                          | G3                  | G2                     | G1                                       | 3                 |
| 21          | .. | G5                          | G3                  | G3                     | G1                                       | 3                 |
| 22          | .. | G5                          | G3                  | G3                     | G2                                       | 3                 |
| 23-27       | .. | G5                          | G3                  | G3                     | G2                                       | 4                 |
| 28-31       | .. | G5                          | G3                  | G3                     | G2                                       | 5                 |
| 32-35       | .. | G5                          | G3                  | G3                     | G2                                       | 6                 |
| 36-39       | .. | G5                          | G3                  | G3                     | G2                                       | 7                 |

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## Clause 30

## TENTH SCHEDULE

## POSITIONS OF RESPONSIBILITY AT NORMAL INTERMEDIATE SCHOOLS

|             |    | Positions of responsibility |                     |                               |  |                   |
|-------------|----|-----------------------------|---------------------|-------------------------------|--|-------------------|
| TSE or ITSQ |    | Principal                   | Deputy<br>Principal | Second<br>Deputy<br>Principal | Senior<br>Teacher<br>(Special<br>Duties) | Senior<br>Teacher |
| 11-13       | .. | G4                          | G2                  | G1                            | G1                                       | ..                |
| 14          | .. | G4                          | G2                  | G2                            | G1                                       | ..                |
| 15-16       | .. | G4                          | G2                  | G2                            | G1                                       | 1                 |
| 17          | .. | G4                          | G2                  | G2                            | G1                                       | 2                 |
| 18          | .. | G5                          | G2                  | G2                            | G1                                       | 2                 |
| 19-19.3     | .. | G5                          | G3                  | G2                            | G1                                       | 2                 |
| 20          | .. | G5                          | G3                  | G2                            | G1                                       | 3                 |
| 21          | .. | G5                          | G3                  | G3                            | G1                                       | 3                 |
| 22          | .. | G5                          | G3                  | G3                            | G2                                       | 3                 |
| 23-27       | .. | G5                          | G3                  | G3                            | G2                                       | 4                 |
| 28-31       | .. | G5                          | G3                  | G3                            | G2                                       | 5                 |
| 32-35       | .. | G5                          | G3                  | G3                            | G2                                       | 6                 |
| 36-39       | .. | G5                          | G3                  | G3                            | G2                                       | 7                 |

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## ELEVENTH SCHEDULE

Clauses 32, 16 (1) (i), (j)

## ATTACHMENTS

*Part I**Attached Teachers of Students in Special Education Classes at Primary Institutions*

Adjustment Class Teacher  
 Assessment Class Teacher  
 Emergency Home Teacher (Cholmondley House Christchurch)  
 Teacher Hearing Impaired  
 Teacher Intellectual Impaired  
 Teacher Learning Difficulties  
 Teacher of Special Needs Students  
 Teacher Physical Disabilities  
 Teacher Visually Impaired  
 Special Care Teacher Assistant  
 Special Care Teacher (2:6 Units)  
 Satellite Class Teacher

*Resource Teachers for Students Receiving Special Education in Regular Classes at Primary Institutions*

Resource Teacher Hearing Impaired  
 Resource Teacher Intellectual Disabilities (IHC Units)  
 Resource Teacher Language Difficulties (Language Units)  
 Resource Teacher Learners in Hospitals  
 Resource Teacher of Special Needs (includes guidance unit teachers)  
 Resource Teacher Physical Disabilities  
 Resource Teacher Sensory Resource Centre  
 Resource Teacher Visually Impaired  
 Speech Language Therapist (employed by BOT)

*Resource Teachers and Teachers for Students with Particular Education Needs at Primary Institutions*

Education Development Initiative Teacher  
 Home Economics & Workshop Craft Teacher (Manual Training Centres)  
 Japanese Class Teacher  
 Kaiarahi Reo (Category A)  
 Language Class Teacher  
 Mobile Reserve Teacher  
 Model Class Teacher  
 Resource Teacher of Maori  
 Resource Teacher of Reading

*Other Attached Teachers for Students with Particular Educational Needs*

Community Centre Co-ordinator  
 Hospital Class Teacher  
 Museum Teacher  
 Zoo Teacher

*Protected Positions while held by Incumbents*

Junior Assistant  
 Teacher Librarian

ELEVENTH SCHEDULE—*continued*ATTACHMENTS—*continued**Part II*

*Support staff for physically impaired students whose attachment to a primary institution may require more teachers or teachers of higher grades at that institution*

Occupational Therapist  
Physiotherapist  
Special Education Assistant

*Part III*

*Other teachers whose attachment to a primary institution does not require more teachers or teachers of higher grades at that institution*

Director of Teacher Resource Centres  
Discretionary Teaching Staff  
Kaiarahi Reo (Category B—Maori Language Factor Funds)  
Learning Assistance Teachers (Discretionary)  
Mainstream Support Teacher (Discretionary)  
Pool Relief Teachers  
Psychopaedic Teacher Time (Discretionary)  
Reading Recovery (Discretionary)  
Release Time for beginning teachers  
Resource Teacher Multicultural Centre  
Supernumerary Teachers  
Support (Team) Teachers  
Task Force Green Teachers  
Teacher employed on the basis of operational activities grant, funding,  
locally raised funding or fee-paying foreign students  
Teacher Resource Unit Staff  
Visiting Teacher (employed by SES)

MARIE SHROFF,  
Clerk of the Executive Council.

## EXPLANATORY NOTE

*This note is not part of the order, but is intended to indicate its general effect.*

This order, which comes into force on 1 January 1994, prescribes limitations on the numbers, and kinds and descriptions, of regular (that is to say non-relieving) teachers to be employed at primary and intermediate schools and intermediate departments in 1994, and criteria to which the Secretary of Education is to have regard in exempting Boards of primary and intermediate schools and intermediate departments from those limitations.