

Serial Number 1951/103

**THE EDUCATION (SALARIES AND STAFFING) REGULATIONS
1948, AMENDMENT NO. 1**

B. C. FREYBERG, Governor-General

ORDER IN COUNCIL

At the Government Buildings at Wellington, this 1st day of
May, 1951

Present :

THE HON. K. J. HOLYOAKE PRESIDING IN COUNCIL

PURSUANT to the Education Act, 1914, His Excellency the Governor-General, acting by and with the advice and consent of the Executive Council, doth hereby make the following regulations.

REGULATIONS

1. These regulations may be cited as the Education (Salaries and Staffing) Regulations 1948, Amendment No. 1, and shall be read together with and form part of the Education (Salaries and Staffing) Regulations 1948* (hereinafter referred to as the principal regulations).

2. The principal regulations are hereby amended by inserting, after Regulation 5, the following regulation :—

“ 5A. (1) The Minister may from time to time by writing under his hand delegate to the Director such of his powers under these regulations as he thinks fit.

“ (2) Every such delegation shall be revocable at will, and no such delegation shall prevent the exercise of any power by the Minister.

“ (3) Any such delegation may be made subject to such restrictions and conditions as the Minister thinks fit, and may be made either generally or in relation to any particular case.”

3. Regulation 16 of the principal regulations is hereby amended by adding the following subclause :—

“ (7) Service as a member of the forces after the 30th day of June, 1950, shall for the purposes of this regulation be recognized only to such an extent as is approved by the Director.”

4. Regulation 18 of the principal regulations is hereby amended by omitting from the proviso to subclause (3) the words “ calendar year ”, and substituting the words “ year ending on the 31st day of January ”.

5. Regulation 24 of the principal regulations is hereby amended by adding the following subclause :—

“ (4) For the purposes of this regulation the term ‘ school year ’ means the period of twelve months ending on the 31st day of January in any year.”

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

6. Regulation 26 of the principal regulations is hereby amended by adding the following subclause :—

“(5) Notwithstanding the foregoing provisions of this regulation, the staff of a Maori school of Grade III B whose roll for determining the grade of the school in accordance with the Seventh Schedule to these regulations is 31-35 shall, for such period as the Minister may determine, include a junior assistant instead of an assistant mistress of Grade B.”

7. The principal regulations are hereby amended by inserting, after regulation 38, the following regulation :—

“38A. (1) Where, on the recommendation of the Board and of the Senior Inspector, any school is approved by the Minister in whole or in part as an experimental school, there may be paid, with the approval of the Minister and in accordance with the provisions of this regulation, additional salary at a rate not exceeding £60 per annum to any teacher on the staff of the school for such period as is determined by the Minister.

“(2) No payment shall be made to any teacher under this regulation unless the teacher has given an undertaking in writing to remain as a member of the staff of the school for such period as the Minister may determine in that behalf, not exceeding in any case a period of four years.”

8. Regulation 43 of the principal regulations is hereby amended by adding to subclause (2) the following proviso :—

“Provided that, in an intermediate school or department of Sub-grade IV B or IV C or VA or VB, an assistant with a salary of Grade A3 may, with the approval of the Director, be appointed in addition to the staff provided for a school or department of the aforementioned subgrades in the Sixth Schedule hereto.”

9. The principal regulations are hereby amended by inserting, after regulation 67, the following regulation :—

“67A. (1) An Education Board controlling a training college may appoint the Principal or any other member of the staff of a training college to be the Manager of any hostel conducted in connection with the training college.

“(2) There shall be paid by the Board to the Manager of the hostel such allowance as, with the approval of the Minister, may be fixed by agreement between the Education Board and the Manager. In any case where additional staff has, with the approval of the Minister, been appointed to a training college to enable the Principal or a member of the staff to carry out the duties of Manager of the hostel, no allowance shall be paid under this subclause unless in the opinion of the Minister there are special circumstances which justify the payment of an allowance.

“(3) The Manager shall from time to time pay to the Education Board in respect to his board or lodging or other benefits received by him in respect of his management of the hostel an amount to be from time to time fixed by the Education Board with the approval of the Minister.”

10. (1) Regulation 80 of the principal regulations is hereby amended by omitting the words “maximum of £25”, and substituting the words “maximum of £50”.

(2) This regulation shall be deemed to have come into force on the 1st day of January, 1949.

11. (1) Regulation 81 of the principal regulations is hereby amended by inserting, after subclause (3), the following subclause :—

“(3A) Notwithstanding the foregoing provisions of this regulation, a student who is a certificated teacher selected to undergo a course of specialist training shall be paid during his course of training the same salary as if he had continued in his position as a permanent teacher on acceptance for training and, in the case of any other certificated teacher, he shall be paid such salary as is approved by the Director, but not in any case in excess of the rate of salary that would be payable on the basic scale for his years of service.”

(2) This regulation shall be deemed to have come into force on the 1st day of February, 1950.

12. The said regulation 81 of the principal regulations is hereby further amended by adding the following subclauses :—

“(5) A student who shows to the satisfaction of the Director that he is obliged to live away from his home or usual place of residence in order to attend a training college shall be paid one return fare annually between the training college and his home or usual place of residence.

“(6) A student who is required by the Director to attend a training college other than the training college nearest to his home or usual place of residence may, in the event of his returning to his home or usual place of residence during a short vacation, be paid, not more than twice in any year, a return fare equal to the difference between the return fare to the nearest training college to his home or usual place of residence and the return fare to the training college which he attends.

“(7) A student who is not obliged to live away from his home or usual place of residence in order to attend a training college may in any year be paid towards the minimum cost of travelling more than three miles each way between his home or usual place of residence and the training college by a route approved by the Director the amount (up to a maximum of £10) by which his actual and reasonable travelling expenses exceed £4.

“(8) The provisions of the last preceding subclause may be applied, on the recommendation of the Education Board, to a student who is obliged to live away from his home or usual place of residence in order to attend a training college if the student shows to the satisfaction of the Director that he was unable to obtain lodging within three miles of the training college.

“(9) A student who is required by the Principal to attend a school for observation of and practice in teaching methods shall be paid such amount as the Director may approve towards actual and reasonable travelling expenses incurred in so doing.”

13. Subclause (4) of Regulation 85 of the principal regulations is hereby amended by omitting the words “£235 per annum or such higher”, and substituting the word “such”; and by inserting, after the word “under” where that word first occurs, the words “Part II or Part III of the Ninth Schedule hereto, or”.

14. Regulation 86 of the principal regulations is hereby amended—

(a) By omitting from subclause (3) the words “rate of £30”, and substituting the words “rate of £60”;

(b) By revoking subclause (4).

15. Regulation 88 of the principal regulations is hereby amended by inserting in subclause (3), after the words "not exceeding one month", the words "or in any special case for such longer period as the Director may approve".

16. (1) Regulation 94 of the principal regulations is hereby amended by omitting from subclause (1) the words "7s. 6d. per hour", and substituting the following words "7s. 11d. an hour on and after the 1st day of July, 1948, until the 31st day of May, 1949; at the rate of 8s. 2d. an hour on and after the 1st day of June, 1949, until the 31st day of March, 1950; and at the rate of 8s. 4d. an hour on and after the 1st day of April, 1950."

(2) Subclause (2) of regulation 94 of the principal regulations is hereby revoked.

17. (1) Regulation 108 of the principal regulations is hereby amended by adding to the first proviso to subclause (1) the following words: "and if he is not already being paid the maximum salary for grade IV he shall be paid that salary".

(2) This regulation shall be deemed to have come into force on the 1st day of February, 1950.

18. Regulation 110 of the principal regulations is hereby amended by adding to subclause (6) the following words: "If the payment of £30 would make the salary greater than the maximum salary of the head teacher, then only such amount as will make it equal to that of the head teacher may be paid".

19. Regulation 112 of the principal regulations is hereby amended by adding the following subclauses as subclauses (2) to (6) thereof:—
 "(2) There shall be paid by the controlling authority to the Manager of the hostel such additional salary as, with the approval of the Minister, may be fixed by agreement between the controlling authority and the Manager.

"(3) The Manager shall from time to time pay to the controlling authority, in respect of his board or lodging or other benefits received by him in respect of his management of the hostel, an amount to be from time to time fixed by the controlling authority with the approval of the Minister.

"(4) Any assistant teacher (other than the Manager) who is appointed by the controlling authority as a resident teacher at the hostel shall be paid by the controlling authority such additional salary as may be approved by the Minister.

"(5) Every resident assistant teacher shall from time to time pay to the controlling authority, in respect of his board or lodging or other benefits received at or in relation to the hostel, an amount to be from time to time fixed by the controlling authority with the approval of the Minister.

"(6) Any salary paid to the Manager of a school hostel or to a resident teacher at a school hostel between the date of the coming into force of these regulations and the date of the coming into force of this subclause shall be deemed to have been paid in accordance with the provisions of subclauses (2) and (4) of this regulation."

20. (1) Regulation 115 of the principal regulations is hereby amended—

(a) By omitting from paragraph (a) of subclause (3) the expression "11s. 6d.", and substituting the expression "12s. 2d.":

(b) By omitting from paragraph (b) of subclause (3) the expression “9s. 6d.”, and substituting the expression “10s. 2d.” :

(c) By revoking paragraphs (a) and (b) of subclause (4), and substituting the following paragraphs :—

“ (a) To a male teacher be more than 16s. 2d. an hour or less than 8s. 2d. an hour ; or

“ (b) To a female teacher be more than 13s. 2d. an hour or less than 7s. 2d. an hour : ” :

(d) By revoking subclause (6).

(2) The said regulation 115 of the principal regulations is hereby further amended by adding the following subclause :—

“ (7) Notwithstanding the provisions of subclauses (3) and (4) of this regulation—

“ (a) For the period which commenced on the 1st day of July, 1948, and ended with the 31st day of May, 1949, the capitation rate and the maximum and minimum hourly rate payable to every teacher to whom those subclauses apply shall be 3d. an hour less than the rates per hour payable under those subclauses on and after the 1st day of June, 1949, until the 31st day of March, 1950 :

“ (b) On and after the 1st day of April, 1950, the capitation rate payable under subclause (3) of this regulation immediately prior to that date shall be increased by such an amount as is necessary to pay the increased rates for part-time teachers set out in the next succeeding paragraph :

“ (c) On and after the 1st day of April, 1950, the hourly rates of payments under subclause (4) of this regulation immediately prior to that date shall be increased by amounts per teaching hour as shown in the following table :—

Hourly Rates Payable Immediately Prior to 1st April, 1950.	Hourly Increase On and After 1st April, 1950. Per Hour.
	d.
“ Not exceeding 8s. 2d. per hour	2
“ Exceeding 8s. 2d. but not exceeding 8s. 4d. per hour	5
“ Exceeding 8s. 4d. but not exceeding 9s. 6d. per hour	6
“ Exceeding 9s. 6d. but not exceeding 10s. 6d. per hour	7
“ Exceeding 10s. 6d. but not exceeding 11s. 5d. per hour	8
“ Exceeding 11s. 5d.	9 ”

(3) Subclause (1) of this regulation shall be deemed to have come into force on the 1st day of June, 1949.

21. (1) Regulation 136 of the principal regulations is hereby amended by inserting, after subclause (2), the following subclause :—

“ (2A) The provisions of the last preceding subclause may be applied in the case of an officer of the Education Department who is appointed on promotion to a permanent position in a school as if the officer was a teacher holding a permanent position in a school.”

(2) Regulation 136 of the principal regulations is hereby amended by omitting from the proviso to subclause (2) the words “ exceed £60 ”, and substituting the words “ exceed £80 ”.

(3) Subclause (2) of this regulation shall be deemed to have come into force on the 1st day of February, 1950.

22. The principal regulations are hereby amended by adding the following regulations :—

“ 154. (1) Any salaries payable under these regulations which were in excess of £1,025 a year on the 1st day of July, 1948, are hereby increased on and after the said 1st day of July by £22 a year, and further increased on and after the 1st day of June, 1949, by £13 a year.

“ (2) Any salaries payable under these regulations which were increased on and from the 1st day of July, 1948, above £1,025 a year under the provisions of paragraph (a) of clause 2 of Principal Order No. 9 and paragraph (a) of clause 2 of Principal Order No. 10 of the Government Service Tribunal published in the *Gazette* of 13th October, 1949, at page 2452, are hereby further increased on and after the 1st day of June, 1949, by £13 a year.

“ (3) Any salaries payable under these regulations which were in excess of £1,060 a year on the 1st day of April, 1950 (including any increases in salary payable under subclauses (1) and (2) of this regulation), are hereby increased on and after the said 1st day of April by £40 a year.

“ (4) Any salaries payable under these regulations in excess of £1,060 a year on the 8th day of May, 1950, are hereby further increased on and after the said 8th day of May by £18 5s. a year.

“ 155. The following provisions shall apply to positions which have increased in grade by reason of the revocation of the Fourth Schedule to these regulations and the substitution of the Fourth Schedule set out in the Second Schedule to the Education (Salaries and Staffing) Regulations 1948, Amendment No. 1 :—

“ (a) The teacher holding any such position shall not be entitled to claim an increase in salary in respect of his position unless the Board and the Senior Inspector, having regard to the interests of the school and the claims of other teachers, decide that he shall be retained in the position and he is notified accordingly :

“ (b) If the teacher holding any such position is notified by the Board that he is not to be retained in that position at the higher salary in accordance with the provisions of the last preceding paragraph, the Board may transfer the teacher. The power of transfer conferred on a Board by this subclause shall be regarded as being exercised in accordance with the provisions of paragraph (b) of subsection (3) of section 2 of the Education Amendment Act, 1932-33, and the provisions of subsections (4) and (6) of the aforesaid section 2 (as amended by section 8 of the Education Amendment Act, 1936) and of section 73 of the Education Act, 1914, shall apply accordingly to any teacher transferred under this subclause.”

23. The Second Schedule to the principal regulations is hereby amended—

(a) By omitting from the line relating to schools of Grade VIIb the figure “ 1 ” where it appears in the column numbered (4) under the heading A9 :

(b) By inserting the figure “ 1 ” in the said line under the heading A12 in the said column.

24. The principal regulations are hereby amended by revoking the Third Schedule thereto, and substituting the Third Schedule set out in the First Schedule to these regulations.

25. (1) The principal regulations are hereby amended by revoking the Fourth Schedule thereto, and substituting the Fourth Schedule set out in the Second Schedule to these regulations.

(2) This regulation shall be deemed to have come into force on the 1st day of June, 1950.

26. The principal regulations are hereby amended by revoking the Fifth Schedule thereto, and substituting the Fifth Schedule set out in the Third Schedule to these regulations.

27. The Seventh Schedule to the principal regulations is hereby amended by omitting the line—

“ IIIB { 31-50 } A6 1 .. 1 ..”,
 { 51-70 }

and substituting the following lines :—

“ IIIB 31-50 A6 1 .. 1 ..
 IIIB 51-70 A6 1 .. 1 1”

28. The principal regulations are hereby amended by revoking the Eighth Schedule thereto, and substituting the Eighth Schedule set out in the Fourth Schedule to these regulations.

SCHEDULES

FIRST SCHEDULE

SCHEDULE TO BE SUBSTITUTED FOR THE THIRD SCHEDULE TO THE EDUCATION
 (SALARIES AND STAFFING) REGULATIONS 1948

“THIRD SCHEDULE

“SPECIAL STAFFING FOR MIXED SCHOOLS

“ Number of assistant teachers or probationary assistants as shown in columns (4), (5), (6), and (7) of the Second Schedule to be reduced for schools having the roll number shown in column (3) of this Schedule.

(1) Grade or Subgrade of School.	(2) Roll for Determining Grade of School.	(3) Roll Number.	(4) If the Roll of the School is of the Number Shown in Column (3), Staff to be Reduced by—			(5) Total Number of Authorized Staff in Schools with Rolls Shown in Column (3).		
			Assistant Master, Grade B.	Assistant Mistress, Grade B.	Probation- ary Assistant.	Assistants.	Probation- ary Assistants.	Total Number of Assistants.
IIIB	31- 70	31- 35	..	1	..	..	..	..
I VA	71-110	71- 80	..	1	..	1	..	1
I VB	111-150	111-120	..	..	1	2	..	2
I VC	151-190	151-160	..	1	..	2	1	3
IIA	191-230	191-200	..	1	..	3	1	4
I VB	231-270	231-240	1	..	..	4	1	5
II C	271-310	271-280	..	1	..	5	1	6
II D	311-350	311-320	1	..	..	6	1	7
II E	351-390	351-360	1	1	..	7	1	8
II F	391-430	391-400	..	..	1	9	1	10
II G	431-470	431-440	1	..	..	9	2	11
II H	471-510	471-480	..	1	..	10	2	12
II I	511-550	511-520	..	1	..	11	2	13
II J	551-590	551-560	..	1	..	12	2	14
II K	591-630	591-600	..	1	..	13	2	15
II L	631-670	631-640	1	..	..	14	2	16
II M	671-710	671-680	..	1	..	15	2	17
II N	711-750	711-720	..	1	..	16	2	18
II O	751-790	751-760	..	1	..	17	2	19
II P	791-830	791-800	..	1	..	18	2	20
II Q	831-870	831-840	..	1	..	19	2	21
II R	871-910	871-880	..	1	..	20	2	22”

SECOND SCHEDULE

SCHEDULE TO BE SUBSTITUTED FOR THE FOURTH SCHEDULE TO THE EDUCATION
(SALARIES AND STAFFING) REGULATIONS 1948

“FOURTH SCHEDULE

“GRADING AND STAFFING FOR CONTRIBUTING SCHOOLS

(1) Grade or Subgrade of School.	(2) Roll for Determining Grade of School.	(3) Grade of Salary Payable to Head Teacher.	(4) Number of Assistant Masters and Grades of Salaries Assigned to Them.						(5) Number of Assistant Mistresses and Grades of Salaries Assigned to Them.						(6) Number of Probationary Assistants.	(7) Total Number of Assistants.
			A12.	A9.	A6.	A3.	A.	B.	A12.	A9.	A6.	A3.	A.	B.		
IIIB	31- 70	A6	..	..	..	..	..	..	..	..	..	..	..	1	..	1
IVA	71-110	A12	..	..	..	..	..	..	..	..	..	..	..	1	..	2
IVB	111-150	A12	..	..	..	..	..	..	..	..	..	..	..	1	1	3
IVC	151-190	A12	..	..	..	..	..	..	..	..	..	..	..	1	1	4
VA	191-230	A20	..	..	..	1	..	..	..	..	..	..	..	1	1	5
VB	231-270	A20	..	..	..	1	..	1	..	1	..	..	..	1	1	6
VC	271-310	A20	..	..	..	1	..	1	1	..	..	..	..	1	1	7
VD	311-350	A20	..	..	..	1	1	1	1	..	..	..	..	1	1	8
VIA	351-390	A28	..	..	1	..	1	2	1	..	..	..	..	1	1	10
VIB	391-430	A28	..	..	1	..	1	2	1	..	..	..	..	1	1	11
VIC	431-470	A28	..	..	1	1	1	2	1	..	..	..	..	1	1	12
VID	471-510	A28	..	..	1	1	1	2	1	..	..	..	..	1	2	13
VIIA	511-550	A31	..	..	1	1	1	2	1	..	..	..	..	1	2	14
VII B	551-590	A31	..	1	..	1	1	2	1	..	1	1	2	3	3	15
VII C	591-630	A31	..	1	1	..	1	2	1	..	1	1	3	3	3	16
VII D	631-670	A31	1	..	1	1	1	2	1	..	1	1	3	3	3	17
VII E	671-710	A31	1	..	1	1	1	2	1	..	1	1	3	4	4	18
VII F	711-750	A31	1	..	1	1	1	2	1	..	1	1	4	4	4	19
VII G	751-790	A31	1	..	1	1	1	2	1	..	1	1	4	5	5	20
VII H	791-830	A31	1	..	1	1	1	2	1	..	1	1	4	6	6	21
VII I	831-870	A31	1	..	1	1	1	2	1	..	1	1	5	6	6	22
VII J	871-910	A31	1	..	1	1	1	2	1	..	1	1	5	7	7	23

THIRD SCHEDULE

SCHEDULE TO BE SUBSTITUTED FOR THE FIFTH SCHEDULE TO THE EDUCATION
(SALARIES AND STAFFING) REGULATIONS 1948

“FIFTH SCHEDULE

“SPECIAL STAFFING FOR CONTRIBUTING SCHOOLS

“ Number of assistant teachers or probationary assistants as shown in columns (4), (5), (6), and (7) of the Fourth Schedule to be reduced for schools having the roll number shown in column (3) of this Schedule.

(1) Grade or Subgrade of School.	(2) Roll for Determining Grade of School.	(3) Roll Number.	(4) If the Roll of the School is of the Number Shown in Column (3), Staff to be Reduced by—			(5) Total Number of Authorized Staff in Schools with Roll Shown in Column (3).		
			Assistant Master, Grade B.	Assistant Mistress, Grade B.	Probationary Assistant.	Assistants.	Probationary Assistants.	Total Number of Assistants.
IIIB	31- 70	31- 35	..	1	..	..	..	..
IVA	71-110	71- 80	..	1	..	1	..	1
IVB	111-150	111-120	..	1	1	2	..	2
IVC	151-190	151-160	..	1	..	2	1	3
VA	191-230	191-200	..	1	..	3	1	4
VB	231-270	231-240	1	..	..	4	1	5
VC	271-310	271-280	..	1	..	5	1	6
VD	311-350	311-320	..	1	..	6	1	7
VIA	351-390	351-360	1	..	..	7	1	8
VIB	391-430	391-400	..	1	..	8	1	9
VIC	431-470	431-440	1	..	..	9	2	11
VID	471-510	471-480	..	1	..	10	2	12
VIIA	511-550	511-520	..	1	..	11	2	13
VII B	551-590	551-560	..	1	..	12	2	14
VII C	591-630	591-600	..	1	..	13	2	15
VII D	631-670	631-640	1	..	..	14	2	16
VII E	671-710	671-680	..	1	..	15	2	17
VII F	711-750	711-720	..	1	..	16	2	18
VII G	751-790	751-760	..	1	..	17	2	19
VII H	791-830	791-800	..	1	..	18	2	20
VII I	831-870	831-840	..	1	..	19	2	21
VII J	871-910	871-880	..	1	..	20	2	22

EXPLANATORY NOTE

[*This note is not part of the regulations, but is intended to indicate their general effect.*]

These regulations confer on the Minister power to delegate his powers under the principal regulations to the Director; make provision regarding the recognition of service as a member of the armed forces after June, 1950, as education service; make changes in the principal regulations consequential on the change in the accounting year; and provide for certain salary adjustments consequential on Principal Orders of the Government Service Tribunal. They also affect the salaries or allowances payable to teachers in mixed schools, Managers of training college hostels, visiting teachers, training college students, relieving assistants, uncertificated teachers, needlework teachers, Grade V teachers, senior assistants of certain district high schools, and Managers of school hostels. They also amend the Schedules relating to the grading, staffing, and special staffing of mixed schools, contributing schools, and Maori schools.

Issued under the authority of the Regulations Act, 1936.

Date of notification in *Gazette*: 3rd day of May, 1951.

These regulations are administered in the Department of Education.