

1965/94

**THE EDUCATION BOARDS' EMPLOYMENT REGULATIONS
1958, AMENDMENT NO. 7**

BERNARD FERGUSSON, Governor-General

ORDER IN COUNCIL

At the Government Buildings at Wellington this 16th day of June 1965

Present:

THE HON. J. R. MARSHALL 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, hereby makes the following regulations.

REGULATIONS

1. These regulations may be cited as the Education Boards' Employment Regulations 1958, Amendment No. 7, and shall be read together with and deemed part of the Education Boards' Employment Regulations 1958* (hereinafter referred to as the principal regulations).

2. (1) Regulation 10 of the principal regulations is hereby amended by inserting in subclause (2), after the words "intention to terminate his employment", the words "and of its reasons therefor".

(2) Regulation 10 of the principal regulations is hereby further amended by revoking the proviso to subclause (2), and substituting the following proviso.

"Provided that nothing in this subclause shall prevent a Board from summarily dismissing any officer for dereliction of duty, gross misconduct, or insubordination; but, in every such case, the Board shall give the officer notice in writing of his dismissal and of the reasons therefor."

3. The principal regulations are hereby amended by revoking regulation 12, and substituting the following regulation:

"12. (1) Any whole-time officer of a Board who has been summarily dismissed, or whose employment has been terminated by the Board for any reason other than the attainment of the retiring age as set out in

*S.R. 1958/106

Amendment No. 1: (*Revoked by S.R. 1960/50*)

Amendment No. 2: S.R. 1960/50

Amendment No. 3: S.R. 1961/30

Amendment No. 4: S.R. 1962/170

Amendment No. 5: S.R. 1963/50

Amendment No. 6: S.R. 1963/220

subclause (3) of regulation 10 of these regulations, may within 21 days of being notified in writing thereof appeal in writing to the Chairman of the Board against the decision of the Board to dismiss him or terminate his employment.

“(2) Within 21 days of the date on which any such appeal is received, there shall be set up an Appeal Board for the purpose of hearing and determining the appeal. The Chairman of the Board shall submit the appeal to the Appeal Board together with any written evidence tendered by the Board.

“(3) The Appeal Board shall consist of one representative to be appointed by the Board who shall not be a member of the Board, one representative to be appointed by the New Zealand Education Officers' Association Incorporated who shall not be an employee of a Board, and a person to be appointed by the Minister which person shall be a barrister or solicitor of not less than seven years' practice of the Supreme Court, whether or not he holds or has held any judicial office. The said person shall be chairman of the Appeal Board and shall determine its procedure.

“(4) The Appeal Board shall hear and determine the appeal and, except as otherwise provided in subclause (2) of this regulation, all evidence before it shall be given on oath.

“(5) At the hearing of the appeal, the appellant shall appear in person and the Board shall be represented by a member thereof or by a whole-time officer appointed for the purpose. Each party may in the hearing of the appeal be assisted by counsel.

“(6) The determination of the Appeal Board shall be binding on all parties and enforceable in any Court of competent jurisdiction.

“(7) Every such Appeal Board is hereby declared to be a statutory Board within the meaning of the Fees and Travelling Allowances Act 1951.

“(8) There may be paid, out of money appropriated by Parliament for the purpose, to the members of any such Appeal Board remuneration by way of fees and travelling allowances and expenses in accordance with the Fees and Travelling Allowances Act 1951, and the provisions of that Act shall apply accordingly.”

4. The principal regulations are hereby amended by revoking regulation 13, and substituting the following regulation:

“13. Where any whole-time officer of a Board makes application to a Board in accordance with regulation 11 of these regulations for reconsideration of the Board's decision regarding appointment to a position, the Dominion Executive of the New Zealand Education Officers' Association Incorporated may, if it is of the opinion that there are just grounds for the application, arrange for a representative of the Association to appear on behalf of the applicant at the subsequent hearing of the application.”

5. (1) The Schedule to the principal regulations, as heretofore amended, is hereby further amended by revoking Parts I and II, and substituting the Parts set out in the First Schedule to these regulations.

(2) This regulation shall be deemed to have come into force on the 1st day of August 1963.

(3) This regulation and the First Schedule to these regulations shall be deemed to have continued in force until the 31st day of March 1964 and to have then expired.

6. (1) The Schedule to the principal regulations is hereby amended by revoking Parts I and II, as substituted by regulation 5 of these regulations, and substituting the Parts 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 April 1964.

(3) This regulation and the Second Schedule to these regulations shall be deemed to have continued in force until the 25th day of August 1964 and to have then expired.

7. (1) The Schedule to the principal regulations is hereby amended by revoking Parts I and II, as substituted by regulation 6 of these regulations, and substituting the Parts set out in the Third Schedule to these regulations.

(2) This regulation shall be deemed to have come into force on the 26th day of August 1964.

8. (1) The Schedule to the principal regulations, as heretofore amended, is hereby further amended by revoking Parts III and IV, and substituting the Parts set out in the Fourth Schedule to these regulations.

(2) This regulation shall be deemed to have come into force on the 1st day of August 1963.

(3) This regulation and the Fourth Schedule to these regulations shall be deemed to have continued in force until the 25th day of August 1964 and to have then expired.

9. (1) The Schedule to the principal regulations is hereby amended by revoking Parts III and IV, as substituted by regulation 8 of these regulations, and substituting the Parts set out in the Fifth Schedule to these regulations.

(2) This regulation and the Fifth Schedule to these regulations shall be deemed to have come into force on the 26th day of August 1964.

10. (1) Part V of the Schedule to the principal regulations, as heretofore amended, is hereby further amended by omitting from paragraph (e) the words "seventh step", and substituting the words "eighth step".

(2) This regulation shall be deemed to have come into force on the 1st day of April 1963.

11. The following are hereby consequentially revoked:

- (a) The Education Boards' Employment Regulations 1958, Amendment No. 5:
- (b) Regulations 9 to 16 of the Education Boards' Employment Regulations 1958, Amendment No. 6:
- (c) All the Schedules to the Education Boards' Employment Regulations 1958, Amendment No. 6

SCHEDULES

FIRST SCHEDULE

Reg. 5

NEW PARTS I AND II OF THE SCHEDULE TO THE EDUCATION BOARDS'
 EMPLOYMENT REGULATIONS 1958

PART I—GENERAL SALARY SCALE FOR WHOLE-TIME OFFICERS
 BETWEEN 1 AUGUST 1963 AND 31 MARCH 1964

Salary Grade	First Step	Second Step	Third Step	Fourth Step	Fifth Step	Sixth Step	Seventh Step	Eighth Step	Ninth Step	Tenth Step	Eleventh Step	Twelfth Step	Thirteenth Step
A	£ 350	£ 410 ¹	£ 465 ²	£ 550 ³	£ 605	£ 675	£ 735	£ 805	£ 850	£ 905	£ 945	£ 995	£ 1,035
B	465	550	605	675	735	805	850	905	945	995	1,035	1,080	1,125
C	550	605	675	735	805	850	905	945	995	1,035	1,080	1,125	1,175
D	850	905	945	995	1,035	1,080	1,125	1,175	1,220	1,265	..	..	..
E	995	1,035	1,080	1,125	1,175	1,220	1,265	1,320	1,390	..	..	..	..
F	1,265	1,320	1,390	1,460	1,525	..	..	..	..	..	..	..	..
G	1,390	1,460	1,525	1,590	1,650	..	..	..	..	..	..	..	..
H	1,590	1,650	1,710	1,775	..	..	..	..	..	..	..	..	..
I	1,710	1,775	1,845	1,910	..	..	..	..	..	..	..	..	..
J	1,845	1,910	1,960	2,010	..	..	..	..	..	..	..	..	..
K	1,960	2,010	2,070	2,120	..	..	..	..	..	..	..	..	..
L	2,070	2,120	2,175	2,230	..	..	..	..	..	..	..	..	..
M	2,175	2,230	2,285	2,360	..	..	..	..	..	..	..	..	..

¹Commencing rate with at least three years' secondary education.

²Commencing rate with School Certificate.

Commencing rate with Endorsed School Certificate, with increment to next step after six months' service.

³Commencing rate with University Entrance.

Commencing rate with University Entrance and Higher School Certificate, with increment to next step after six months' service.

PART II—SALARY SCALE FOR TYPISTS, SHORTHAND TYPISTS,
 AND MACHINISTS BETWEEN 1 AUGUST 1963 AND 31 MARCH 1964

Salary Grade	First Step	Second Step	Third Step	Fourth Step	Fifth Step	Sixth Step	Seventh Step	Eighth Step	Ninth Step	Tenth Step	Eleventh Step	Twelfth Step	Thirteenth Step	Fourteenth Step	Fifteenth Step
A(T)	£ 410 ¹	£ 465 ²	£ 550 ³	£ 605	£ 675	£ 735	£ 810	£ 850	£ 880 ⁴	£ 915 ⁵	£ 945 ⁶	£ 990	1,045	1,090	1,135

¹Commencing rate for unqualified typists and shorthand typists.

²Commencing rate for typists and shorthand typists with School Certificate or Junior Shorthand Typists Examination or equivalent (with Endorsed School Certificate, increment after six months' service).

Commencing rate for bookkeeping machinists.

³Commencing rate for typists, shorthand typists, and machinists with University Entrance or Senior Shorthand Typists Examination (with Higher School Certificate, increment after six months' service).

⁴Maximum for typists and shorthand typists who have not gained either the Junior or Senior Shorthand Typists Examination.

⁵Efficiency bar for machinists without School Certificate or University Entrance.

Maximum for shorthand typists with Junior Shorthand Typists Examination.

⁶Maximum for shorthand typists with Senior Shorthand Typists Examination.

Maximum for machinists.

FIRST SCHEDULE—*continued*

(a) Senior typists in charge of and controlling the work of other typists may proceed to a higher maximum than that fixed by the above scale as follows:

In charge of 4 to 6 typists, twelfth step.

In charge of 7 to 12 typists, thirteenth step.

In charge of 13 to 19 typists, fourteenth step.

In charge of 20 or more typists, fifteenth step.

(b) Secretary-typists may proceed to a maximum of the twelfth step of the scale, or of the thirteenth step in any case where the Board, after considering the qualifications of the secretary-typist so approves:

Provided that nothing in this paragraph shall prevent a secretary-typist from proceeding to a higher maximum to which she may be entitled under paragraph (a) of this Part of this Schedule.

(c) Other senior typists not covered by paragraph (a) or paragraph (b) of this Part of this Schedule may proceed one step higher than the maximum fixed under the above scale if in the opinion of the Board they have shown special efficiency.

Reg. 6

SECOND SCHEDULE

NEW PARTS I AND II OF THE SCHEDULE TO THE EDUCATION BOARDS'
EMPLOYMENT REGULATIONS 1958PART I—GENERAL SALARY SCALE FOR WHOLE-TIME OFFICERS
BETWEEN 1 APRIL 1964 AND 25 AUGUST 1964

Salary Grade	First Step	Second Step	Third Step	Fourth Step	Fifth Step	Sixth Step	Seventh Step	Eighth Step	Ninth Step	Tenth Step	Eleventh Step	Twelfth Step	Thirteenth Step
A	£ 350	£ 410 ¹	£ 465 ²	£ 550 ³	£ 605	£ 675	£ 735	£ 805	£ 850	£ 905	£ 945	£ 995	£ 1,035
B	1,085	..	..	..	..	..	..	..	..	..	..	..	..
C	1,135	1,185	..	..	..	..	..	..	..	..	..	..	..
D	1,235	1,285	..	..	..	..	..	..	..	..	..	..	..
E	1,340	1,415	..	..	..	..	..	..	..	..	..	..	..
F	1,490	1,560	..	..	..	..	..	..	..	..	..	..	..
G	1,630	1,700	..	..	..	..	..	..	..	..	..	..	..
H	1,770	1,840	..	..	..	..	..	..	..	..	..	..	..
I	1,910	1,980	..	..	..	..	..	..	..	..	..	..	..
J	2,050	2,120	..	..	..	..	..	..	..	..	..	..	..
K	2,190	2,260	..	..	..	..	..	..	..	..	..	..	..
L	2,330	2,400	..	..	..	..	..	..	..	..	..	..	..
M	2,470	2,540	..	..	..	..	..	..	..	..	..	..	..
N	2,610	2,680	..	..	..	..	..	..	..	..	..	..	..
O	2,750	2,825	..	..	..	..	..	..	..	..	..	..	..
P	2,900 ⁴	..	..	..	..	..	..	..	..	..	..	..	..

¹Commencing rate with at least three years' secondary education.

²Commencing rate with School Certificate.

Commencing rate with Endorsed School Certificate, with increment to next step after six months' service.

³Commencing rate with University Entrance.

Commencing rate with University Entrance and Higher School Certificate, with increment to next step after six months' service.

⁴Merit step only for holder of senior position in Education Board's service.

SECOND SCHEDULE—*continued*

PART II—SALARY SCALE FOR TYPISTS, SHORTHAND TYPISTS,
 AND MACHINISTS BETWEEN 1 APRIL 1964 AND 25 AUGUST 1964

Salary Grade	First Step	Second Step	Third Step	Fourth Step	Fifth Step	Sixth Step	Seventh Step	Eighth Step	Ninth Step	Tenth Step	Eleventh Step	Twelfth Step	Thirteenth Step	Fourteenth Step	Fifteenth Step
A(T) ..	£ 410 ¹	£ 465 ²	£ 550 ³	£ 605	£ 675	£ 735	£ 810	£ 850	£ 880 ⁴	£ 915 ⁵	£ 945 ⁶	£ 990	1,045	1,095	1,145

- ¹Commencing rate for unqualified typists and shorthand typists.
- ²Commencing rate for typists and shorthand typists with School Certificate or Junior Shorthand Typists Examination or equivalent (with Endorsed School Certificate, increment after six months' service).
- Commencing rate for bookkeeping machinists.
- ³Commencing rate for typists, shorthand typists, and machinists with University Entrance or Senior Shorthand Typists Examination (with Higher School Certificate, increment after six months' service).
- ⁴Maximum for typists and shorthand typists who have not gained either the Junior or Senior Shorthand Typists Examination.
- ⁵Efficiency bar for machinists without School Certificate or University Entrance.
- Maximum for shorthand typists with Junior Shorthand Typists Examination.
- ⁶Maximum for shorthand typists with Senior Shorthand Typists Examination.
- Maximum for machinists.

(a) Senior typists in charge of and controlling the work of other typists may proceed to a higher maximum than that fixed by the above scale as follows:

- In charge of 4 to 6 typists, twelfth step.
- In charge of 7 to 12 typists, thirteenth step.
- In charge of 13 to 19 typists, fourteenth step.
- In charge of 20 or more typists, fifteenth step.

(b) Secretary-typists may proceed to a maximum of the twelfth step of the scale or of the thirteenth step in any case where the Board, after considering the qualifications of the secretary-typist so approves:

Provided that nothing in this paragraph shall prevent a secretary-typist from proceeding to a higher maximum to which she may be entitled under paragraph (a) of this Part of this Schedule.

(c) Other senior typists not covered by paragraph (a) or paragraph (b) of this Part of this Schedule may proceed one step higher than the maximum fixed under the above scale if in the opinion of the Board they have shown special efficiency.

Reg. 7

THIRD SCHEDULE

NEW PARTS I AND II OF THE SCHEDULE TO THE EDUCATION BOARDS'
EMPLOYMENT REGULATIONS 1958PART I—GENERAL SALARY SCALE FOR WHOLE-TIME OFFICERS
ON AND AFTER 26 AUGUST 1964

Salary Grade	First Step	Second Step	Third Step	Fourth Step	Fifth Step	Sixth Step	Seventh Step	Eighth Step	Ninth Step	Tenth Step	Eleventh Step	Twelfth Step	Thirteenth Step
A ..	£ 370	£ 430 ¹	£ 490 ²	£ 580 ³	£ 635	£ 710	£ 770	£ 845	£ 895	£ 950	£ 990	1,040	1,080
B ..	1,130	..	..	..	..	..	..	..	..	..	..	..	..
C ..	1,180	1,230	..	..	..	..	..	..	..	..	..	..	..
D ..	1,280	1,330	..	..	..	..	..	..	..	..	..	..	..
E ..	1,385	1,460	..	..	..	..	..	..	..	..	..	..	..
F ..	1,535	1,605	..	..	..	..	..	..	..	..	..	..	..
G ..	1,675	1,745	..	..	..	..	..	..	..	..	..	..	..
H ..	1,815	1,885	..	..	..	..	..	..	..	..	..	..	..
I ..	1,955	2,025	..	..	..	..	..	..	..	..	..	..	..
J ..	2,095	2,120	..	..	..	..	..	..	..	..	..	..	..
K ..	2,190	2,260	..	..	..	..	..	..	..	..	..	..	..
L ..	2,330	2,400	..	..	..	..	..	..	..	..	..	..	..
M ..	2,470	2,540	..	..	..	..	..	..	..	..	..	..	..
N ..	2,610	2,680	..	..	..	..	..	..	..	..	..	..	..
O ..	2,750	2,825	..	..	..	..	..	..	..	..	..	..	..
P ..	2,900 ⁴	..	..	..	..	..	..	..	..	..	..	..	..

¹Commencing rate with at least three years' secondary education.²Commencing rate with School Certificate.³Commencing rate with Endorsed School Certificate, with increment to next step after six months' service.⁴Commencing rate with University Entrance.

Commencing rate with University Entrance and Higher School Certificate, with increment to next step after six months' service.

⁵Merit step only for holder of Senior position in Education Board's service.PART II—SALARY SCALE FOR TYPISTS, SHORTHAND TYPISTS,
AND MACHINISTS ON AND AFTER 26 AUGUST 1964

Salary Grade	First Step	Second Step	Third Step	Fourth Step	Fifth Step	Sixth Step	Seventh Step	Eighth Step	Ninth Step	Tenth Step	Eleventh Step	Twelfth Step	Thirteenth Step	Fourteenth Step	Fifteenth Step
A(T) ..	£ 430 ¹	£ 490 ²	£ 580 ³	£ 635	£ 710	£ 770	£ 850	£ 895	£ 925 ⁴	£ 960 ⁵	£ 990 ⁶	1,035	1,090	1,140	1,190

¹Commencing rate for unqualified typists and shorthand typists.²Commencing rate for typists and shorthand typists with School Certificate or Junior Shorthand Typists Examination or equivalent (with Endorsed School Certificate, increment after six months' service).

Commencing rate for bookkeeping machinists.

³Commencing rate for typists, shorthand typists, and machinists with University Entrance or Senior Shorthand Typists Examination (with Higher School Certificate, increment after six months' service).⁴Maximum for typists and shorthand typists who have not gained either the Junior or Senior Shorthand Typists Examination.⁵Efficiency bar for machinists without School Certificate or University Entrance. Maximum for shorthand typists with Junior Shorthand Typists Examination.⁶Maximum for shorthand typists with Senior Shorthand Typists Examination.
Maximum for machinists.

THIRD SCHEDULE—*continued*

(a) Senior typists in charge of and controlling the work of other typists may proceed to a higher maximum than that fixed by the above scale as follows:

In charge of 4 to 6 typists, twelfth step.

In charge of 7 to 12 typists, thirteenth step.

In charge of 13 to 19 typists, fourteenth step.

In charge of 20 or more typists, fifteenth step.

(b) Secretary-typists may proceed to a maximum of the twelfth step of the scale, or of the thirteenth step in any case where the Board, after considering the qualifications of the secretary-typist, so approves:

Provided that nothing in this paragraph shall prevent a secretary-typist from proceeding to a higher maximum to which she may be entitled under paragraph (a) of this Part of this Schedule.

(c) Other senior typists not covered by paragraph (a) or paragraph (b) of this Part of this Schedule may proceed one step higher than the maximum fixed under the above scale if in the opinion of the Board they have shown special efficiency.

FOURTH SCHEDULE

Reg. 8

NEW PARTS III AND IV OF THE SCHEDULE TO THE EDUCATION
 BOARDS' EMPLOYMENT REGULATIONS 1958

PART III

MINIMUM rate payable to permanent and temporary whole-time officers between 1 August 1963 and 25 August 1964:

	Per Annum
	£
Male officers on reaching 21 years of age	660
Female officers on reaching 21 years of age	475
Married male officers, irrespective of age	744
Married female officers, irrespective of age, who have a wholly dependent husband or child	744

PART IV

LODGING allowances payable between 1 August 1963 and 25 August 1964 to officers of Grade A or Grade B required to live away from home in order to carry out their duties:

Annual Salary	Annual Rate of Lodging Allowances
	£
Not exceeding £350	82
£351 to £410	67
£411 to £465	41

FIFTH SCHEDULE

Reg. 9

NEW PARTS III AND IV OF THE SCHEDULE TO THE EDUCATION
BOARDS' EMPLOYMENT REGULATIONS 1958

PART III

MINIMUM rate payable to permanent and temporary whole-time officers
on and after 26 August 1964:

	Per Annum
	£
Male officers on reaching 21 years of age	695
Female officers on reaching 21 years of age	500
Married male officers, irrespective of age	781
Married female officers, irrespective of age, who have a wholly dependent husband or child	781

PART IV

LODGING allowances payable on and after 26 August 1964 to officers
of Grade A or Grade B required to live away from home in order to
carry out their duties:

Annual Salary	Annual Rate of Lodging Allowances
	£
Not exceeding £370	82
£371 to £430	67
£431 to £490	41

T. J. SHERRARD,
Clerk of the Executive Council.

EXPLANATORY NOTE

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

These regulations provide new scales of salaries for Education Board employees. They also make provision for appeals to an Appeal Board against the dismissal or termination of employment of Education Board officers. Boards are required to give reasons for terminating the employment of their whole-time officers.

Issued under the authority of the Regulations Act 1936.

Date of notification in *Gazette*: 17 June 1965.

These regulations are administered in the Department of Education.