

- (a.) Service as a probationer appointed on or after 1st February, 1921, or service as a pupil-teacher shall be counted as service of half its length.
- (b.) Each year of an approved course in a teachers' training college shall count as a full year of service.
- (c.) Any period of military service with the New Zealand Expeditionary Force within the period 4th August, 1914, to 12th November, 1918, shall count as double service.
- (d.) Any period of leave of absence in excess of three months shall not be counted as service, except that leave of absence granted under the Exchange of Teachers Regulations shall be counted as full service.

14. *Quota.*—(i.) The quota of marks provided for in clause 6 hereof shall, for each teacher graded in the respective groups, be as follows:—

Group.	Quota.	Group.	Quota.
1	20	4	80
2	40	5	100
3	60	6	120

(ii.) Such quota marks shall be regarded as efficiency marks awarded in recognition of the relatively higher degree of efficiency required to secure in each successively higher group the same number of marks awarded under clauses 6 and 7 hereof.

15. Any teacher who by reason of a correction in the marks allotted him for service or certificate becomes entitled to additional marks shall not in consequence thereof suffer a reduction in the marks awarded him under any other heading.

16. Any teacher who has held the maximum marks for teaching, personality, discipline, environment, organization, and management for a period of at least two years and has been unable to obtain promotion to a position in a higher group may, with the approval of the Director, be graded in the next higher group.

17. (i.) It shall be the duty of the Director to secure and maintain a reasonable degree of uniformity in the standard of marking in the various districts, and to this end he may, as he thinks fit, confer with all the Senior Inspectors conjointly.

(ii.) If by the decision of such conference it is held that the standard of grading in any district departs to an unreasonable extent from that of the remainder of the Dominion the Director shall instruct the Inspectors of the district or districts concerned to adjust their standard of marking accordingly.

18. From the grading-marks forwarded to the Director by the Senior Inspectors of the various districts shall be compiled annually a general graded list of teachers, which shall be duly published in accordance with the Act before the 30th day of June. Every such general list shall contain—

- (a.) The names of all teachers graded as herein provided, arranged in order, and consecutively numbered in accordance with the total of the grading-marks assigned:
- (b.) The name in each case of the district in which the teacher was graded, the nature of the position occupied, and such other information as the Director may determine:
- (c.) The names of all certificated teachers in the Dominion, whether graded or not, and the class of certificate held by each teacher.

19. Each teacher who is graded under these regulations shall be supplied by the Director of Education with the separate marks on which his grading was determined, the information thus supplied to be treated as confidential.

20. Any teacher who considers that he has good grounds for objection to the position assigned to him on the graded list may, not later than thirty-one clear days after the publication of the list in the *New Zealand Gazette*, lodge an appeal by letter with the Director of Education, Wellington, giving the complete and definite grounds on which the appeal is based, and every such appeal shall be dealt with as hereinafter provided.

21. All the appeals from each district shall be sent to an Appeal Board in the district concerned. Such Appeal Board shall consist of a Chairman appointed by the Minister, who shall be Chairman of all Appeal Boards, a representative of the Department not being an Inspector of the district, and a representative selected by the certificated teachers of the district in such manner as the Director may determine. An officer of the Department may be present during the hearing of appeals, for the purpose of giving or of eliciting information bearing on points raised in appeals.

22. The Appeal Board in each district shall consider the appeals sent in from teachers in the district only with respect to the definite grounds stated in each appeal. In any case where the Board decides that an appellant's