

2. All the appeals that are not subsequently withdrawn shall be sent to an appeal Board, which shall consist of—

- (a.) A Chairman, who shall be appointed by the Minister of Education, and who shall not be an officer in the Education service ;
- (b.) A representative of the Education Department, who shall not be a classifying or grading officer ;
- (c.) A representative appointed for a period of three years by the Secondary-schools Assistant Teachers' Association, or by the Technical-school Teachers' Association, or by the New Zealand Educational Institute, as the case may be.

3. (i.) The Secondary-schools Assistant Teachers' Association and the Technical-school Teachers' Association shall each select two representatives, who shall by mutual arrangement sit on the Board in turn, and shall avoid adjudicating on appeals presented by their school colleagues or by their subordinates.

(ii.) The New Zealand Educational Institute shall select four representatives, two for the North Island and two for the South Island, and these shall sit in accordance with the condition specified in 3 (i) hereof.

4. (i.) Every appeal shall, in general, be made on a form supplied by the Department, and shall contain an explicit statement of the grounds on which the appeal is based.

(ii.) The Director shall forward a reply to the appeal received from each appellant, who may then withdraw or proceed with his appeal.

5. The procedure to be followed by the Appeal Board shall, in general, be as set out hereunder ; but nothing shall prevent the Board from varying its procedure according to circumstances.

(i.) The Appeal Board shall consider the appeals only with respect to the definite grounds stated in each appeal.

(ii.) An appellant may—

(a.) Conduct his own appeal before the Board, or may delegate this duty to an advocate, provided such advocate shall not be a solicitor ;

(b.) Be called as a witness by his advocate ;

(c.) Arrange for the attendance of any witness who may be willing to appear on his behalf.

(iii.) The classifying or grading officers, or a representative of such officers, shall be present, and may give evidence on behalf of the Director in support of the classification or grading.

(iv.) No evidence shall be heard by the Board except in the presence of the appellant or his advocate, but the deliberations of the Board when determining its decision shall in every case be strictly confidential.

(v.) In exceptional circumstances the Appeal Board may summon any witness to give evidence before it, and every such witness shall receive actual and reasonable travelling-expenses as approved by the Minister.

(vi.) The decision of the Board shall be recorded in writing on a form provided for the purpose, and shall thereafter be communicated to the appellant by the Director.

6. In any case where the classification or grading has been altered as the result of an appeal, such alteration shall be published in the *New Zealand Gazette* as soon as possible after the hearing of the appeal is concluded, and the classification thus amended shall be the classification for the current year.

7. The Chairman of the Appeal Board shall receive such remuneration and allowances as may be approved by the Minister, and with like approval the teachers' representative shall receive actual and reasonable expenses.

C. A. JEFFERY,
Acting Clerk of the Executive Council.

Education Act, 1914.—Amended Regulations for Teachers' Salaries, &c.

JELLICOE, Governor-General.

ORDER IN COUNCIL.

At the Government Buildings at Wellington, this 13th day of June, 1921.

Present :

THE HONOURABLE SIR F. H. D. BELL, K.C.M.G., PRESIDING IN COUNCIL.

IN pursuance and exercise of the powers and authorities vested in him by the Education Act, 1914, and the amendments of that Act, His Excellency the Governor-General of the Dominion of New Zealand, acting by and with the advice and consent of the Executive Council of the said