



28 SEP 2018



Dear [REDACTED]

Thank you for your email of 3 August 2018 to the Ministry of Education requesting the following information:

- *I'd like to know if you keep records of what primary and secondary teachers have been paid each year... going back to the 1970s*
- *Whether it's average pay, top rates, the full scales - anything you're able to provide would be appreciated.*

Your request has been considered under the Official Information Act 1982 (the Act).

Please note, base scale salary rates are not always an indicator of the total amount teachers earn. Both primary and secondary teachers receive extra remuneration, in the form of units, for taking on extra responsibilities. 38% of primary teachers are paid above the top of the base scale (i.e. are paid \$75,949 plus allowances or units). 57% of secondary teachers are paid above the top of the base scale (i.e. are paid \$78,000 plus allowances or units).

Over the past 10 years, teacher remuneration has grown more quickly than salary and wage rates for the workforce as a whole. For example, since 2007 average primary teacher remuneration (base salary plus allowances) has increased by 30.6 percent to \$72,900. Average secondary teacher remuneration (base salary plus allowances) has increased by 27.4 percent to \$79,500.

Over the same period the labour cost index, which tracks changes in salary and wage rates, has increased by 22.4 per cent. Over the same 10 year period inflation has increased by 21.4 per cent.

Please see the below table summarising the entry and maximum steps for a trained teacher with a subject degree in the Primary Teachers' Collective Agreement (from 1990 to 2017):

Date	Entry Salary	% change	Max Salary	% change	Unit Rate
July 1990	\$24,895	.	\$36,099	.	
November 1990	\$25,287	1.6%	\$36,536	1.2%	
March 1995	\$26,000	2.8%	\$38,545	5.5%	
July 1996 ⁱ			\$39,895	3.5%	\$2,350

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education.govt.nz

July 1997			\$41,860	4.9%	-
February 1998ⁱⁱ	\$29,000	11.5%	\$47,100	12.5%	
January 1999	\$33,000	13.8%	\$48,600	3.2%	\$2,500
April 2000	\$34,000	3.0%	\$50,300	3.5%	\$2,750
July 2001	\$34,680	2.0%	\$51,306	2.0%	\$2,805
July 2002	\$35,200	1.5%	\$52,076	1.5%	\$2,847
February 2003ⁱⁱⁱ	\$36,236	2.9%	\$54,750	5.1%	\$2,900
July 2003	\$37,323	3.0%	\$56,393	3.0%	\$3,000
July 2004	\$38,256	2.5%	\$57,803	2.5%	\$3,300
July 2005	\$39,404	3.0%	\$59,537	3.0%	\$3,400
July 2006	\$40,586	3.0%	\$61,323	3.0%	\$3,500
July 2007	-	-	-	-	\$3,650
November 2007	\$42,209	4.0%	\$63,776	4.0%	-
July 2008	\$43,897	4.0%	\$66,327	4.0%	\$3,800
July 2009	\$45,653	4.0%	\$68,980	4.0%	\$4,000
December 2010	\$46,908	2.7%	\$70,877	2.8%	-
June 2013	\$47,330	0.9%	\$71,900	1.4%	-
June 2014	\$47,519	0.4%	\$72,645	1.0%	-
June 2015	\$47,662	0.3%	\$73,000	0.5%	-
May 2016	\$48,615	2.0%	\$74,460	2.0%	-
May 2017	\$49,588	2.0%	\$75,949	2.0%	-

ⁱ Introduction of units to recognise responsibilities – the number of units allocated to individual teachers was determined by the employing Board of Trustee

ⁱⁱ Introduction of the unified pay system for primary teachers

ⁱⁱⁱ Introduction of a new salary qualification group Q3+ with a new maximum salary step; teachers in G3 who met the criteria for G3+ moved up one step on the new scale

Please see the below table summarising the entry and maximum steps for a trained teacher with a Level 7 subject degree or diploma in the Secondary Teachers' Collective Agreement (from 1990 to 2017):

Date	Entry Salary	% change	Max Salary	% change	Unit Rate
August 1990	\$25,323		\$41,039		
April 1995	\$25,829	2.0%	\$41,860	2.0%	
July 1996^{iv}	\$27,379	6.0%	\$45,000	7.5%	\$2,350
January 1997	\$29,000	5.9%	\$47,100	4.7%	-
January 1999	\$33,000	13.8%	\$48,600	3.2%	\$2,500
April 2000	\$34,000	3.0%	\$50,300	3.5%	\$2,750
July 2001	\$34,680	2.0%	\$51,306	2.0%	\$2,805
July 2002	\$35,200	1.5%	\$52,076	1.5%	\$2,847

February 2003^v	\$36,236	2.9%	\$54,750	5.1%	\$2,900
July 2003	\$37,323	3.0%	\$56,393	3.0%	\$3,000
July 2004	\$38,256	2.5%	\$57,803	2.5%	\$3,300
July 2005	\$39,404	3.0%	\$59,537	3.0%	\$3,400
July 2006	\$40,586	3.0%	\$61,323	3.0%	\$3,500
July 2007	-	-	-	-	\$3,650
November 2007	\$42,209	4.0%	\$63,776	4.0%	-
July 2008	\$43,897	4.0%	\$66,327	4.0%	\$3,800
July 2009	\$45,653	4.0%	\$68,980	4.0%	\$4,000
April 2011	\$47,023	3.0%	\$71,000	2.9%	-
January 2013	\$47,400	0.8%	\$71,900	1.3%	-
January 2014	\$47,874	1.0%	\$72,645	1.0%	-
January 2015	\$48,316	0.9%	\$73,000	0.5%	-
September 2015	\$49,282	2.0%	\$74,460	2.0%	-
September 2016	\$50,268	2.0%	\$75,949	2.0%	-
September 2017	\$51,200	1.9%	\$78,000	2.7%	-

i Introduction of units to recognise responsibilities – the number of units allocated to individual teachers was determined by the employing Board of Trustee

ii Introduction of a new salary qualification group G3+ with a new maximum salary step; teachers in G3 who met the criteria for G3+ moved up one step on the new scale

As you will be aware, there are ongoing pay rate negotiations with primary and secondary teachers. The Ministry recognises the quality of teaching as the single most important in-school factor in raising student achievement, and we are committed to making teaching become one of the most highly valued and sought after careers.

We know supply, workload and wellbeing are all important issues for the teaching profession right now.

Budget 2018 included \$20 million over four years to increase teacher supply, \$370 million for 1500 new teacher places by 2021 to meet population growth and \$59 million for teacher aides. The Ministry is monitoring demand and supply and will consider new initiatives if required.

Budget 2018 also provided an extra \$270 million for learning support. In addition, Associate Education Minister Tracey Martin recently released a Draft Disability and Learning Support Action Plan for consultation. The plan includes a range of priority actions to identify and respond to learning needs earlier, and looks at the need for additional staff.

Retention rates for primary and secondary teachers remain high at over 90 percent. We are also working with the sector to develop a comprehensive, future-focused education workforce strategy, which will ensure that all New Zealand children are provided with quality, inclusive public education that meets their individual needs – from early childhood to the end of secondary schooling. It will deliver quality workforce systems that provide a sufficient, capable, and motivated workforce to deliver quality learning experiences and outcomes for all New Zealanders.

At the 2018 International Summit on the Teaching Profession, the New Zealand delegation, consisting of government and union representatives, made a commitment to work together collaboratively to develop a plan for the education system to better support principal and teacher wellbeing.

We've continued this work in collaboration with a number of key national teacher and principal representative bodies, including the Education Council, unions and the New Zealand School Trustees Association (NZSTA), to identify ways to support the wellbeing of teachers and principals.

This work has led to the establishment of a Quality Teacher and Wellbeing Working Group (now known as the Education Workforce Strategy Governance Group (EWSG)). Members of the EWSG, including representatives from NZEI Te Riu Roa and PPTA, have worked together with Ministry representatives to focus on developing an Education Professionals' Wellbeing Framework to better support principal and teacher wellbeing.

As part of the workforce strategy development, a joint taskforce has been established and is now working towards identifying the compliance-related administrative tasks that can be reduced or eliminated to free up time for principals and teachers. We want teachers to be able to focus on what they do best, teaching and learning.

Additionally, we have searched our records and located the following documents within scope of your request:

Appendix	Document Name
Appendix A	Salaries - Area Schools (11 Feb 1974 - Aug 1987)
Appendix B	Salaries - Primary Services (11 Feb 1974 - 9 July 1975)
Appendix C	Salaries - Secondary Services (11 Feb 1974 - Aug 1987)
Appendix D	Teacher base salary rates from 1990

Appendices A, B and C include salary information from the 'green manual'. These manuals outlined teachers' employment terms and conditions prior to when collective agreements began.

In relation to Appendix D, the data in the spreadsheet is the base salary data from previous teacher and principal collective agreements from 1990 onwards (collective employment agreement/awards did not begin until 1989).

I am refusing part of your request for records of what primary and secondary teachers have been paid since the 1970s as some of the information requested within that time period cannot be made available without substantive collation or research. This is in accordance with section 18(f) of the Act.

Additional information on teacher pay is publicly available through these links:

- http://www.education.govt.nz/ministry-of-education/media-centre/statistics-on-principals-and-teachers-salaries/#_ftn1
- <http://www.education.govt.nz/news/ministry-presents-nzei-with-new-offer/>
- <https://www.education.govt.nz/school/working-in-a-school/teachers/>

We trust this information will prove helpful.

Please note, the Ministry now proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. If you have further questions please free to contact our media team in the first instance at media@education.govt.nz. If you are unsatisfied with my response, you have the right to ask an Ombudsman to review it. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Yours sincerely



**Pauline Cleaver
Acting Deputy Secretary
Early Learning and Student Achievement**

Appendix A

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TABLE AR (3)

AREA SCHOOLS SALARY SCALES

EFFECTIVE FROM 11 FEBRUARY 1974

(Incorporating Wage Adjustment Order Increase of 2.7%)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	4060	4240	4753
02	4240	4525	5210
03	4468	4810	5609
04	4696	5152	6065
05	4924	5495	6407
06	5210	5837	6864
07	5552	6179	7320
08	5894	6522	7777
09	6237		

SCALE F5 PRINCIPALS

<u>ROLL</u>	\$
1 - 100	8461
101 - 175	8849
176 - 250	9292
251 - 325	9681
326+	10116

ALLOWANCES

<u>Remote Allowance</u>	\$
Single Teacher	39.50
Married Teacher	79.00
Married Salary	140.00
Boarding Allowance (Relieving Teacher)	179.00
Secondment (Relieving) Allowance	206.00

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	6237	6522	7548
02	6579	6864	8005
03	6921	7206	8461

SCALE F4

Step	H1/H2 \$	H3 \$
01	7206	8347
02	7548	8804

AREA SCHOOLS SALARY SCALESEFFECTIVE FROM 1 JULY 1974

(Incorporating General Wage Adjustment of 9%)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	4425	4622	5181
02	4622	4932	5679
03	4870	5243	6114
04	5119	5616	6611
05	5367	5990	6984
06	5679	6362	7482
07	6052	6735	7979
08	6424	7109	8477
09	6798		

POSITIONS OF RESPONSIBILITY
SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	5740	5990	6984
02	6052	6362	7358
03	6424	6735	7855
04	6798	7109	8353
05	7171	7482	8850

SCALE F5 - PRINCIPALS

<u>ROLL</u>	\$
1 - 100	9222
101 - 175	9645
176 - 250	10128
251 - 325	10552
326+	11026

ALLOWANCES

Remote Allowance	\$
Single Teacher	43
Married Teacher	86
Married Salary	140
Boarding Allowance (Relieving Teacher)	195
Secondment (Relieving) Allowance	225

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	6798	7109	8227
02	7171	7482	8725
03	7544	7855	9222

SCALE F4

Step	H1/H2 \$	H3 \$
01	7855	9098
02	8227	9596

A R E A S C H O O L S S A L A R Y S C A L E S
EFFECTIVE FROM 1 JULY 1974

(Incorporating General Salary Increase
of 13% on 11 February 1974 Rates)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	4588	4791	5371
02	4791	5113	5887
03	5049	5435	6338
04	5306	5822	6853
05	5564	6209	7240
06	5887	6596	7756
07	6274	6982	8272
08	6660	7370	8788
09	7048		

POSITIONS OF RESPONSIBILITY
SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	5951	6209	7240
02	6274	6596	7628
03	6660	6982	8143
04	7048	7370	8659
05	7434	7756	9174

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	7048	7370	8529
02	7434	7756	9046
03	7821	8143	9561

SCALE F4

Step	H1/H2 \$	H3 \$
01	8143	9432
02	8529	9949

SCALE F5- PRINCIPALS

<u>ROLL</u>	\$
1 - 100	9561
101 - 175	9999
176 - 250	10500
251 - 325	10940
326+	11431

ALLOWANCES

Remote Allowance	\$
Single Teacher	44.50
Married Teacher	89.00
Married Salary	140.00
Boarding Allowance (Relieving Teacher)	202.00
Secondment (Relieving) Allowance	233.00

AREA SCHOOLS SALARY SCALES
EFFECTIVE FROM 9 JULY 1975

(Incorporating General Salary Increase on 1 July 1974 Rates)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	4818	5021	5601
02	5021	5343	6117
03	5279	5665	6568
04	5536	6052	7083
05	5794	6439	7470
06	6117	6826	7986
07	6504	7212	8502
08	6890	7600	9018
09	7278		

SCALE F5 - PRINCIPALS

<u>ROLL</u>	\$
1 - 100	9791
101 - 175	10229
176 - 250	10730
251 - 325	11170
326+	11661

POSITIONS OF RESPONSIBILITY
SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	6181	6439	7470
02	6504	6826	7858
03	6890	7212	8373
04	7278	7600	8889
05	7664	7986	9404

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	7278	7600	8759
02	7664	7986	9276
03	8051	8373	9791

SCALE F4

Step	H1/H2 \$	H3 \$
01	8373	9662
02	8759	10179

A R E A S C H O O L S S A L A R Y S C A L E S

EFFECTIVE FROM 9 JULY 1975

(Incorporating General Salary Increase on 9 July 1975 Rates)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	5016	5227	5831
02	5227	5562	6368
03	5495	5897	6828
04	5763	6300	7343
05	6032	6699	7730
06	6368	7086	8246
07	6764	7472	8762
08	7150	7860	9278
09	7538		

SCALE F5 - PRINCIPALS

<u>ROLL</u>	\$
1 - 100	10051
101 - 175	10489
176 - 250	10990
251 - 325	11430
326+	11923

ALLOWANCES

\$

Remote Allowance

POSITIONS OF RESPONSIBILITY

SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	6434	6699	7730
02	6764	7086	8118
03	7150	7472	8633
04	7538	7860	9149
05	7924	8246	9664

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	7538	7860	9019
02	7924	8246	9536
03	8311	8633	10051

SCALE F4

Step	H1/H2 \$	H3 \$
01	8633	9922
02	9019	10439

AREA SCHOOLS SALARY SCALES

EFFECTIVE FROM 9 JULY 1975

(Incorporating General Salary Increase on 9 July 1975 Rates)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	5016	5227	5831
02	5227	5562	6368
03	5495	5897	6828
04	5763	6300	7343
05	6032	6699	7730
06	6368	7086	8246
07	6764	7472	8762
08	7150	7860	9278
09	7538		

SCALE F5 - PRINCIPALS

<u>ROLL</u>	\$
1 - 100	10051
101 - 175	10489
176 - 250	10990
251 - 325	11430
326+	11923

ALLOWANCES \$

Remote Allowance

POSITIONS OF RESPONSIBILITY

SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	6434	6699	7730
02	6764	7086	8118
03	7150	7472	8633
04	7538	7860	9149
05	7924	8246	9664

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	7538	7860	9019
02	7924	8246	9536
03	8311	8633	10051

SCALE F4

Step	H1/H2 \$	H3 \$
01	8633	9922
02	9019	10439

AREA SCHOOLS SALARY SCALESEFFECTIVE FROM 27 JANUARY 1976

(Incorporating Cost of Living Adjustment on 26 January 1976 Rates)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	5204	5415	6019
02	5415	5750	6556
03	5683	6085	7016
04	5951	6488	7531
05	6220	6887	7918
06	6556	7274	8434
07	6952	7660	8950
08	7338	8048	9466
09	7726		

SCALE F5 - PRINCIPALS

ROLL	\$
1 - 100	10239
101 - 175	10677
176 - 250	11178
251 - 325	11618
326+	12111

ALLOWANCES

\$

Remote Allowance

Single Teacher	44.50
Married Teacher	89.00
Married Salary	140.00
Boarding Allowance (Relieving Teacher)	202.00
Secondment (Relieving) Allowance	238.00

POSITIONS OF RESPONSIBILITY

SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	6622	6887	7918
02	6952	7274	8306
03	7338	7660	8821
04	7726	8048	9337
05	8112	8434	9852

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	7726	8048	9207
02	8112	8434	9724
03	8499	8821	10239

SCALE F4

Step	H1/H2 \$	H3 \$
01	8821	10110
02	9207	10627

AREA SCHOOLS SALARY SCALESEFFECTIVE FROM 14 MARCH 1977

(Incorporating General Wage Order of 6% on 13 March 1977 Rates)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	5516	5740	6380
02	5740	6095	6949
03	6024	6450	7437
04	6308	6877	7983
05	6593	7300	8393
06	6949	7710	8940
07	7369	8120	9487
08	7778	8531	10034
09	8190		

SCALE F5 - PRINCIPALS

Roll	\$
1 - 100	10853
101 - 175	11318
176 - 250	11849
251 - 325	12315
326+	12838

ALLOWANCES	\$
Remote Allowance	
Single Teacher	47.00
Married Teacher	94.00
Married Salary	140.00
Boarding Allowance (Relieving Teacher)	214.00
Secondment (Relieving) Allowance	252.00

POSITIONS OF RESPONSIBILITY

SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	7019	7300	8393
02	7369	7710	8804
03	7778	8120	9350
04	8190	8531	9897
05	8599	8940	10443

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	8190	8531	9759
02	8599	8940	10307
03	9009	9350	10853

SCALE F4

Step	H1 \$	H2 \$	H3 \$
01		9350	10717
02		9759	11265

AREA SCHOOLS SALARY SCALESEFFECTIVE FROM 14 MARCH 1977

(Incorporating General Wage Order of 6% on 13 March 1977 Rates)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	5516	5740	6380
02	5740	6095	6949
03	6024	6450	7437
04	6308	6877	7983
05	6593	7300	8393
06	6949	7710	8940
07	7369	8120	9487
08	7778	8531	10034
09	8190		

SCALE F5 - PRINCIPALS

Roll	\$
1 - 100	10853
101 - 175	11318
176 - 250	11849
251 - 325	12315
326+	12838

ALLOWANCES

\$

Remote Allowance

Single Teacher	47.00
Married Teacher	94.00
Married Salary	140.00
Boarding Allowance (Relieving Teacher)	214.00
Secondment (Relieving) Allowance	252.00

POSITIONS OF RESPONSIBILITY

SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	7019	7300	8393
02	7369	7710	8804
03	7778	8120	9350
04	8190	8531	9897
05	8599	8940	10443

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	8190	8531	9759
02	8599	8940	10307
03	9009	9350	10853

SCALE F4

Step	H1 / H2 \$	H3 \$
01	9350	10717
02	9759	11265

CIRCULAR 1977/17

A/L 7 - Oct 77

AREA SCHOOLS SALARY SCALESEFFECTIVE FROM 26 NOVEMBER 1976(Incorporating State Services Tribunal Salary Order 207/1977,
including the 3.5% Half Yearly Survey Increase)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	5386	5605	6230
02	5605	5972	6785
03	5886	6315	7262
04	6167	6721	7795
05	6452	7136	8195
06	6822	7535	8729
07	7215	7849	9371
08	7603	8160	10020
09	8071	8477	

SCALE F5 - PRINCIPALS

Roll	\$
1 - 100	10819
101 - 175	11201
176 - 250	11661
251 - 325	12412
326+	12923

ALLOWANCES \$

Remote Allowance	
Single Teacher	44.50
Married Teacher	89.00
Married Salary	140.00
Boarding Allowance (Relieving Teacher)	202.00
Secondment (Relieving) Allowance	246.00
Service Increment	475.00

SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	6822	7535	8195
02	7215	7849	8729
03	7603	8160	9371
04	8071	8477	10020
05	8470	8876	10419

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	8071	8477	10020
02	8470	8876	10419
03	8870	9275	10819

SCALE F4

Step	H1 / H2 \$	H3 \$
01	9275	10819
02	9675	11218

CIRCULAR 1977/78

AREA SCHOOLS SALARY SCALESEFFECTIVE FROM 14 MARCH 1977

(Incorporating General Wage Order of 6% on 13 March 1977 Rates)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	5709	5941	6604
02	5941	6330	7192
03	6239	6694	7698
04	6537	7124	8263
05	6839	7564	8687
06	7231	7987	9253
07	7648	8320	9933
08	8059	8650	10621
09	8555	8986	

SCALE F5 - PRINCIPALS

Roll	\$
1 - 100	11468
101 - 175	11873
176 - 250	12361
251 - 325	13157
326+	13698

POSITIONS OF RESPONSIBILITY

SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	7231	7987	8687
02	7648	8320	9253
03	8059	8650	9933
04	8555	8986	10621
05	8978	9409	11044

ALLOWANCES

\$

Remote Allowance

Single Teacher	47.00
Married Teacher	94.00
Married Salary	140.00
Boarding Allowance (Relieving Teacher)	214.00
Secondment (Relieving) Allowance	261.00
Service Increment	504.00

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	8555	8986	10621
02	8978	9409	11044
03	9402	9832	11468

SCALE F4

Step	H1 / H2 \$	H3 \$
01	9832	11468
02	10255	11891

CIRCULAR 1977/78

A/L 7 - Oct 77

TABLE AR (12)

AREA SCHOOLS SALARY SCALESEFFECTIVE FROM 15 MAY 1977

(Incorporating Margins Adjustment from 15 May 1977)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	5709	5941	6604
02	5941	6330	7192
03	6239	6694	7698
04	6537	7124	8263
05	6839	7564	8687
06	7231	7987	9253
07	7648	8320	9933
08	8059	8650	10621
09	8555	8986	

SCALE F5 - PRINCIPALS

Roll	\$
1 - 100	11527
101 - 175	12043
176 - 250	12665
251 - 325	13680
326+	14300

ALLOWANCES

\$

POSITIONS OF RESPONSIBILITY

SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	7231	7987	8687
02	7648	8320	9253
03	8059	8650	9933
04	8555	8986	10621
05	9008	9439	11074

Remote Allowance

47.00

Single Teacher

94.00

Married Teacher

140.00

Married Salary

214.00

Boarding Allowance
(Relieving Teacher)

261.00

Secondment
(Relieving) Allowance

504.00

Service Increment

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	8555	8986	10621
02	9008	9439	11074
03	9461	9892	11527

SCALE F4

Step	H1 / H2 \$	H3 \$
01	9892	11527
02	10345	11981

AREA SCHOOLS SALARY SCALES
EFFECTIVE FROM 11 OCTOBER 1977

TABLE AR (13)

(Incorporating 12.6% Annual Survey Adjustment on 15 May 1977 Rates including COLA)

SCALE F1 - BASIC SCALE

Step	H1 \$	H2 \$	H3 \$
01	6839	7101	7847
02	7101	7539	8509 (1)
03	7436	7948	9079 (2)
04	7772	8433	9715
05	8112	8928	10193
06	8553	9404	10830
07	9023	9779	11596
08	9485	10151	12370
09	10044	10529	

SCALE F5 - PRINCIPALS

Roll	\$
1 - 100	13390
101 - 175	13971
176 - 250	14672
251 - 325	15815
326+	16513

POSITIONS OF RESPONSIBILITY

SCALE F2

Step	H1 \$	H2 \$	H3 \$
01	8553	9404	10193
02	9023	9779	10830
03	9485	10151	11596
04	10044	10529	12370
05	10554	11039	12880

SCALE F3

Step	H1 \$	H2 \$	H3 \$
01	10044	10529	12370
02	10554	11039	12880
03	11064	11549	13390

SCALE F4

Step	H1 / H2 \$	H3 \$
01	11549	13390
02	12059	13902

1. Commencing step with four year degree

2. Commencing step with five year + degree

<u>ALLOWANCES</u>	\$
Remote Allowance	
- Single Teacher	47.00
- Married Teacher	94.00
Dependants Allowance or Married Salary	140.00
Boarding Allowance (Relieving Teacher)	214.00
Secondment (Relieving) Allowance	294.00
Service Increment	568.00

CIRCULAR 1978/98

AREA SCHOOLS SALARY SCALES

EFFECTIVE FROM 8 DECEMBER 1978

Incorporating 10.4% annual survey adjustment on Tribunal rates including GWO.

SCALE F1 - BASIC SCALE			
Step	H1 \$	H2 \$	H3 \$
01	8059	8390	9649
02	8390	8832	10367 (1)
03	8777	9274	11084 (2)
04	9163	9826	11802
05	9550	10378	12519
06	10046	10930	13237
07	10543	11426	14120
08	11095	11923	15048
09	11702	12448	

SCALE F5 - PRINCIPALS	
Roll	\$
1 - 100	16218
101 - 175	16709
176 - 250	17548
251 - 325	18917
326+	19541

POSITIONS OF RESPONSIBILITY

SCALE F2			
Step	H1 \$	H2 \$	H3 \$
01	10046	10930	12519
02	10543	11426	13237
03	11095	11923	14120
04	11702	12448	15048
05	12288	13033	15633

SCALE F3			
Step	H1 \$	H2 \$	H3 \$
01	11702	12448	15048
02	12288	13033	15633
03	12873	13618	16218

SCALE F4		
Step	H1/H2 \$	H3 \$
01	13618	16218
02	14203	16803

1 Commencing step with four year degree

2 Commencing step with five year + degree

ALLOWANCES \$

Remote allowance

- Single teacher 47.00
- Married teacher 94.00

Dependants allowance or married salary 140.00

Boarding allowance (relieving teacher) 214.00

Secondment (relieving) allowance 325.00

Service increment 627.00

AREA SCHOOLS SALARY SCALESEFFECTIVE FROM 3 SEPTEMBER 1979

Incorporating 4.5% general increase on 8 December 1978 rates

SCALE F1 - BASIC SCALE			
Step	H1 \$	H2 \$	H3 \$
01	8422	8768	10083
02	8768	9229	10834 (1)
03	9172	9691	11583 (2)
04	9575	10268	12333
05	9980	10845	13082
06	10498	11422	13833
07	11017	11940	14755
08	11594	12460	15725
09	12229	13008	

SCALE F5 - PRINCIPALS	
Roll	\$
1 - 100	16948
101 - 175	17461
176 - 250	18338
251 - 325	19768
326+	20420

POSITIONS OF RESPONSIBILITY

SCALE F2			
Step	H1 \$	H2 \$	H3 \$
01	10498	11422	13082
02	11017	11940	13833
03	11594	12460	14755
04	12229	13008	15725
05	12841	13619	16336

SCALE F3			
Step	H1 \$	H2 \$	H3 \$
01	12229	13008	15725
02	12841	13619	16336
03	13452	14231	16948

SCALE F4		
Step	H1/H2 \$	H3 \$
01	14231	16948
02	14842	17559

1 Commencing step with four year degree

2 Commencing step with five year + degree

ALLOWANCES	\$
Remote allowance	
- Single teacher	47.50
- Married teacher	95.00
Dependants allowance or married salary	140.00
Boarding allowance (relieving teacher)	224.00
Secondment (relieving) allowance	340.00
Service increment	655.00

AREA SCHOOLS SALARY SCALESEFFECTIVE FROM 10 NOVEMBER 1979

Incorporating 10.4% annual survey adjustment on 3 September 1979 rates

SCALE F1 - BASIC SCALE			
Step	H1 \$	H2 \$	H3 \$
01	9298	9680	11132
02	9680	10189	11961 (1)
03	10126	10699	12788 (2)
04	10571	11336	13616
05	11018	11973	14443
06	11590	12610	15272
07	12163	13182	16290
08	12800	13756	17360
09	13501	14361	-

SCALE F5 - PRINCIPALS	
Roll	\$
1 - 100	18711
101 - 175	19277
176 - 250	20245
251 - 325	21824
326+	22544

- 1 Commencing step with four year degree
 2 Commencing step with five year + degree

POSITIONS OF RESPONSIBILITY

SCALE F2			
Step	H1 \$	H2 \$	H3 \$
01	11590	12610	14443
02	12163	13182	15272
03	12800	13756	16290
04	13501	14361	17360
05	14176	15035	18035

SCALE F3			
Step	H1 \$	H2 \$	H3 \$
01	13501	14361	17360
02	14176	15035	18035
03	14851	15711	18711

SCALE F4		
Step	H1/H2 \$	H3 \$
01	15711	18711
02	16386	19385

CIRCULAR 1980/53

TABLE AR (17)

SALARY SCALES - AREA SCHOOL TEACHERS

EFFECTIVE FROM 1 AUGUST 1980

(Incorporating 4% General Increase on 10-11-79 rates)

SCALE F1 - BASIC SCALE			
Step	H1	H2	H3
01	9670	10067	11577
02	10067	10597	12439(1)
03	10531	11127	13300(2)
04	10994	11789	14161
05	11459	12452	15021
06	12054	13114	15883
07	12650	13709	16942
08	13312	14306	18054
09	14041	14935	-

SCALE F5 - PRINCIPALS	
Roll	\$
1 - 100	19459
101 - 175	20048
176 - 250	21055
251 - 325	22697
326+	23446

POSITIONS OF RESPONSIBILITY

SCALE F2			
Step	H1	H2	H3
01	12054	13114	15021
02	12650	13709	15883
03	13312	14306	16942
04	14041	14935	18054
05	14743	15636	18756

ALLOWANCES	\$
Remote allowance	
- Single teacher	49.40
- Married teacher	98.80
Dependents allowance	140.00
Boarding allowance (relieving teacher)	233.00
Secondment (relieving) allowance	390.00
Service increment	752.00

SCALE F3			
Step	H1	H2	H3
01	14041	14935	18054
02	14743	15636	18756
03	15445	16339	19459

SCALE F4		
Step	H1/H2	H3
01	16339	19459
02	17041	20160

TABLE AR (18)

AREA SCHOOL TEACHERS

EFFECTIVE FROM 10 NOVEMBER 1980

(Incorporating 15.7% Annual General Adjustment on 1.8.80 rates)

SCALE F1 - BASIC SCALE			
Step	H1 \$	H2 \$	H3 \$
01	11188	11648	13395
02	11648	12261	14392 (1)
03	12184	12874	15388 (2)
04	12720	13640	16384
05	13258	14407	17379
06	13946	15173	18377
07	14636	15861	19602
08	15402	16552	20888
09	16245	17280	-

SCALE F5 - PRINCIPALS	
Roll	\$
1 - 100	22514
101 - 175	23196
176 - 250	24361
251 - 325	26260
326+	27127

- (1) Commencing step with four-year degree
(2) Commencing step with five year + degree

POSITIONS OF RESPONSIBILITY

SCALE F2			
Step	H1 \$	H2 \$	H3 \$
01	13946	15173	17379
02	14636	15861	18377
03	15402	16552	19602
04	16245	17280	20888
05	17058	18091	21701

ALLOWANCES	\$
Remote Allowance	
- Single teacher	49.40
- Married teacher	98.80
Dependents Allowance	140.00
Boarding Allowance (relieving teacher)	233.00
Secondment (relieving) allowance	451.00
Service increment	870.00

SCALE F3			
Step	H1 \$	H2 \$	H3 \$
01	16245	17280	20888
02	17058	18091	21701
03	17870	18904	22514

SCALE F4		
Step	H1/H2 \$	H3 \$
01	18904	22514
02	19716	23325

AREA SCHOOL TEACHERS

EFFECTIVE FROM 11 JUNE 1981

(Incorporating 5% General Wage Order on 10.11.80 rates)

SCALE F1 - BASIC SCALE			
Step	H1 \$	H2 \$	H3 \$
01	11747	12230	14065
02	12230	12874	15112 (1)
03	12793	13518	16157 (2)
04	13356	14322	17203
05	13921	15127	18248
06	14643	15932	19296
07	15368	16654	20582
08	16172	17380	21932
09	17057	18144	-

SCALE F5 - PRINCIPALS	
Roll	\$
1 - 100	23640
101 - 175	24356
176 - 250	25579
251 - 325	27573
326+	28483

- RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982
- (1) Commencing step with four-year degree
 (2) Commencing step with five year + degree

POSITIONS OF RESPONSIBILITY

SCALE F2			
Step	H1 \$	H2 \$	H3 \$
01	14643	15932	18248
02	15368	16654	19296
03	16172	17380	20582
04	17057	18144	21932
05	17911	18996	22786

ALLOWANCES	\$
Remote Allowance	
- Single teacher	51.87
- Married teacher	103.74
Dependents Allowance	140.00
Boarding Allowance (relieving teacher)	245.00
Secondment (relieving) allowance	474.00
Service increment	914.00

SCALE F3			
Step	H1 \$	H2 \$	H3 \$
01	17057	18144	21932
02	17911	18996	22786
03	18764	19849	23640

SCALE F4		
Step	H1/H2 \$	H3 \$
01	19849	23640
02	20702	24491

AREA SCHOOL TEACHERS

EFFECTIVE FROM 11 JUNE 1981
(Incorporating 5% General Wage Order on 10.11.80 rates)

SCALE F1 - BASIC SCALE				SCALE F5 - PRINCIPALS	
Step	H1 \$	H2 \$	H3 \$	Roll	\$
01	11747	12230	14065	1 - 100	23640
02	12230	12874	15112 (1)	101 - 175	24356
03	12793	13518	16157 (2)	176 - 250	25579
04	13356	14322	17203	251 - 325	27573
05	13921	15127	18248	326+	28483
06	14643	15932	19296		
07	15368	16654	20582		
08	16172	17380	21932		
09	17057	18144	-		

(1) Commencing step with four-year degree

(2) Commencing step with five year + degree

POSITIONS OF RESPONSIBILITY

SCALE F2			
Step	H1 \$	H2 \$	H3 \$
01	14643	15932	18248
02	15368	16654	19296
03	16172	17380	20582
04	17057	18144	21932
05	17911	18996	22786

ALLOWANCES	\$
Remote Allowance	
- Single teacher	51.87
- Married teacher	103.74
Dependents Allowance	140.00
Boarding Allowance (relieving teacher)	245.00
Secondment (relieving) allowance	474.00
Service increment	914.00

SCALE F3			
Step	H1 \$	H2 \$	H3 \$
01	17057	18144	21932
02	17911	18996	22786
03	18764	19849	23640

SCALE F4		
Step	H1/H2 \$	H3 \$
01	19849	23640
02	20702	24491

TABLE AR(20)

AREA SCHOOL TEACHERS
EFFECTIVE FROM 10 NOVEMBER 1981

(Incorporating SST Order No 21 /81 and 9.2% Annual General Adjustment on 11.6.81 rates)

SCALE F1 - BASIC SCALE			
Step \$	H1 \$	H2 \$	H3 \$
01	13452	13797	15359
02	13935	14517	16501(1)
03	14418	15220	17643(2)
04	14970	16153	18786
05	15736	17065	19928
06	16634	17977	21071
07	17607	18798	22477
08	18619	19748	23950
09	19928	21071	

SCALE F5 - PRINCIPALS	
Roll	\$
1-100	26738
101-175	27544
176-250	28928
251-325	31183
326+	32214

- (1) Commencing step with four-year degree
 (2) Commencing step with five year + degree

POSITIONS OF RESPONSIBILITY

SCALE F2			
Step \$	H1 \$	H2 \$	H3 \$
01	16634	17977	19928
02	17607	18798	21071
03	18619	19748	22477
04	19928	21071	23950
05	21092	22235	25114

ALLOWANCES	\$
Remote Allowance	
- single teacher	51.87
- married teacher	103.74
Dependents Allowance	140.00
Boarding Allowance (relieving teacher)	245.00
Secondment	1104.00
(relieving allowance)	
Service increment	998.00
Associate teachers Allowance (maximum)	2.00 32.00
Bus Controllers Allowance	2.26 .79
Senior Administrative allowance	819.00

SCALE F3			
Step	H1	H2	H3
01	19928	21071	23950
02	21092	22235	25114
03	22182	23325	26204

SCALE F4		
Step	H1/d2	H3
01	23325	26204
02	24365	27243

CIRCULAR 1982/89

AREA SCHOOL TEACHERS
EFFECTIVE FROM 10 JANUARY 1985

(Incorporating 7% Annual General Adjustment)

SCALE F1 - BASIC SCALE			
Step	H1 \$	H2 \$	H3 \$
01	14840	15209	16880
02	15357	15979	18102 (1)
03	15873	16732	19324 (2)
04	16464	17730	20547
05	17284	18706	21769
06	18245	19682	22992
07	19286	20560	24497
08	20369	21577	26073
09	21769	22992	

SCALE F5 - PRINCIPALS	
Roll	\$
1-100	29056
101-175	29918
176-250	31399
251-325	33812
326+	34915

(1) Commencing step with four-year degree

(2) Commencing step with five year[†] degree

POSITIONS OF RESPONSIBILITY

SCALE F2			
Step	H1 \$	H2 \$	H3 \$
01	18245	19682	21769
02	19286	20560	22992
03	20369	21577	24497
04	21769	22992	26073
05	23015	25404	27318

SCALE F3			
Step	H1	H2	H3
01	21769	22992	26073
02	23015	24238	27318
03	24181	25404	28484

SCALE F4		
Step	H1/H2	H3
01	25404	28484
02	26517	29596

ALLOWANCES	
	\$
Remote Allowance	
- single teacher	51.87
- married teacher	103.74
Dependents Allowance	140.00
Boarding Allowance (relieving teacher)	245.00
Secondment Allowance	1181.00
Service Increment	1068.00
Careers Adviser Allowance*	648.00
Associate teachers Allowance (maximum)	2.14 34.24
Bus Controllers Allowance	2.42 .85
Senior Administra- tive Allowance	876.00

Circular 1985/8

*Circular 1982/45

A/L 19 - Mar 87

AREA SCHOOL TEACHERS
 Effective from 10 November 1985
 (Incorporating AGA 4% adj., & SST Order 8/86)

Principal Roll

Scale F5 325 +	48415
251-325	46897
175-250	43550
101-175	41496
1-100	40300

Positions of Responsibility

Scale F4	H1/H2/H3
----------	----------

02	38771
01	37314

H1/H2

Scale F3	03	32720	37314
	02	31210	35756
	01	29610	34156

Scale F2	05	29275	31210	35756
	04	27675	29610	34156
	03	25835	27754	31601
	02	24412	26421	29200
	01	23043	25270	27647

Basic Scale		H1	H2	H3
Scale F1	09	27675	29610	
	08	25835	27754	34156
	07	24412	26421	31601
	06	23043	25270	29200
	05	21733	23990	27647
	04	20702	22710	25684
	03	19926	21401	24195 (2)
	02	19248	20414	22265 (1)
	01	18568	19404	20762

(2) Commencing step with five + year degree

(1) Commencing step with four year degree

Allowances

Boarding Allowance (Relieving Teachers)	245
Remote Allowance:	
Married Teacher	103.74
Single Teacher	51.87
Dependants Allowance	140
Associates Teachers Allowance p/h (Maximum)	2.57 41.13
Bus Controllers: 1st Route	2.81
Additional Routes	1.02
Assessment Allowance	39.35
Staffing Incentives Allowance	778
Careers Adviser Allowances	849
Secondment Allowance	1419
Service Increment	1283
Senior Administrative Allowances Up to 325	1600
326 and over	2300

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

AREA SCHOOL TEACHERS

Effective 15 January 1987 (Incorporating 7% GA)

Principal Roll

Scale F5 326 +	51804
251-325	50180
176-250	46599
101-175	44401
1-100	43121

Positions of Responsibility

Scale F4 H1/H2/H3

02	41485
01	39926

H1/H2

Scale F3	03	35010	39926
	02	33395	38259
	01	31683	36547

Scale F2	05	31324	33385	38259
	04	29612	31683	36547
	03	27643	29697	33813
	02	26121	28270	31244
	01	24656	27039	29582

Basic Scale H1 H2 H3

Scale F1	09	29612	31683
	08	27643	29697
	07	26121	28270
	06	24656	27039
	05	23254	25669
	04	22151	24300
	03	21321	22899
	02	20595	21843
	01	19868	20762

31244
29582
27482
25846 (2)
23824 (1)
22215

(2) Commencing step with five + year degree

(1) Commencing step with four year degree

AREA SCHOOL TEACHERS (Cont)
Effective 15 January 1987 (Incorporating 7% GA)

Allowances

Boarding Allowance (Relieving Teachers)		245
Remote Allowance:		
Married Teacher		103.74
Single Teacher		51.87
Dependants Allowance		140
Senior Administrative Allowances	326 and over Up to 325	2461 1712
Secondment Allowance		1518
Service Increment		1373
Careers Adviser Allowance		908
Staffing Incentives Allowance		832
Assessment Allowance (Maximum per year)		42.75 384.75
Bus Controllers: 1st Route Additional Routes		3.11 1.09
Associate Teachers Allowance p/h (Maximum per week)		2.75 44.01

Supervision of Evening Classes

No. of classes	Rate per class	Maximum per year
	\$	\$
1-8	3.40	-
9-20	3.45	2070
21-30	3.15	2741

Appendix B

Section 19 - Page 1
TABLE PRM (16)

PRIMARY SCALES AND ALLOWANCES
EFFECTIVE FROM 11 FEBRUARY 1974
(Incorporating Wage Adjustment Order Increase of 2.7%)

Scale	Step	Q1	Q2	Q3	Q4	Q5	Q6
A1	01	\$4059	4236	4370	4535	4699	4862
	02	4236	4407	4554 (4)	4717 (4)	4883 (4)	5046
	03	4407	4601	4849	5013	5178	5340 (5)
	04	4576	4823	5069	5234	5397	5562 (6)
	05	4841	5087	5333	5498	5661	5827
	06	5170	5416	5661	5827	5990	6156 (1)
	07	5498	5744	5990	6156	6318	6482
	08	5827	6072	6318	6482	6645	6811
A2	20 (2)	6088	6335	6580	6744	6910	7073
B1	06	5170	5416	5661	5827	5990	6156
	07	5498	5744	5990	6156	6318	6482
	08	5827	6072	6318	6482	6645	6811
	09	6218	6466	6712	6876	7042	7204
B2	07	5498	5744	5990	6156	6318	6482
	08	5827	6072	6318	6482	6645	6811
	09	6218	6466	6712	6876	7042	7204
	10	6482	6729	6975	7138	7304	7465
B3	08	5827	6072	6318	6482	6645	6811
	09	6218	6466	6712	6876	7042	7204
	10	6482	6729	6975	7138	7304	7465
	11	6778	7023	7269	7434	7598	7762
B4	09	6218	6466	6712	6876	7042	7204
	10	6482	6729	6975	7138	7304	7465
	11	6778	7023	7269	7434	7598	7762
	12	7105	7352	7598	7762	7926	8091
C1	13	7631		7876	8041	8206	8369
C2	14	7959		8206	8369	8535	8698
C3	15	8288		8535	8698	8860	9026
D1	16			9684			
D2	17			10092 (3)			

Note: Married salary \$140 payable where eligible.

(1) Country Service and Efficiency Bars.

(4) Commencing salary for group.

(2) Special Step.

(5) Commencing salary with 4 year degree.

(3) An additional allowance of \$329 is payable to Principals of overlarge schools.*

(6) Commencing salary with 5+ year degree.

PRIMARY SCALES: OTHER RATES

Scale	Step	\$
07 Uncertificated Teachers	1	2699
	2	2961
	3	3136
	4	3310
21 Probationary Assistants S.F.C. under 21 S.R.C. 21 and over U.E.		2959 2998 3170
22 Teachers in Grade I Schools		2231
08 Junior Assistants	1	1551
	2	1725
	3	1953
	4	2109
D.H.S. Allowance* Secondary Department Grade A and B C to F G and higher		656 902 1148
Normal Salary*		337
Minimum Rate Payable to Twenty Year Old	MALE FEMALE	3437 2653
Associate Teacher's Allowance \$6.73 per student week*		
Needlework Instructresses \$3.681 per hour including Holiday Pay.		

PRINCIPALS OF NORMAL SCHOOLS (Scale E7)

Principal, primary or contributing normal school of Grade VIIID or lower	01	10616
Principal, primary or contributing normal school of Grade VIIIE or higher	02	11033
Principal, normal intermediate school (3)	03	11033

ALLOWANCES

<u>Boarding Allowance</u>	\$
Junior Assistant, under 20 years	139.00
Relieving Teacher	179.00
<u>Remote Allowance</u>	
Married Teacher	79.00
Single Teacher	39.50
Mobile Reserve	336.00
Secondment (Relieving) Allowance	206.00

* The 2.7% Adjustment to these Allowances is effective from 19 February 1974

PRIMARY SCALES AND ALLOWANCES
EFFECTIVE FROM 1 JULY 1974

TABLE PRM (17)

(Incorporating General Wage Adjustment of 9%)

Scale	Step	Q1	Q2	Q3	Q4	Q5	Q6
A1	01	4424	4617	4763	4943	5122	5300
	02	4617	4804	4964 (3)	5142 (3)	5322 (3)	5500
	03	4804	5015	5285	5464	5644	5821 (4)
	04	4988	5257	5525	5705	5883	6063 (5)
	05	5277	5545	5813	5993	6170	6351
	06	5635	5903	6170	6351	6529	6710 (1)
	07	5993	6261	6529	6710	6887	7065
	08	6351	6618	6887	7065	7243	7424
	20 (2)	6636	6905	7172	7351	7532	7710
B1	06	5635	5903	6170	6351	6529	6710
	07	5993	6261	6529	6710	6887	7065
	08	6351	6618	6887	7065	7243	7424
	09	6778	7048	7316	7495	7676	7852
B2	07	5993	6261	6529	6710	6887	7065
	08	6351	6618	6887	7065	7243	7424
	09	6778	7048	7316	7495	7676	7852
	10	7065	7335	7603	7780	7961	8137
B3	08	6351	6618	6887	7065	7243	7424
	09	6778	7048	7316	7495	7676	7852
	10	7065	7335	7603	7780	7961	8137
	11	7388	7655	7923	8103	8282	8461
B4	09	6778	7048	7316	7495	7676	7852
	10	7065	7335	7603	7780	7961	8137
	11	7388	7655	7923	8103	8282	8461
	12	7744	8014	8282	8461	8639	8819
C1	13	8318		8585	8765	8945	9122
C2	14	8675		8945	9122	9303	9481
C3	15	9034		9303	9481	9657	9838
D1	16			10556			
D2	17			11000			

- (1) Country Service and Efficiency Bars.
(2) Special Step.

- (3) Commencing salary for group.
(4) Commencing salary with 4 year degree.
(5) Commencing salary with 5+ year degree.

OTHER RATES

Scale	Step	\$
07 Uncertificated Teachers	01	2942
	02	3227
	03	3418
	04	3608
08 Junior Assistants	01	1691
	02	1880
	03	2129
	04	2299
22 Teachers in Grade I Schools	01	2432
Minimum Rate Payable to 20 Year Old	MALE	3746
	FEMALE	2892
Needlework Instructors: \$4.012 per hour (including Holiday Pay)		
E7 Principals of Normal Schools: Principal, Primary or contributing normal school of Grade VIID or lower	01	11571
Principal, Primary or contributing normal school of Grade VIIIE or higher	02	12026
Principal, Normal Intermediate School	03	12026

ALLOWANCES

D.H.S. Allowance:	\$
Secondary Department	
Grade A and B	715.00
C to F	983.00
G and higher	1251.00
Normal Salary	367.00
Associate Teacher's Allowance (per student week)	7.34
Boarding Allowance:	
Junior Assistant, under 20 years	152.00
Relieving Teacher	195.00
Remote Allowance:	
Married Teacher	86.00
Single Teacher	43.00
Mobile Reserve	366.00
Secondment (Relieving) Allowance	225.00
Principal Overlarge School	359.00
Married Salary	140.00

P R I M A R Y S C A L E S A N D A L L O W A N C E S
EFFECTIVE FROM 1 JULY 1974

TABLE PRM (18)

(Incorporating General Salary Increase of 1% on 11 February 1974 Rates)

Scale	Step	Q1	Q2	Q3	Q4	Q5	Q6
A1	01	\$ 4587	\$ 4787	\$ 4938	\$ 5125	\$ 5310	\$ 5494
	02	4787	4980	5146(3)	5330(3)	5518(3)	5702
	03	4980	5199	5479	5665	5851	6034(4)
	04	5171	5450	5728	5914	6099	6285(5)
	05	5470	5748	6026	6213	6397	6585
	06	5842	6120	6397	6585	6769	6956(1)
	07	6213	6491	6769	6956	7139	7325
	08	6585	6861	7139	7325	7509	7696
	20 (2)	6879	7159	7435	7621	7808	7992
B1	06	5842	6120	6397	6585	6769	6956
	07	6213	6491	6769	6956	7139	7325
	08	6585	6861	7139	7325	7509	7696
	09	7026	7307	7585	7770	7957	8141
B2	07	6213	6491	6769	6956	7139	7325
	08	6585	6861	7139	7325	7509	7696
	09	7026	7307	7585	7770	7957	8141
	10	7325	7604	7882	8066	8254	8435
B3	08	6585	6861	7139	7325	7509	7696
	09	7026	7307	7585	7770	7957	8141
	10	7325	7604	7882	8066	8254	8435
	11	7659	7936	8214	8406	8586	8771
B4	09	7026	7307	7585	7770	7957	8141
	10	7325	7604	7882	8066	8254	8435
	11	7659	7936	8214	8400	8586	8771
	12	8029	8308	8586	8771	8956	9143
C1	13	8629		8900	9086	9273	9457
C2	14	8994		9273	9457	9645	9829
C3	15	9365		9645	9829	10012	10199
D1	16			10943			
D2	17			11404			

(1) Country Service and Efficiency Bars.
 (2) Special Step.

(3) Commencing salary for group.
 (4) Commencing salary with 4 year degree
 (5) Commencing salary with 5+ year degree.

OTHER RATES

Scale	Step	\$
07 Uncertificated Teachers	01	3050
	02	3346
	03	3544
	04	3740
08 Junior Assistants	01	1753
	02	1949
	03	2207
	04	2383
22 Teachers in Grade I Schools	01	2521
Minimum Rate Payable to 20 Year Old		3884
Needlework Instructresses: \$4.240 per hour (including Holiday Pay)		
E7 Principals of Normal Schools: Principal, Primary or contributing normal school of Grade VIID or lower	01	11996
	02	12467
	03	12467

ALLOWANCES

D.H.S. Allowance:	\$
Secondary Department	
Grade A and B	741.00
C to F	1019.00
G and higher	1297.00
Normal Salary	381.00
Associate Teacher's Allowance (per student week)	7.60
Boarding Allowance:	
Junior Assistant, under 20 years	157.00
Relieving Teacher	202.00
Remote Allowance:	
Married Teacher	89.00
Single Teacher	44.50
Mobile Reserve	380.00
Secondment (Relieving) Allowance	233.00
Principal Overlarge School	372.00
Married Salary	140.00

Section 19 - Page 4

PRIMARY SCALES AND ALLOWANCES
EFFECTIVE FROM 9 JULY 1975

TABLE PRM (19)

(Incorporating General Salary Increase on 1 July 1974 rates)

Scale	Step	Q1	Q2	Q3	Q4	Q5	Q6
A1	01	4817	5017	5168	5355	5540	5724
	02	5017	5210	5376(3)	5560(3)	5748(3)	5932
	03	5210	5429	5709	5895	6081	6264(4)
	04	5401	5680	5958	6144	6329	6515(5)
	05	5700	5978	6256	6443	6627	6815
	06	6072	6350	6627	6815	6999	7186(1)
	07	6443	6721	6999	7186	7369	7555
	08	6815	7091	7369	7555	7739	7926
A2	20 (2)	7109	7389	7665	7851	8038	8222
B1	06	6072	6350	6627	6815	6999	7186
	07	6443	6721	6999	7186	7369	7555
	08	6815	7091	7369	7555	7739	7926
	09	7256	7537	7815	8000	8187	8371
B2	07	6443	6721	6999	7186	7369	7555
	08	6815	7091	7369	7555	7739	7926
	09	7256	7537	7815	8000	8187	8371
	10	7555	7834	8112	8296	8484	8665
B3	08	6815	7091	7369	7555	7739	7926
	09	7256	7537	7815	8000	8187	8371
	10	7555	7834	8112	8296	8484	8665
	11	7889	8166	8444	8630	8816	9001
B4	09	7256	7537	7815	8000	8187	8371
	10	7555	7834	8112	8296	8484	8665
	11	7889	8166	8444	8630	8816	9001
	12	8259	8538	8816	9001	9186	9373
C1	13	8853		9130	9316	9503	9687
C2	14	9224		9503	9687	9875	10059
C3	15	9595		9875	10059	10242	10429
D1	16			11173			
D2	17			11634			

(1) Country Service and Efficiency Bars.

(2) Special Step.

(3) Commencing salary for group.

(4) Commencing salary with 4 year degree.

(5) Commencing salary with 5+ year degree.

OTHER RATES

Scale	Step	\$
07 Uncertificated Teachers	01	3280
	02	3576
	03	3774
	04	3970
08 Junior Assistants	01	1983
	02	2179
	03	2437
	04	2613
22 Teachers in Grade I Schools	01	2751
N.B. Minimum Rate Payable to 20 Year Old		4114
Needlework Instructresses : \$4.357 per hour (including Holiday Pay)		
E7 Principals of Normal Schools: Principal, Primary or contributing normal school of Grade VIID or lower	01	12226
	02	12697
	03	12697

ALLOWANCES

D.H.S. Allowance:	\$
Secondary Department	
Grade A and B	741.00
C to F	1019.00
G and higher	1297.00
Normal Salary	381.00
Associate Teacher's Allowance (per student week)	7.60
Boarding Allowance:	
Junior Assistant, under 20 years	157.00
Relieving Teacher	202.00
Remote Allowance:	
Married Teacher	89.00
Single Teacher	44.50
Mobile Reserve	380.00
Secondment (Relieving) Allowance	233.00
Principal Overlarge School	372.00
Married Salary	140.00

PRIMARY SCALES AND ALLOWANCESEFFECTIVE FROM 9 JULY 1975

(Incorporating General Salary Increase on 9 July 1975 rates and increases granted under State Services Tribunal Order No. 84/1975)

Scale	Step	Q1	Q2	Q3
A	01	5014	5223	5788
	02	5223	5476	6210(2)
	03	5476	5715	6470(3)
	04	5684	5975	6775
	05	5996	6277	7145
	06	6381	6660	7520(1)
	07	6753	7030	7885
	08	7158	7520	8240
	09	7610	7967	8866
B1	07	6753	7030	7885
	08	7158	7520	8240
	09	7610	7967	8866
	10	7750	8100	8990
B2	08	7158	7520	8240
	09	7610	7967	8866
	10	7750	8100	8990
	11	8050	8400	9190
B3	09	7610	7967	8866
	10	7750	8100	8990
	11	8050	8400	9190
	12	8350	8750	9490
B4	10	7750	8100	8990
	11	8050	8400	9190
	12	8350	8750	9490
	13	8650	9100	9790
C1	14	9390		9947
C2	15	9763		10319
C3	16	10135		10689
D1	17		11810	
D2	18		12280	

- (1) Country Service and Efficiency Bars
 (2) Commencing salary with 4 year degree
 (3) Commencing salary with 5+ year degree

OTHER RATES

Scale	Step	\$
07 Uncertificated Teachers	01	3414
	02	3723
	03	3929
	04	4133
08 Junior Assistants	01	2064
	02	2268
	03	2537
	04	2720
22 Teachers in Grade I Schools	01	2864
Minimum Rate Payable to 20 Year Old		4283
Needlework Instructresses: \$4.536 per hour (including Holiday Pay)		
B7 Principals of Normal Schools: Principal, Primary or contributing normal school of Grade VIID or lower	01	12820
	02	13330
	03	13330

ALLOWANCES

D.H.S. Allowance:	\$
Secondary Department	
Grade A and B	758.00
C to F	1042.00
G and higher	1326.00
Normal Salary	390.00
Associate Teacher's Allowance (per student week)	7.77
Boarding Allowance:	
Junior Assistant, under 20 yrs	157.00
Relieving Teacher	202.00
Remote Allowances:	
Married Teacher	89.00
Single Teacher	44.50
Mobile Reserve	389.00
Secondment (Relieving) Allowance	238.00
Principal Overlarge School	380.00
Married Salary	140.00
Service Increment	459.00
Special Duties Allowance	variable

Appendix C

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TABLE SEC (14)

S A L A R Y S C A L E S - S E C O N D A R Y

EFFECTIVE FROM 11 FEBRUARY 1974

(Incorporating Wage Adjustment Order Increase of 2.7%)

BASIC SCALE FOR TRAINED TEACHERS - SCALE J1						
Qualifi-cation Group	GI	GII	GIIIa	GIIIb		
	G1	G2	G3	G4 (1)	G5 (2)	
Scale Step J1	01	3983	4234	4711	5188	5584
	02	4234	4553	5188	5584	6060
	03	4472	4870	5584	6060	6380
	04	4711	5188	6060	6380	6855
	05	4947	5584	6380	6855	7412
	06	5266	5901	6855	7412	7967
	07	5584	6218	7412	7967	-----
	08	5901	6617	7967	-----	-----
	09	6301	7093	-----	-----	-----
	10	6775	-----	-----	-----	-----

- (1) four year degree
- (2) five year + degree
- (3) a. Country service bar.
- b. Efficiency bar.
- c. Manual training teacher bar except those exempted.

SCALES FOR UNTRAINED TEACHERS					
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	3560	3812	4234	4553	5029
02	3812	4067	4553	5029	5426

SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	3137	3560	4067	4234	4553
02	3560	3812	4234	4553	5029
03	3812	4067	4553	5029	5426

(4) Then to Step 2 Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	8921	A	Up to 300
	02	9238	B	301 - 500
	03	9555	C	501 - 850
	04	9875	D	851+

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	9238	A	Up to 300
	02	9796	B	301 - 500
	03	10350	C	501 - 850
	04	10826	D	851+

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	9954	A	Up to 300
	02	11145	B	301 - 500
	03	12415	C	501 - 850
	04	13608	D	851+

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	RATE
44	PR1	158
45	PR2	476
46	PR3	795
47	PR4	1271

SERVICE INCREMENT *		
Code	Rate	All Qualification Groups
36	397	

Scale	Step	Rate
J7	01	3137

P A R T - T I M E R A T E S
(Holiday Pay Included)

DAY CLASSES

(Hourly rate based on annual rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$	\$	\$	\$
3137	3.574	5426	6.175
3560	4.039	5584	6.360
3812	4.316	5901	6.732
3983	4.504	6060	6.918
4067	4.597	6218	7.103
4234	4.783	6301	7.199
4472	5.060	6380	7.292
4553	5.155	6617	7.569
4711	5.339	6775	7.754
4870	5.525	6855	7.847
4947	5.616	7093	8.127
5029	5.712	7412	8.498
5188	5.898	7967	9.149
5266	5.989		

TECHNICAL AND CONTINUATION CLASSES (5)

Type of Rate	Hourly Ordinary Time	Hours Time 1½
Minimum	\$ 3.016	3.770
Capitation	4.889	6.111
Maximum	6.760	8.450

SUPERVISION OF EVENING CLASSES (5)

No. of Classes	Rate Per Class	Minimum Per Week	Maximum Per Year
1 - 8	0.300	-\$	-\$
9 - 20	0.300	3.00	180
21 - 30	0.275	6.00	240
31 - 40	0.250	7.50	260

(5) Based on Old Secondary Scales

* The 2.7% Adjustment to these Allowances is Effective from 19 February 1974

a. Payments Adjusted with Half-Yearly Surveys	\$
Senior Assistant, D.H.S. with Secondary Departments of Grades B, C and D *	215.00
b. Payments Adjusted with General Wage Increases Only	
Boarding Allowance Relieving Teacher	179.00
Remote Allowance Married Teacher Single Teacher	79.00 59.50
Principal's Allowance Attached Inst. * Department Grade IVA-VD Grade VIA-VIIB Grade VIIIC+	188.00 282.00 400.00
Careers Adviser *	154.00
c. Not Adjusted	
Married Salary	140.00

SECONDARY SCALES : OVERTIME RATESEFFECTIVE FROM 11 FEBRUARY 1974

Married Salary Not Payable				Married Salary Payable			
Step	Sc.I	Sc.III	Notional Annual Rate	Step	Sc.I	Sc.III	Notional Annual Rate
			\$				\$
1	-	3484	9.168	1	-	-	3624
2	-	3660	9.632	2	-	-	3800
3	-	3855	10.145	3	-	-	3995
4	-	4049	10.655	4	-	-	4189
5	-	4227	11.124	5	-	-	4367
6	-	4356	11.463	6	-	-	4496
7	-	4576	12.042	7	-	-	4716
8	-	4707	12.387	8	-	-	4847
9	-	4854	12.774	9	-	-	4994
10	1	5112	13.453	10	1	1	5252
11	2	5352	14.084	11	2	2	5492
12	3	5627	14.808	12	3	3	5767
13	4	5794	15.247	13	4	4	5934
14	5	5997	15.782	14	5	5	6137
15	6	6236	16.411	15	6	6	6376
16	7	6457	16.992	16	7	7	6597
17	8	6679	17.576	17	8	8	6819
-	9	6936	18.253	-	9	9	7076
-	10	7157	18.834	-	10	10	7297
-	11	7379	19.418	-	11	11	7519
-	12	7543	19.850	-	12	12	7683

SALARY SCALES - SECONDARY

EFFECTIVE FROM 1 JULY 1974

(Incorporating General Wage Adjustment of 9%)

		BASIC SCALE FOR TRAINED TEACHERS - SCALE J1				
Qualification Group	Step	GI	GII	GIIIa	GIIIb	
		GI	GII	GIIIa	GIIIb	
Scale	Step	β	β	β	β	β
J1	01	4341	4615	5135	5655	6087
	02	4615	4963	5655	6087	6605
	03	4874	5308	6087	6605	6954
	04	5135	5655	6605	6954	7472
	05	5392	6087	6954	7472	8079
	06	5740	6432	7472	8079	8684
	07	6087	6778	8079	8684	(3)
	08	6432	7213	8684		
	09	6868	7731			
	10	7385				

- (1) four year degree
- (2) five year + degree
- (3) a. Country service bar.
b. Efficiency bar.
c. Manual training teacher bar except those exempted.

SCALES FOR UNTRAINED TEACHERS					
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIIIa	GIIIb	
	GI	GII	GIIIa	GI	GI
01	3880	4155	4615	4963	5482
02	4155	4433	4963	5482	5914

(4) Then to Step 2 Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	9724	A	Up to 300
	02	10069	B	301 - 500
	03	10415	C	501 - 850
	04	10764	D	851+

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	10069	A	Up to 300
	02	10678	B	301 - 500
	03	11282	C	501 - 850
	04	11800	D	851+

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	10850	A	Up to 300
	02	12148	B	301 - 500
	03	13532	C	501 - 850
	04	14833	D	851+

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	RATE
44	PR1	172
45	PR2	519
46	PR3	867
47	PR4	.1385

SERVICE INCREMENT		
Code	Rate	
36	433	All Qualification Groups

PROBATIONARY ASSISTANTS		
Scale	Step	Rate
J7	01	3419

PART-TIME RATES
(Holiday Pay Included)

DAY CLASSES

(Hourly Rates Based on 1/855 of Annual Rate in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
3449	3.999	5914	6.917
3880	4.538	6087	7.119
4155	4.860	6432	7.523
4341	5.077	6605	7.725
4433	5.185	6778	7.927
4615	5.398	6868	8.033
4874	5.701	6954	8.133
4963	5.805	7213	8.436
5135	6.006	7385	8.637
5308	6.208	7472	8.739
5392	6.306	7731	9.042
5482	6.412	8079	9.449
5655	6.614	8684	10.457
5740	6.713		

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1½
Minimum	3.287	4.109
Capitation	5.328	6.660
Maximum	7.368	9.210

No. of Classes	Rate Per Class	Minimum Per Week	Maximum Per Year
1 - 8	0.340	—	—
9 - 20	0.340	3.36	202
21 - 30	0.305	6.71	268
31 - 40	0.280	8.39	291

ALLOWANCES

- (a) Senior Assistant, D.H.S. with Secondary Departments of Grades B, C and D 234
- (b) Boarding Allowance (Relieving Teacher) 195
- (c) Remote allowance
Married Teacher 86
Single Teacher 43
- (d) Principals Allowance attached Intermediate Department
Grade IVA - VD 205
Grade VIA - VIIIB 307
Grade VIIIC + 436
- (e) Careers Adviser 168
- (f) Married Salary 140

SECONDARY SCALES : OVERTIME RATESEFFECTIVE FROM 1 JULY 1974

Married Salary Not Payable			Married Salary Payable		
<u>Step</u> Sc.I	<u>Sc.III</u>	Notional Annual Rate	<u>Step</u> Sc.I	<u>Sc.III</u>	Notional Annual Rate
		\$			\$
1		3798	9.995	1	3938
2		3989	10.497	2	4129
3		4202	11.058	3	4342
4		4413	11.613	4	4553
5		4607	12.124	5	4747
6		4748	12.495	6	4888
7		4988	13.126	7	5128
8		5131	13.503	8	5271
9		5291	13.924	9	5431
10	1	5572	14.663	10	5712
11	2	5834	15.353	11	5974
12	3	6133	16.139	12	6273
13	4	6315	16.618	13	6455
14	5	6537	17.203	14	6677
15	6	6797	17.887	15	6937
16	7	7038	18.521	16	7178
17	8	7280	19.158	17	7420
	9	7560	19.895	9	7700
	10	7804	20.529	10	7941
	11	8043	21.166	11	8183
	12	8222	21.637	12	8362

RELEASER UNDER THE OFFICIAL INFORMATION ACT 1982

S A L A R Y S C A L E S - S E C O N D A R Y
EFFECTIVE FROM 1 JULY 1974

(Incorporating General Salary Increase of 13% on 11 February 1974 Rates)

BASIC SCALE FOR TRAINED TEACHERS - SCALE J1						
Qualifi- cation Group	Step	GI	GII	GIIIa	GIIIb	
		GI	G2	G3	G4 (1)	G5 (2)
Scale	Step	\$	\$	\$	\$	\$
J1	01	4501	4784	5323	5862	6310
	02	4784	5145	5862	6310	6848
	03	5053	5503	6310	6848	7209
	04	5323	5862	6848	7209	7746
	05	5590	6310	7209	7746	8376
	06	5951	6668	7746	8376	9003
	07	6310	7026	8376	9003	-
	08	6668	7477	9003	-	-
	09	7120	8015	-	-	-
	10	7656	-	-	-	-

- (1) four year degree
- (2) five year + degree
- (3) a. Country service bar.
- b. Efficiency bar.
- c. Manual training teacher bar except those exempted.

(3)

SCALES FOR UNTRAINED TEACHERS					
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIIIa	GIIIb	
	GI	G2	G3	G4 (1)	G5 (2)
01	\$ 4023	4308	4784	5145	5683
02	4308	4596	5145	5683	6131

SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
01	3545	4023	4596	4784	5145
02	4023	4308	4784	5145	5683
03	4308	4596	5145	5683	6131

(4) Then to Step 2 Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 10081	A	Up to 300
	02	10439	B	301 - 500
	03	10797	C	501 - 850
	04	11159	D	851+

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	\$ 10439	A	Up to 300
	02	11069	B	301 - 500
	03	11696	C	501 - 850
	04	12233	D	851+

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$ 11248	A	Up to 300
	02	12594	B	301 - 500
	03	14029	C	501 - 850
	04	15377	D	851+

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	RATE
44	PR1	179
45	PR2	538
46	PR3	898
47	PR4	1436

SERVICE INCREMENT		
Code	Rate	
36	\$ 449	All Qualification Groups

PROBATIONARY ASSISTANTS		
Scale	Step	Rate
J7	01	\$ 3545

P A R T - T I M E R A T E S
(Holiday Pay Included)

DAY CLASSES

(Hourly Rates Based on 1/855 of Annual Rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$ 3545	\$ 4.146	6131	7.171
4023	4.705	6310	7.380
4308	5.039	6668	7.799
4501	5.264	6848	8.009
4596	5.375	7026	8.218
4784	5.595	7120	8.327
5053	5.910	7209	8.432
5145	6.018	7477	8.745
5323	6.226	7656	8.954
5503	6.436	7746	9.060
5590	6.538	8015	9.374
5683	6.647	8376	9.796
5862	6.856	9003	10.530
5951	6.960		

TECHNICAL AND CONTINUATION CLASSES (5)

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1½
Minimum	\$ 3.408	\$ 4.260
Capitation	5.525	6.906
Maximum	7.639	9.548

No of Classes	Rate per Class	Minimum per Week	Maximum per Year
1 - 8	0.340	-\$	-\$
9 - 20	0.340	3.36	202
21 - 30	0.305	6.71	268
31 - 40	0.280	8.39	291

ALLOWANCES

	\$
(a) Senior Assistant, DHS with Secondary Departments of Grades B, C and D	243.00
(b) Boarding Allowance (Relieving Teacher)	202.00
(c) Remote allowance Married Teacher	89.00
Single Teacher	44.50
(d) Principals Allowance attached Intermediate Department	
Grade IVA - VD	212.00
Grade VIA - VIIIB	319.00
Grade VIIIC +	452.00
(e) Careers Adviser	174.00
(f) Married Salary	140.00

SECONDARY SCALES : OVERTIME RATESEFFECTIVE FROM 1 JULY 1974

Married Salary Not Payable			Married Salary Payable				
<u>Step</u>		Notional Annual Rate	O/T Rate	<u>Step</u>		Notional Annual Rate	O/T Rate
Sc.I	Sc.III	\$	\$	Sc.I	Sc.III	\$	\$
1		3937	10.361	1		4077	10.729
2		4136	10.884	2		4276	11.253
3		4356	11.463	3		4496	11.832
4		4575	12.039	4		4715	12.408
5		4777	12.571	5		4917	12.939
6		4922	12.953	6		5062	13.321
7		5171	13.608	7		5311	13.976
8		5319	13.997	8		5459	14.366
9		5485	14.434	9		5625	14.803
10	1	5777	15.203	10	1	5917	15.571
11	2	6048	15.916	11	2	6188	16.284
12	3	6359	16.734	12	3	6499	17.103
13	4	6547	17.229	13	4	6687	17.597
14	5	6777	17.834	14	5	6917	18.203
15	6	7047	18.545	15	6	7187	18.913
16	7	7296	19.200	16	7	7436	19.568
17	8	7547	19.861	17	8	7687	20.229
	9	7838	20.626		9	7978	20.995
	10	8087	21.282		10	8227	21.650
	11	8338	21.942		11	8478	22.311
	12	8524	22.432		12	8664	22.800

TABLE SEC (17)

S A L A R Y S C A L E S - S E C O N D A R Y
EFFECTIVE FROM 9 JULY 1975

(Incorporating General Salary Increase on 1 July 1974 Rates)

Qualification G1-G5	BASIC SCALE FOR TRAINED TEACHERS - SCALE J1				
	G1		GII	GIIIa	GIIIb
	G1	G2	G3	G4 (1)	G5 (2)
Scale Step J1	01	4731	5014	5553	6092 6540
	02	5014	5375	6092	6540 7078
	03	5283	5733	6540	7078 7439
	04	5553	6092	7078	7439 7976
	05	5820	6540	7439	7976 8606
	06	6181	6898	7976	8606 9233
	07	6540	7256	8606	- - - - -
	08	6898	7797	9233	- - - - -
	09	7290	8245		
	10	7686			

- (1) four year degree
- (2) five year + degree
- (3)
 - a. Country service bar.
 - b. Efficiency bar.
 - c. Manual training teacher bar except those exempted.

SCALES FOR UNTRAINED TEACHERS					
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	G1	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	4253	4538	5014	5375	5913
02	4538	4826	5375	5913	6361

SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
Step	G1	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	3775	4253	4826	5014	5375
02	4253	4538	5014	5375	5913
03	4538	4826	5375	5913	6361

(4) Then to Step 2 Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	10311	A	Up to 300
	02	10669	B	301 - 500
	03	11027	C	501 - 850
	04	11389	D	851+

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	10669	A	Up to 300
	02	11299	B	301 - 500
	03	11926	C	501 - 850
	04	12463	D	851+

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	11478	A	Up to 300
	02	12824	B	301 - 500
	03	14259	C	501 - 850
	04	15607	D	851+

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR1	179
45	PR2	538
46	PR3	898
47	PR4	1436

SERVICE INCREMENT		
Code	Rate	
36	449	All Qualification Groups

PROBATIONARY ASSISTANTS		
Scale	Step	Rate
J7	01	3775

NB: Minimum rate payable to 20 year old - ₦4414

P A R T - T I M E R A T E S
(Holiday Pay Included)

DAY CLASSES

(Hourly Rates Based on 1/850 of Annual Rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
₦	₦	₦	₦
3775	4.415	6364	7.440
4253	4.974	6940	7.649
4538	5.208	6898	8.068
4731	5.533	7078	8.278
4826	5.644	7256	8.487
5014	5.864	7350	8.596
5283	6.179	7439	8.701
5375	6.287	7707	9.014
5553	6.495	7886	9.223
5733	6.705	7976	9.329
5820	6.807	8245	9.463
5913	6.916	8606	10.065
6092	7.125	9233	10.799
6181	7.229		

TECHNICAL AND CONTINUATION CLASSES

Type of Rate	Hourly Rates	
	Ordinary Time	Time $1\frac{1}{2}$
Minimum	3.518	4.398
Capitation	5.635	7.044
Maximum	7.749	9.686

SUPERVISION OF EVENING CLASSES

No of Classes	Rate per Class	Minimum per Week	Maximum per Year
1 - 8	₦ 0.340	₦	₦
9 - 20	₦ 0.340	₦ 3.36	₦ 202
21 - 30	₦ 0.305	₦ 6.71	₦ 268
31 - 40	₦ 0.280	₦ 8.39	₦ 291

ALLOWANCES

(a) Senior Assistant, DHS with Secondary Departments of Grades B, C and D.	₦ 243.00
(b) Boarding Allowance (Relieving Teacher)	₦ 202.00
(c) Remote allowance Married Teacher Single Teacher	₦ 89.00 ₦ 44.50
(d) Principals Allowance attached Intermediate Department Grade IVA - VIID Grade VIA - VIIIB Grade VIIC +	₦ 212.00 ₦ 319.00 ₦ 452.00
(e) Careers Adviser	₦ 174.00
(f) Married Salary	₦ 140.00

TABLE SEC (17) Cont

SECONDARY SCALES : OVERTIME RATESEFFECTIVE FROM 9 JULY 1975

Married Salary Not Payable			Married Salary Payable				
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc.I	Sc.III			Sc.I	Sc.III		
		\$	\$			\$	\$
1		4167	10.966	1		4307	11.334
2		4366	11.489	2		4506	11.858
3		4586	12.068	3		4726	12.437
4		4805	12.645	4		4945	13.013
5		5007	13.176	5		5147	13.545
6		5152	13.558	6		5292	13.926
7		5401	14.213	7		5541	14.582
8		5549	14.603	8		5689	14.971
9		5715	15.039	9		5855	15.408
10	1	6007	15.808	10		6147	16.176
11	2	6278	16.521	11		6418	16.889
12	3	6589	17.339	12		6729	17.708
13	4	6777	17.834	13		6917	18.203
14	5	7007	18.439	14		7147	18.808
15	6	7277	19.150	15		7417	19.518
16	7	7526	19.805	16		7666	20.174
17	8	7777	20.466	17		7917	20.834
	9	8068	21.232		9	8208	21.600
	10	8317	21.887		10	8457	22.255
	11	8568	22.547		11	8708	22.916
	12	8754	23.037		12	8894	23.405

S A L A R Y S C A L E S - S E C O N D A R Y

EFFECTIVE FROM 9 JULY 1975

(Incorporating General Salary Increase on 9 July 1975 Rates)

BASIC SCALE FOR TRAINED TEACHERS - SCALE J1						
Qualification Group		G1	GII	GIIIa	GIIIb	
Scale	Step	\$	\$	\$	G4 (1)	G5 (2)
J1	01	4925	5220	5781	6342	6800
	02	5220	5595	6342	6800	7338
	03	5500	5968	6800	7338	7699
	04	5781	6342	7338	7699	8236
	05	6059	6800	7699	8236	8866
	06	6434	7158	8236	8866	9493
	07	6800	7516	8866	9493	
	08	7158	7967			
	09	7610	8505			
	10	8146				

1. four year degree
2. five year + degree
3. a. Country service bar
b. Efficiency bar
c. Manual training teacher bar except those exempted

(3)

SCALES FOR UNTRAINED TEACHERS					
SCALES J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	G1	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	\$427	4724	5220	5595	6155
02	4724	5024	5595	6155	6621
SCALES J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
01	3930	4427	5024	5220	5595
02	4427	4724	5220	5595	6155
03	4724	5024	5595	6155	6621

(4) Then to Step 2 Scale J1

(4)

(4)

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	\$10571	A	Up to 300
	02	10929	B	301 - 500
	03	11287	C	501 - 850
	04	11649	D	851+

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	10929	A	Up to 300
	02	11559	B	301 - 500
	03	12194	C	501 - 850
	04	12743	D	851+

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$11738	A	Up to 300
	02	13113	B	301 - 500
	03	14580	C	501 - 850
	04	15958	D	851+

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR 1	183
45	PR 2	550
46	PR 3	918
47	PR 4	1468

SERVICE INCREMENT		
Code	Rate	All Qualification Groups
	\$36 459	

PROBATIONARY ASSISTANTS		
Scale	Step	Rate
J7	01	\$3930

Minimum rate payable to 20 year old - \$4283

PART-TIME RATES

(Holiday Pay included)

DAY CLASSES

(Hourly Rates Based on 1/855 of Annual Rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$3930	4.596	6621	7.744
4427	5.178	6800	7.953
4724	5.525	7158	8.372
4925	5.760	7338	8.582
5024	5.876	7516	8.791
5220	6.105	7610	8.901
5500	6.433	7699	9.005
5595	6.544	7967	9.318
5781	6.761	8146	9.527
5968	6.980	8236	9.633
6059	7.087	8505	9.947
6155	7.199	8866	10.370
6342	7.418	9493	11.103
6434	7.525		

Type of Rate	Hourly	Rates
	Ordinary	Time 1½ Time
Minimum	\$3.662	\$4.578
Capitation	\$5.865	\$7.331
Maximum	\$8.067	\$10.084

No of Classes	Rate per Class	Maximum per Year
1 - 8	\$0.97	\$
9 - 20	0.97	582
21 - 30	0.89	774

(a)	Senior Assistant, DHS with Secondary Department of Grades B, C and D	\$248.00
(b)	Boarding Allowance (Relieving Teacher)	202.00
(c)	Remote Allowance Married Teacher Single Teacher	89.00 44.50
(d)	Principals Allowance attached Intermediate Department Grade IVA - VD Grade VIA - VIIB Grade VIIIC+	217.00 326.00 462.00
(e)	Careers Adviser	178.00
(f)	Mafried Salary	140.00

A/L 4 - Mar 76

SECONDARY SCALES : OVERTIME RATESEFFECTIVE FROM 9 JULY 1975

Married Salary Not Payable				Married Salary Payable			
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc.I	Sc.III			Sc.I	Sc.III		
1		\$ 4338	11.416	1		\$ 4478	11.784
2		4545	11.961	2		4685	12.329
3		4774	12.562	3		4914	12.932
4		5002	13.163	4		5142	13.532
5		5212	13.716	5		5358	14.084
6		5363	14.113	6		5503	14.482
7		5622	14.795	7		5762	15.163
8		5777	15.203	8		5917	15.571
9		5949	15.655	9		6089	16.024
10	1	6253	16.455	10	1	6393	16.824
11	2	6535	17.197	11	2	6675	17.566
12	3	6849	18.024	12	3	6989	18.392
13	4	7037	18.518	13	4	7177	18.887
14	5	7267	19.124	14	5	7407	19.492
15	6	7537	19.834	15	6	7677	20.203
16	7	7786	20.489	16	7	7926	20.858
17	8	8037	21.150	17	8	8177	21.518
	9	8328	21.916		9	8468	22.284
	10	8577	22.571		10	8717	22.939
	11	8828	23.232		11	8968	23.600
	12	9014	23.721		12	9154	24.089

SALARY SCALES - SECONDARY

EFFECTIVE FROM 27 JANUARY 1976

(Incorporating Cost of Living Adjustment on 26 January 1976 Rates)

Qualification Group	Step	BASIC SCALE FOR TRAINED TEACHERS - SCALE J1				
		GI	GII	GIIIa	GIIIb	
		G1	G2	G3	G4 (1)	G5 (2)
J1	01	5113	5408	5969	6530	6988
	02	5408	5783	6530	6988	7526
	03	5688	6156	6988	7526	7887
	04	5969	6530	7526	7887	8424
	05	6247	6988	7887	8424	9054
	06	6622	7346	8424	9054	9681
	07	6988	7704	9054		
	08	7346	8125	9681		
	09	7798				
	10	8334				

1. four year degree
 2. five year + degree
 3. a. Country service bar
 b. Efficiency bar
 c. Manual training teacher bar
 except those exempted

(3)

SCALES FOR UNTRAINED TEACHERS					
SCALES J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	§ 4615	4912	5408	5783	6343
02	4912	5212	5783	6343	6809

SCALES J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
01	4118	4615	5212	5408	5783
02	4615	4912	5408	5783	6343
03	4912	5212	5783	6343	6809

(4) Then to Step 2 Scale J1

 (4)
(4)

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	10759	A	Up to 300
	02	11117	B	301 - 500
	03	11475	C	501 - 850
	04	11837	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	11117	A	Up to 300
	02	11747	B	301 - 500
	03	12382	C	501 - 850
	04	12931	D	851 +

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	11926	A	Up to 300
	02	13301	B	301 - 500
	03	14768	C	501 - 850
	04	16146	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR 1	183
45	PR 2	550
46	PR 3	918
47	PR 4	1468

SERVICE INCREMENT	
Code	Rate
36	§ 459
	All Qualification Groups

Minimum rate payable to 20 year old - § 4471

PART-TIME RATES

(Holiday Pay Included)

DAY CLASSES

(Hourly Rates based on 1/855 of Annual Rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
§ 4118	4.816	6809	7.964
4615	5.398	6988	8.173
4912	5.745	7346	8.592
5113	5.980	7526	8.802
5212	6.096	7704	9.011
5408	6.325	7798	9.120
5688	6.653	7887	9.225
5783	6.764	8155	9.538
5969	6.981	8334	9.747
6156	7.200	8424	9.853
6247	7.306	8693	10.167
6343	7.419	9054	10.589
6530	7.637	9681	11.323
6622	7.745		

TECHNICAL AND CONTINUATION CLASSES

Hourly Rates		
Type of Rate	Ordinary Time	Time 1½
Minimum	§ 3.752	§ 4.690
Capitation	5.955	7.443
Maximum	8.157	10.196

SUPERVISION OF EVENING CLASSES

No. of Classes	Rate per Class	Maximum per Year
1 - 8	§ 0.97	—
9 - 20	0.97	582
21 - 30	0.89	774

ALLOWANCES

- (a) Senior Assistant, DHS with Secondary Department of Grades B, C and D 248.00
- (b) Boarding Allowance (Relieving Teacher) 202.00
- (c) Remote Allowance Married Teacher Single Teacher 89.00 144.50
- (d) Principals Allowance attached Intermediate Department Grade IVA - VD 217.00 Grade VIA - VIIIB 326.00 Grade VIIIC+ 462.00
- (e) Careers Adviser 178.00
- (f) Married Salary 140.00

TABLE SEC (19) Cont

SECONDARY SCALES : OVERTIME RATESEFFECTIVE FROM 27 JANUARY 1976

Married Salary Not Payable				Married Salary Payable			
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc.I	Sc.III			Sc.I	Sc.III		
		\$	\$			\$	\$
1		4526	11.911	1		4666	12.279
2		4733	12.455	2		4873	12.824
3		4962	13.058	3		5102	13.426
4		5190	13.658	4		5330	14.026
5		5400	14.211	5		5540	14.579
6		5551	14.608	6		5691	14.976
7		5810	15.289	7		5950	15.658
8		5965	15.697	8		6105	16.066
9		6137	16.150	9		6277	16.518
10	1	6441	16.950	10	1	6581	17.318
11	2	6723	17.692	11	2	6863	18.061
12	3	7037	18.518	12	3	7177	18.887
13	4	7225	19.013	13	4	7365	19.382
14	5	7455	19.618	14	5	7595	19.987
15	6	7725	20.329	15	6	7865	20.697
16	7	7974	20.984	16	7	8114	21.353
17	8	8225	21.645	17	8	8365	22.013
	9	8516	22.411		9	8656	22.779
	10	8765	23.066		10	8905	23.434
	11	9016	23.726		11	9156	24.095
	12	9202	24.216		12	9342	24.584

SALARY SCALES - SECONDARYEFFECTIVE FROM 14 MARCH 1977

(Incorporating General Wage Order of 6% on 13 March 1977 Rates)

BASIC SCALE FOR TRAINED TEACHERS - SCALE J1						
Qualification Group	GI		GII	GIIIa		GIIIb
	G1	G2	G3	G4 (1)	G5 (2)	
Scale J1	Step 01	\$ 5420	5732	6327	6922	7407
	02	5732	6130	6922	7407	7978
	03	6029	6525	7407	7978	8360
	04	6327	6922	7978	8360	8929
	05	6622	7407	8360	8929	9597
	06	7019	7787	8929	9597	10262
	07	7407	8166	9597	10262	
	08	7787	8644	10262		
	09	8266	9215			
	10	8834				

1. four year degree
2. five year + degree.
3. a) Country service bar
b) Efficiency bar
c) Manual training teacher bar except those exempted

(3)

SCALES FOR UNTRAINED TEACHERS					
SCALES J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	\$ 4892	5207	5732	6130	6724
02	5207	5525	6130	6724	7218

(4) Then to Step 2 Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 11405	A	Up to 300
	02	11784	B	301 - 500
	03	12164	C	501 - 850
	04	12547	D	851 +

Scale	Step	Rate	Class	Roll of School
J3	01	\$ 11784	A	Up to 300
	02	12452	B	301 - 500
	03	13125	C	501 - 850
	04	13707	D	851 +

Scale	Step	Rate	Class	Roll of School
J4	01	\$ 12642	A	Up to 300
	02	14099	B	301 - 500
	03	15654	C	501 - 850
	04	17115	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR 1	\$ 194
45	PR 2	583
46	PR 3	973
47	PR 4	1556

SERVICE INCREMENT		
Code	Rate	All Qualification Groups
36	\$ 467	

Minimum rate payable to 20 year old - \$4739

PART - TIME RATES		
(Holiday Pay Included)		
DAY CLASSES		
(Hourly Rates Based on 1/655 of Annual Rates in Scales J1, J5 and J6)		

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$ 4365	\$ 5.105	7218	8.442
4892	5.722	7407	8.663
5207	6.090	7787	9.108
5420	6.339	7978	9.331
5525	6.462	8166	9.551
5732	6.704	8266	9.668
6029	7.051	8360	9.778
6130	7.170	8644	10.110
6327	7.400	8834	10.332
6525	7.632	8929	10.443
6622	7.745	9215	10.778
6724	7.864	9597	11.225
6922	8.096	10262	12.002
7019	8.209		

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1½
Minimum	\$ 3.977	\$ 4.971
Capitation	6.312	7.890
Maximum	8.646	10.808

No. of Classes	Rate per Class	Maximum Per Year
1 - 6	1.03	\$
9 - 20	1.03	618
21 - 30	0.94	816

ALLOWANCES

(a) Senior Assistant, DHS with Secondary Department of Grades B, C and D	\$ 263.00
(b) Boarding Allowance (Relieving Teacher)	214.00
(c) Remote Allowances Married Teacher Single Teacher	94.00 47.00
(d) Principals Allowance attached Intermediate Department Grade IVA - VIID Grade VIA - VIIIB Grade VIIC+	230.00 346.00 490.00
(e) Careers Adviser	169.00
(f) Married Salary	140.00

SECONDARY SCALES : EVENING CLASS RATES

EFFECTIVE FROM 14 MARCH 1977

Married Salary Not Payable			Married Salary Payable				
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc.I	Sc.III			Sc.I	Sc.III		
		\$	\$			\$	\$
1		4798	12.626	1		4938	12.995
2		5017	13.203	2		5157	13.571
3		5260	13.842	3		5400	14.211
4		5501	14.476	4		5641	14.845
5		5724	15.063	5		5864	15.432
6		5884	15.484	6		6024	15.853
7		6159	16.208	7		6299	16.576
8		6323	16.639	8		6463	17.008
9		6505	17.118	9		6645	17.487
10	1	6827	17.966	10		6967	18.334
11	2	7126	18.753	11		7266	19.121
12	3	7459	19.629	12		7599	19.997
13	4	7659	20.155	13		7799	20.524
14	5	7902	20.795	14		8042	21.163
15	6	8189	21.550	15		8329	21.918
16	7	8452	22.242	16		8592	22.611
17	8	8719	22.945	17		8859	23.313
	9	9027	23.755			9167	24.124
	10	9291	24.450			9431	24.818
	11	9557	25.150			9697	25.518
	12	9754	25.668			9894	26.037

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S A L A R Y S C A L E S - S E C O N D A R Y

EFFECTIVE FROM 11 OCTOBER 1976

(Incorporating 3.5% Half Yearly Survey Increase on 27 January 1976 Rates)

TABLE SEC (21)

BASIC SCALE FOR TRAINED TEACHERS - SCALE J1						
Qualifi-cation Group	Step	GI		GIIa	GIIIB	
		G1	G2	G3	G4 (1)	G5 (2)
Scale J1	01	\$ 5292	\$ 5597	6178	6759	7233
	02	5597	5985	6759	7233	7789
	03	5887	6371	7233	7789	8163
	04	6178	6759	7789	8163	8719
	05	6466	7233	8163	8719	9371
	06	6854	7603	8719	9371	10020
	07	7233	7974	9371	10020	
	08	7603	8440			
	09	8071	8997			
	10	8626				

- 1. four year degree
- 2. five year + degree
- 3. a. Country service bar
b. Efficiency bar
c. Manual training teacher bar except those exempted

(3)

SCALES FOR UNTRAINED TEACHERS

SCALES J5 UNABLE TO ATTEND TEACHERS COLLEGE

Step	GI	GII	GIIIA	GIIIB
	G1	G2	G3	G4 (1) G5 (2)
01	\$ 4777	5084	5597	5985 6565
02	5084	5394	5985	6565 7047

(4)

SCALES J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE

01	4262	4777	5394	5597	5985
02	4777	5084	5597	5985	6565
03	5084	5394	5985	6565	7047

(4)

(4) Then to Step 2 Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 11136	A	Up to 300
	02	11506	B	301 - 500
	03	11877	C	501 - 850
	04	12251	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	\$ 11506	A	Up to 300
	02	12150	B	301 - 500
	03	12816	C	501 - 850
	04	13384	D	851 +

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$ 12343	A	Up to 300
	02	13767	B	301 - 500
	03	15285	C	501 - 850
	04	16711	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
		\$
44	PR 1	189
45	PR 2	569
46	PR 3	950
47	PR 4	1519

SERVICE INCREMENT		
Code	Rate	All Qualification Groups
36	\$ 475	

Minimum rate payable to 20 year old - \$4627

P A R T - T I M E R A T E S
(Holiday Pay Included)

DAY CLASSES

(Hourly Rates Based on 1/655 of Annual Rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$ 4262	\$ 4.985	\$ 7047	\$ 8.242
4777	5.587	7233	8.460
5084	5.946	7603	8.892
5292	6.189	7789	9.110
5394	6.309	7974	9.326
5597	6.546	8071	9.440
5887	6.885	8163	9.547
5985	7.000	8440	9.871
6178	7.226	8626	10.089
6371	7.451	8719	10.198
6466	7.563	8997	10.523
6565	7.678	9371	10.960
6759	7.905	10020	11.719
6854	8.016		

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1½
Minimum	\$ 3.883	\$ 4.854
Capitation	6.163	7.704
Maximum	8.442	10.553

No. of Classes	Rate per Class	Maximum per Year
1 - 8	\$ 1.00	\$ -
9 - 20	1.00	600
21 - 30	0.92	600

ALLOWANCES

(a) Senior Assistant, DHS with Secondary Department of Grades B, C and D	\$ 257.00
(b) Boarding Allowance (Relieving Teacher)	202.00
(c) Remote Allowance Married Teacher Single Teacher	89.00 44.50
(d) Principals Allowance attached Intermediate Department Grade IV - VD Grade VIA - VIIB Grade VIIIC+	225.00 337.00 478.00
(e) Careers Adviser	184.00
(f) Married Salary	140.00

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SECONDARY SCALES : EVENING CLASS RATESEFFECTIVE FROM 11 OCTOBER 1976

Married Salary Not Payable			Married Salary Payable				
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc. I	Sc.III	\$	\$	Sc. I	Sc.III	\$	\$
1		4684	12.326	1		4824	12.695
2		4899	12.892	2		5039	13.261
3		5136	13.516	3		5276	13.884
4		5372	14.137	4		5512	14.505
5		5589	14.708	5		5729	15.076
6		5745	15.118	6		5885	15.487
7		6013	15.824	7		6153	16.192
8		6174	16.247	8		6314	16.616
9		6352	16.716	9		6492	17.084
10	1	6666	17.542	10	1	6806	17.911
11	2	6958	18.311	11	2	7098	18.679
12	3	7283	19.166	12	3	7423	19.534
13	4	7478	19.679	13	4	7618	20.047
14	5	7716	20.305	14	5	7856	20.674
15	6	7995	21.039	15	6	8135	21.408
16	7	8253	21.718	16	7	8393	22.087
17	8	8513	22.403	17	8	8653	22.771
	9	8814	23.195		9	8954	23.563
	10	9072	23.874		10	9212	24.242
	11	9332	24.558		11	9472	24.926
	12	9524	25.063		12	9664	25.432

CIRCULAR 1977/45

S A L A R Y S C A L E S - S E C O N D A R YEFFECTIVE FROM 14 MARCH 1977

(Incorporating General Wage Order of 6% on 15 March 1977 Rates)

BASIC SCALE FOR TRAINED TEACHERS - SCALE J1						
Qualification Group	Step	GI	GII	GIIIa	GIIIb	
		G1	G2	G3	G4 (1)	G5 (2)
J1	01	5610	5933	6549	7165	7667
	02	5933	6344	7165	7667	8256
	03	6240	6753	7667	8256	8653
	04	6549	7165	8256	8653	9242
	05	6954	7667	8653	9242	9933
	06	7265	8059	9242	9933	10621
	07	7667	8452	9233	10621	
	08	8059	8946			
	09	8555	9537			
	10	9144				

1. four year degree
2. five year + degree
3. a. Country service bar
b. Efficiency bar
c. Manual training teacher bar except those exempted

(3)

SCALES FOR UNTRAINED TEACHERS						
SCALES J5 UNABLE TO ATTEND TEACHERS COLLEGE						
Step	GI	GII	GIIIa	GIIIb		
	G1	G2	G3	G4 (1)	G5 (2)	
01	\$ 5064	\$ 5389	\$ 5933	\$ 6344	\$ 6959	(4)
02	5389	5718	6344	6959	7470	

(4) Then to Step 2 Scale J1

PRINCIPALS						
Scale	Step	Rate	Class	Boll of School		
J4	01	13084	A	Up to 300		
	02	14593	B	301 - 500		
	03	16202	C	501 - 850		
	04	17714	D	851 +		

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	11804	A	Up to 300
	02	12196	B	301 - 500
	03	12590	C	501 - 850
	04	12986	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	12196	A	Up to 300
	02	12887	B	301 - 500
	03	13584	C	501 - 850
	04	14181	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
		\$
44	PR 1	201
45	PR 2	603
46	PR 3	1007
47	PR 4	1610

SERVICH INCREMENT		
Code	Rate	All Qualification Groups
36	504	

Minimum rate payable to 20 year old - \$4905

P A R T - T I M E R A T E S
(Holiday Pay Included)DAY CHARGES

(Hourly Rates Based on 1/855 of Annual Rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
4518	5.284	7470	8.37
5064	5.923	7667	9.967
5389	6.303	8059	9.426
5610	6.561	8256	9.656
5718	6.688	8452	9.885
5933	6.939	8555	10.006
6240	7.298	8653	10.120
6344	7.420	8946	10.463
6549	7.660	9144	10.695
6753	7.898	9242	10.809
6954	8.016	9537	11.154
6959	8.139	9933	11.610
7165	8.300	10621	12.422
7265	8.497		

Type of Rate	Hourly Rates	
	Ordinary Time	Time $\frac{1}{2}$
Minimum	\$ 4.116	\$ 5.145
Capitation	6.533	8.166
Maximum	8.949	11.186

No of Glasses	Date per Class	Maximum per Year
1 - 8	1.06	\$
9 - 20	1.06	636
21 - 30	0.98	653

ALLOWANCES		
(a)	Senior Assistant, IHS with Secondary Department of Grades B, C and D	272.00
(b)	Boarding Allowances (Relieving Teacher)	214.00
(c)	Remote Allowance Married Teacher Single Teacher	94.00
(d)	Principals Allowance attached Intermediate Department Grade IVA - VD Grade VIA - VIIIB Grade VIIIC+	239.00
(e)	Carers Adviser	195.00
(f)	Married Galaxy	140.00

CIRCULAR 1977/45

A/L 7 - Oct 77

SECONDARY SCALES : EVENING CLASS RATESEFFECTIVE FROM 14 MARCH 1977

Married Salary Not Payable			Married Salary Payable		
Step		Notional Annual Rate	O/T Rate	Step	Notional Annual Rate
Sc. I	Sc.III	\$	\$	Sc. I	\$
1		4965	13.066	1	5105
2		5193	13.666	2	5333
3		5444	14.326	3	5584
4		5694	14.984	4	5834
5		5924	15.589	5	6064
6		6090	16.026	6	6230
7		6374	16.774	7	6514
8		6544	17.221	8	6684
9		6733	17.718	9	6873
10	1	7066	18.595	10	7206
11	2	7375	19.408	11	7515
12	3	7720	20.316	12	7860
13	4	7927	20.861	13	8067
14	5	8179	21.524	14	8319
15	6	8475	22.303	15	8615
16	7	8748	23.021	16	8888
17	8	9024	23.747	17	9164
	9	9343	24.587		9483
	10	9616	25.305	10	9756
	11	9892	26.032	11	10032
	12	10095	26.566	12	10235

CIRCULAR 1977/45

S A L A R Y S C A L E S - S E C O N D A R Y
EFFECTIVE FROM 15 MAY 1977

(Incorporating Marginal Adjustment from 15 May 1977)

BASIC SCALE FOR TRAINED TEACHERS - SCALE J1							
Qualification Group	Step	GI		GII		GIIIa	GIIIb
		G1	G2	G3	G4 (1)	G5 (2)	
J1	01	\$ 5610	\$ 5933	6549	7165	7667	
	02	5933	6344	7165	7667	8256	
	03	6240	6753	7667	8256	8653	
	04	6549	7165	8256	8653	9242	
	05	6854	7667	8653	9242	9933	
	06	7265	8059	9242	9933	10621	
	07	7667	8452	9242	9933	10621	
	08	8059	8946	10621			
	09	8555	9537				
	10	9144					

1. four year degree
2. five year + degree
3. a Country service bar
b Efficiency bar
c Manual training teacher bar except those exempted

(3)

SCALES FOR UNTRAINED TEACHERS						
SCALES J5 UNABLE TO ATTEND TEACHERS COLLEGE						
Step	GI	GII	GIIIa	GIIIb		
	G1	G2	G3	G4 (1)	G5 (2)	
01	\$ 5064	5389	5933	6344	6959	
02	5389	5718	6344	6959	7470	

SCALES J6, ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	\$ 4518	5064	5718	5933	6344
02	5064	5389	5933	6344	6959
03	5389	5718	6344	6959	7470

(4) then to Step 2 Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 12300	A	Up to 300
	02	12708	B	301 - 500
	03	13118	C	501 - 850
	04	13532	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	\$ 12708	A	Up to 300
	02	13428	B	301 - 500
	03	14155	C	501 - 850
	04	14783	D	851 +

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$ 13634	A	Up to 300
	02	15206	B	301 - 500
	03	16083	C	501 - 850
	04	18458	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
		\$
44	PR 1	201
45	PR 2	603
46	PR 3	1007
47	PR 4	1610

SERVICE INCREMENT		
Code	Rate	All Qualification Groups
36	\$ 504	

Minimum rate payable to 20 year old - \$4905

PART-TIME RATES			
(Holiday Pay Included)			
DAY CLASSES			
(Hourly Rates Based on 1/855 of Annual Rates in Scales J1, J5 and J6)			
Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$	\$	\$	\$
4518	5.284	7470	8.737
5064	5.923	7667	8.967
5389	6.303	8059	9.426
5610	6.561	8256	9.656
5718	6.688	8452	9.885
5933	6.939	8555	10.006
6240	7.298	8653	10.120
6344	7.420	8946	10.463
6549	7.660	9144	10.695
6753	7.898	9242	10.809
6854	8.016	9537	11.154
5959	8.139	9933	11.618
7165	8.380	10621	12.422
7265	8.497		

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1½
Minimum	\$ 4.116	\$ 5.145
Capitation	6.533	8.166
Maximum	8.949	11.186

No. of Classes	Rate per Class	Maximum per Year
1 - 8	\$ 1.06	\$
9 - 20	1.06	636
21 - 30	0.98	653

ALLOWANCES		
(a) Senior Assistant, DHS with Secondary Department of Grades B, C and D		\$ 272.00
(b) Boarding Allowance (Relieving Teacher)		214.00
(c) Remote Allowances Married Teacher Single Teacher		94.00 47.00
(d) Principals Allowance attached Intermediate Department Grade IVA - VD Grade VIA - VIIIB Grade VIIC+		239.00 357.00 507.00
(e) Careers Adviser		195.00
(f) Married Salary		140.00

SECONDARY SCALES : EVENING CLASS RATES

SEE PAGE 18

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

SALARY SCALES - SECONDARYEFFECTIVE FROM 11 OCTOBER 1977

(Incorporating 12.6% Annual Survey Adjustment On 15 May 1977 Rates Including COLA)

BASIC SCALE FOR TRAINED TEACHERS - SCALE J1						
Qualification Group	GI		GII		GIIIa	GIIIb
	G1	G2	G3	G4 (1)	G5 (2)	
Scale J1	Step 01	6728	7092	7785	8479	9044
	02	7092	7554	8479	9044	9707
	03	7437	8015	9044	9707	10154
	04	7785	8479	9797	10154	10817
	05	8129	9044	10154	10817	11596
	06	8591	9485	10817	11596	12370
	07	9044	9928	11596	12370	-
	08	9485	10484	12370	-	-
	09	10044	11150	-	-	-
	10	10707	-	-	-	-

- 1. four year degree
- 2. five year + degree
- 3. a) County service bar
- b) Efficiency bar
- c) Manual training teacher bar except those exempted

(5) Maximum commencing Step for Untrained Teachers

(3)

SCALES FOR UNTRAINED TEACHERS					
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	6101	6479	7092	7554	8247
02	6479	6849	7554	8247	8822

SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIIIa	GIIIb	
	G1	G2	G3	G4 (1)	G5 (2)
01	5443	6101	6479	7092	7554
02	6101	6479	7092	7554	8247
03	6479	6849	7554	8247	8822

(4) Then to Step 2 Scale J1

(4)

(4)

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	14261	A	Up to 300
	02	14720	B	301 - 500
	03	15182	C	501 - 850
	04	15648	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	14720	A	Up to 300
	02	15531	B	301 - 500
	03	16350	C	501 - 850
	04	17057	D	851 +

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	15763	A	Up to 300
	02	17533	B	301 - 500
	03	19421	C	501 - 850
	04	21195	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR 1	\$ 226
45	PR 2	679
46	PR 3	1134
47	PR 4	1813

SERVICE INCREMENT		
Code	Rate	All Qualification Groups
36	\$ 568	

Minimum rate payable to 20 year old - \$5909

PART-TIME RATES
(Holiday Pay Included)
DAY CLASSES
(Hourly Rates Based on 1/855 of Annual Rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
5443	6.366	8591	10.048
5909	6.911	8822	10.318
6101	7.136	9044	10.578
6479	7.578	9485	11.094
6728	7.869	9707	11.353
6849	8.011	9928	11.612
7092	8.295	10044	11.747
7437	8.698	10154	11.876
7554	8.835	10484	12.262
7785	9.105	10707	12.523
8015	9.374	10817	12.651
8129	9.508	11150	13.041
8247	9.646	11596	13.563
8479	9.917	12370	14.468

No. of Classes	Rate per Class	Maximum Per Year
1 - 8	\$ 1.27	\$
9 - 20	1.27	762
21 - 30	1.18	1027

ALLOWANCES		
(a) Senior Assistant, DHS with Secondary Department of Grades B, C and D	\$	306.00
(b) Boarding Allowance (Relieving Teacher)		214.00
(c) Remote Allowances Married Teacher Single Teacher	94.00	47.00
(d) Principals Allowance attached Intermediate Department Grade IVA - VD Grade VIA - VIIIB Grade VIIIC+	269.00	402.00
(e) Careers Adviser		571.00
(f) Married Salary		220.00
		140.00

SUPERVISION OF EVENING CLASSES

SECONDARY SCALES : EVENING CLASS RATESEFFECTIVE FROM 11 OCTOBER 1977

Married Salary Not Payable				Married Salary Payable			
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc.I	Sc.III			Sc.I	Sc.III		
1		\$ 5982	\$ 15.742	1		\$ 6122	\$ 16.111
2		6257	16.466	2		6397	16.834
3		6541	17.213	3		6681	17.582
4		6822	17.953	4		6962	18.321
5		7081	18.634	5		7221	19.003
6		7268	19.126	6		7408	19.495
7		7588	19.968	7		7728	20.337
8		7780	20.474	8		7920	20.842
9		7992	21.032	9		8132	21.400
10	1	8367	22.018	10	1	8507	22.387
11	2	8715	22.934	11	2	8855	23.303
12	3	9104	23.958	12	3	9244	24.326
13	4	9337	24.571	13	4	9477	24.939
14	5	9621	25.318	14	5	9761	25.687
15	6	9954	26.195	15	6	10094	26.563
16	7	10261	27.003	16	7	10401	27.371
17	8	10572	27.821	17	8	10712	28.189
	9	10931	28.766		9	11071	29.134
	10	11239	29.576		10	11379	29.945
	11	11549	30.392		11	11689	30.761
	12	11778	30.995		12	11918	31.363

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TABLE SEC (25)

S A L A R Y S C A L E S - S E C O N D A R YEFFECTIVE FROM 1 JULY 1978

(INCORPORATING SALARY SETTLEMENT)

BASIC SCALE FOR TRAINED TEACHERS SCALE J1					
Qualification Group	G1	G11	G11a	G11b	
	G1	G2	G3	G4 (1)	G5 (2)
Scale J1	\$ 6837	7095	7793	8479	9044
	02 7095	7554	8479	9044	9707
	03 7437	8015	9044	9707	10154
	04 7785	8479	9707	10154	10817
	05 8129	9044	10154	10317	11596
	06 8591	9485	10817	11596	12370
	07 9044	9928	11596	12370	
	08 9485	10484	12370		
	09 10044	11150			
	10 10707				

1. Four year degree
 2. Five year + degree
 3. a) Country service bar
b) Efficiency bar
c) Manual training teacher bar except those exempted
 5. Maximum commencing step for Untrained Teachers
- (3)

SCALES FOR UNTRAINED TEACHERS					
SCALES J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	G1	GII	GIIIa	GIIIb	
	G1	G2	G3	G4	G5
01	\$ 6101	6479	7092	7554	8247
02	6479	6849	7554	8247	8822

SCALES J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
01	5443	6101	6849	7092	7554
02	6101	6479	7092	7554	8247
03	6479	6849	7554	8247	8822

(4) Then to Step 2 Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 14261	A	Up to 200
	02	14720	B	201 - 500
	03	15182	C	501 - 850
	04	15648	D	851+

DEPUTY PRINCIPALS				
Scale	Step	Date	Class	Roll of School
J3	01	\$ 14720	A	Up to 200
	02	15531	B	201 - 500
	03	16350	C	501 - 850
	04	17057	D	851+

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$ 15763	A	Up to 200
	02	17533	B	201 - 500
	03	19421	C	501 - 850
	04	21195	D	851+

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR 1	\$ 338
45	PR 2	901
46	PR 3	1464
47	PR 4	2252

SERVICE INCREMENT		
Code	Rate	All Qualification Groups
36	\$ 568	

Minimum rate payable to 20 year old - \$5909

P A R T - T I M E R A T E S

(Holiday Pay Included)

DAY CLASSES

(Hourly Rates Based on 1/055 of Annual Rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$	\$	\$	\$
5443	6.366	8591	10.048
5909	6.911	8822	10.318
6101	7.156	9044	10.578
6479	7.578	9485	11.094
6837	7.996	9707	11.353
6849	8.011	9928	11.612
7092	8.295	10044	11.747
7095	8.298	10154	11.876
7437	8.698	10484	12.262
7554	8.835	10707	12.523
7793	9.115	10817	12.651
8015	9.374	11150	13.041
8129	9.508	11596	13.563
8247	9.646	12370	14.468
8479	9.917		

TECHNICAL AND CONTINUATION CLASSES

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1½
Minimum	\$ 4.832	\$ 6.040
Capitation	7.553	9.441
Maximum	10.274	12.843

SUPERVISION OF EVENING CLASSES

No. of Classes	Rate per Class	Maximum Per Year
	\$	\$
1 - 8	1.27	-
9 - 20	1.27	762
21 - 30	1.18	1027

ALLOWANCES

(a) Senior Assistant, DHS with Secondary Department of Grades B,C and D	\$ 306.00
(b) Boarding Allowance (Relieving Teacher)	214.00
(c) Remote Allowances Married Teacher Single Teacher	94.00 47.00
(d) Principals Allowance attached Intermediate Department Grade IVA - VD Grade VIA - VIIIB Grade VIIC+	269.00 402.00 571.00
(e) Careers Adviser	220.00
(f) Married Salary	140.00

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A/L 10 - Jul 80

SALARY SCALES - SECONDARY TEACHERSEFFECTIVE FROM 8 DECEMBER 1976(Government Service Tribunal Salary Order 15/79 incorporating 10.4%
Annual General Adjustment on 11-10-1977 rates including G.W.O.)

BASIC SCALE FOR TRAINED TEACHERS		
Scale	Step	Rate
J1	01	8424 (1)
	02	8832 (2)
	03	9240
	04	9649 (3)
	05	10367 (4)
	06	11084 (5)
	07	11802
	08	12519
	09	13237 (6)
	10	14120 (7)
	11	15048 (8)

- (1) Entry for qualification group G1.
(2) Entry for qualification group G2.
(3) Entry for qualification group G3.
(4) Entry for qualification group G4.
(5) Entry for qualification group G5.
(6) Maximum for qualification group G1.
(7) Maximum for qualification group G2.
(8) Maximum for qualification groups G3, G4 and G5.
Country service bar, efficiency bar and manual
training bar after penultimate step for qualification
groups G1, G2 and G3, and after maximum step for
groups G4 and G5.
Maximum commencing step for untrained teachers is fourth
step of appropriate qualification group.

SCALES FOR UNTRAINED TEACHERS					
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	G1	GII	GIIIa	GIIIb	
	G1	G2	G3	G4	G5
01	\$ 7639	8085	8809	9240	10173
02	8085	8522	9240	10173	10852

SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
01	6861	7639	8522	8809	9240
02	7639	8085	8809	9240	10173
03	8085	8522	9240	10173	10852

(9) Then to Second step of appropriate qualification group on scale J1.

(9) Then to Second step of appropriate qualification group on scale J1.

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 17174	A	Up to 200
	02	17606	B	201 - 500
	03	18201	C	501 - 850
	04	19719	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	\$ 17666	A	Up to 200
	02	18590	B	201 - 500
	03	19496	C	501 - 850
	04	20275	D	851 +

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$ 18846	A	Up to 200
	02	20795	B	201 - 500
	03	22648	C	501 - 850
	04	24754	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR 1	\$ 381
45	PR 2	1016
46	PR 3	1647
47	PR 4	2524

SERVICE ALLOWANCE		
Code	Rate	All Qualification Groups
36	\$ 627	

Minimum rate payable to 20 year old - \$6926

PART-TIME RATES		
(Holiday Pay Included)		
DAY CLASSES		
(Hourly Rates Based on 1/955 of Annual Rates in Scales J1, J5 and J6)		
Annual Rate	Hourly Rate	Annual Rate
\$ 6061	\$ 8.025	\$ 6,070
6926	8.101	7,967
7639	8.935	10,852
8085	9.456	11,084
8424	9.853	11,802
8522	9.967	12,519
8809	10.303	13,237
8832	10.330	14,120
9240	10.807	15,048
9649	11.285	17,600

Type of Rate	Hourly Rates	
	Ordinary Time	Time $\frac{1}{2}$
Minimum	\$ 5.928	\$ 6.910
Capitation	8.532	10.665
Maximum	11.536	14.420

No of Classes	Rate per Class	Maximum Per Year
1 - 8	\$ 1.50	\$ -
9 - 20	1.50	900
21 - 30	1.39	1209

ALLOWANCES	
Senior Assistant, DHS with Secondary Department of Grades B, C and D	\$ 381
Boarding Allowance (Believing Teacher)	214
Remote Allowance:	
Married Teacher	94
Single Teacher	47
Principal's Allowance attached Intermediate Department:	
Grade IV-A - VI-D	297
Grade VI-A - VII-B	444
Grade VII-C+	630
Careers Adviser	381
Married Salary	140
Associate Teachers Allowance *	3.73
Special Step - Staffing difficulties *	381

* From 1 February 1980 (Circular 1978/117 and 1979/50)

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SECONDARY SCALES : EVENING CLASS RATES

EFFECTIVE FROM 8 DECEMBER 1978

Married Salary Not Payable				Married Salary Payable			
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc. I	Sc. III			Sc.I	Sc.III		
1		\$ 7007	\$ 18.439	1		\$ 7147	\$ 18.808
2		7311	19.239	2		7451	19.608
3		7624	20.063	3		7764	20.432
4		7934	20.879	4		8074	21.247
5		8220	21.632	5		8360	22.000
6		8427	22.176	6		8567	22.545
7		8780	23.105	7		8920	23.474
8		8992	23.663	8		9132	24.032
9		9226	24.279	9		9366	24.647
10	1	9640	25.368	10	1	9780	25.737
11	2	10024	26.379	11	2	10164	26.747
12	3	10454	27.511	12	3	10594	27.879
13	4	10711	28.187	13	4	10851	28.555
14	5	11025	29.013	14	5	11165	29.382
15	6	11392	29.979	15	6	11532	30.347
16	7	11731	30.871	16	7	11871	31.239
17	8	12074	31.774	17	8	12214	32.142
	9	12471	32.818		9	12611	33.187
	10	12811	33.713		10	12951	34.082
	11	13153	34.613		11	13293	34.982
	12	13406	35.279		12	13546	35.647

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SALARY SCALE - SECONDARY TEACHERS

EFFECTIVE FROM 3 SEPTEMBER 1979

(Incorporating 4.5% General Increase on 8.12.78 rates.)

BASIC SCALE FOR TRAINED TEACHERS		
Scale	Step	Rate
	01	\$ 8803 (1)
	02	9229 (2)
	03	9656
	04	10083 (3)
	05	10833 (4)
	06	11583 (5)
	07	12333
	08	13083
	09	13833 (6)
	10	14756 (7)
	11	15725 (8)

- (1) Entry for qualification group G1.
 (2) Entry for qualification group G2.
 (3) Entry for qualification group G3.
 (4) Entry for qualification group G4.
 (5) Entry for qualification group G5.
 (6) Maximum for qualification group G1.
 (7) Maximum for qualification group G2.
 (8) Maximum for qualification groups G3, G4 and G5.
 Country Service bar, efficiency bar and manual training bar after penultimate step for qualification groups G1, G2 and G3, and after maximum step for groups G4 and G5.
 Maximum commencing step for untrained teachers is fourth step of appropriate qualification group.

SCALES FOR UNTRAINED TEACHERS				
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE				
Step	G I	G II	G IIIa	G IIIb
01	\$ 7983	\$ 8449	\$ 9205	\$ 9656
02	8449	8905	9656	10631
				11340

(9)

(9)

(9) Then to second step of appropriate qualification group on Scale J1.

SENIOR MASTERS/MISTRESSES			
Scale	Step	Rate	Class
		\$	Roll of School
J2	01	17947	A Up to 200
	02	18482	B 201 - 500
	03	19020	C 501 - 850
	04	19562	D 851 +

DEPUTY PRINCIPALS			
Scale	Step	Rate	Class
J3	01	\$ 18482	A Up to 200
	02	19427	B 201 - 500
	03	20373	C 501 - 850
	04	21107	D 851 +

PRINCIPALS			
Scale	Step	Rate	Class
J4	01	\$ 19694	A Up to 200
	02	21731	B 201 - 500
	03	23877	C 501 - 850
	04	25868	D 851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR 1	\$ 398
45	PR 2	1062
46	PR 3	1721
47	PR 4	2638

SERVICE INCREMENT		
Code	Rate	All Qualification Groups
36	\$ 655	

Minimum rate payable to 20 year old - \$7238

PART-TIME RATES
(Holiday Pay Included)
DAY CLASSES

(Hourly Rates Based on 1/855 of Annual Rates in Scales J1, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$ 7170	\$ 8.386	10631	12.434
7238	8.465	10833	12.670
7983	9.337	11340	13.263
8449	10.882	11583	13.547
8803	10.296	12333	14.425
8905	10.415	13083	15.302
9205	10.766	13833	16.179
9229	10.794	14756	17.258
9656	11.294	15725	18.392
10083	11.793		

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1½
Minimum	\$ 5.777	\$ 7.221
Capitation	8.916	11.145
Maximum	12.055	15.069

SUPERVISION OF EVENING CLASSES

No of Classes	Rate per Class	Maximum Per Year
1 - 8	\$ 1.57	\$ -
9 - 20	1.57	942
21 - 30	1.45	1262

ALLOWANCES	\$
Senior Assistant, DHS with Secondary Department of Grades B, C and D	398
Boarding Allowance (Relieving Teacher)	224
Remote Allowances:	
Married Teacher	95
Single Teacher	47.50
Principals Allowance attached Intermediate Department:	
Grade IV A - VD	310
Grade VI A - VII B	464
Grade VII C+	658
Careers Adviser	398
Married Salary	140
Associate Teachers Allowance	3.90
Special Step - Staffing difficulties	398

SECONDARY SCALES : EVENING CLASS RATES

EFFECTIVE FROM 3 SEPTEMBER 1979

Married Salary Not Payable			Married Salary Payable				
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc.I	Sc.III			Sc.I	Sc.III		
		\$	\$			\$	\$
1		7322	19.268	1		7462	19.637
2		7640	20.105	2		7780	20.474
3		7967	20.966	3		8107	21.334
4		8291	21.818	4		8431	22.187
5		8590	22.605	5		8730	22.974
6		8806	23.174			8946	23.542
7		9175	24.145	7		9315	24.513
8		9397	24.729	8		9537	25.097
9		9641	25.371	9		9781	25.739
10	1	10074	26.511	10	1	10214	26.879
11	2	10475	27.566	11	2	10615	27.934
12	3	10924	28.747	12	3	11064	29.116
13	4	11193	29.455	13	4	11333	29.824
14	5	11521	30.318	14	5	11661	30.687
15	6	11905	31.329	15	6	12045	31.697
16	7	12259	32.261	16	7	12399	32.629
17	8	12617	33.203	17	8	12757	33.571
9		13032	34.295		9	13172	34.663
10		13387	35.229		10	13527	35.597
11		13745	36.171		11	13885	36.539
12		14009	36.866		12	14149	37.234

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SALARY SCALES - SECONDARY TEACHERS
EFFECTIVE FROM 10 NOVEMBER 1979
 (Incorporating 10.4% Annual General Adjustment on 3.9.79 rates.)

BASIC SCALE FOR TRAINED TEACHERS		
Scale	Step	Rate
J1	01	9719 ⁽¹⁾
	02	10189 ⁽²⁾
	03	10660
	04	11132 ⁽³⁾
	05	11960 ⁽⁴⁾
	06	12788 ⁽⁵⁾
	07	13616
	08	14444
	09	15272 ⁽⁶⁾
	10	16291 ⁽⁷⁾
	11	17360 ⁽⁸⁾

(1) Entry for qualification group G1
 (2) Entry for qualification group G2
 (3) Entry for qualification group G3
 (4) Entry for qualification group G4
 (5) Entry for qualification group G5
 (6) Maximum for qualification group G1
 (7) Maximum for qualification group G2
 (8) Maximum for qualification groups G3, G4 and G5
 Country Service bar, efficiency bar and manual training bar after penultimate step for qualification groups G1, G2 and G3, and after maximum step for groups G4 and G5.
 Maximum commencing step for untrained teachers is fourth step of appropriate qualification group.

SCALES FOR UNTRAINED TEACHERS					
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	G1	GII	GIII a	GIII b	
	G1	G2	G3	G4	G5
01	8813	9328	10162	10660	11737
02	9328	9831	10660	11737	12519

SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
01	7916	8813	9831	10162	10660
02	8813	9328	10162	10660	11737
03	9328	9831	10660	11737	12519

(9) Then to second step of appropriate qualification group on Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 19813	A	Up to 200
	02	20404	B	201 - 500
	03	20998	C	501 - 850
	04	21596	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	\$ 20404	A	Up to 200
	02	21447	B	201 - 500
	03	22492	C	501 - 850
	04	23390	D	851 +

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$ 21742	A	Up to 200
	02	23991	B	201 - 500
	03	26360	C	501 - 850
	04	28558	D	851+

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR1	\$ 439
45	PR2	1172
46	PR3	1900
47	PR4	2912

SERVICE INCREMENT		
Code	Date	All Qualification Groups
36	\$ 723	

Minimum rate payable to 20 year old - \$7991

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$ 7916	9.258	\$ 11737	13.727
7991	9.346	11960	13.988
8813	10.308	12519	14.642
9328	10.910	12788	14.957
9719	11.367	13616	15.925
9831	11.498	14444	16.894
10162	11.885	15272	17.862
10189	11.917	16291	19.054
10660	12.468	17360	20.304
11132	13.020		

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1½
Minimum	\$ 6.378	\$ 7.973
Capitation	9.844	12.305
Maximum	13.309	16.636

No of Classes	Rate per Class	Maximum Per Year
1 - 8	\$ 1.73	\$ -
9 - 20	1.73	1038
21 - 30	1.60	1392

ALLOWANCES	
Senior Assistant, DHS with Secondary Department of Grades B, C and D	\$ 439.00
Boarding Allowance (Relieving Teacher)	224.00
Remote Allowances:	
Married Teacher	95.00
Single Teacher	47.50
Principal's Allowance attached Intermediate Department;	
Grade IVA - VID	342.00
Grade VIIA - VIIIB	512.00
Grade VIIIC+	726.00
Careers Adviser	439.00
Married Salary	140.00
Associate Teachers Allowance	4.31
Special Step - Staffing difficulties	439.00

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SECONDARY SCALES : EVENING CLASS RATESEFFECTIVE FROM 10 NOVEMBER 1979

Married Salary Not Payable				Married Salary Payable			
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc. I	Sc. III			Sc. I	Sc. III		
		\$	\$			\$	\$
1		8083	21.271	1		8223	21.639
2		8435	22.197	2		8575	22.566
3		8796	23.147	3		8936	23.516
4		9153	24.087	4		9293	24.455
5		9483	24.955	5		9623	25.324
6		9722	25.584	6		9862	25.953
7		10129	26.655	7		10269	27.024
8		10374	27.300	8		10514	27.668
9		10644	28.011	9		10784	28.379
10	1	11122	29.268	10	1	11262	29.637
11	2	11564	30.432	11	2	11704	30.800
12	3	12060	31.737	12	3	12200	32.105
13	4	12357	32.518	13	4	12497	32.887
14	5	12719	33.471	14	5	12859	33.839
15	6	13143	34.587	15	6	13283	34.955
16	7	13534	35.616	16	7	13674	35.984
17	8	13929	36.655	17	8	14069	37.024
	9	14387	37.861		9	14527	38.229
	10	14779	38.892		10	14919	39.261
	11	15174	39.932		11	15314	40.300
	12	15466	40.700		12	15606	41.068

SALARY SCALES - SECONDARY TEACHERS
EFFECTIVE FROM 1 AUGUST 1980

(Incorporating 4% General Increase on 10-11-79 rates)

BASIC SCALE FOR TRAINED TEACHERS		
Scale	Step	Rate
J1	01	\$ 10108 (1)
	02	10597 (2)
	03	11086
	04	11577 (3)
	05	12438 (4)
	06	13300 (5)
	07	14161
	08	15022
	09	15883 (6)
	10	16943 (7)
	11	18054 (8)

- (1) Entry for qualification group G1
 (2) Entry for qualification group G2
 (3) Entry for qualification group G3
 (4) Entry for qualification group G4
 (5) Entry for qualification group G5
 (6) Maximum for qualification group G1
 (7) Maximum for qualification group G2
 (8) Maximum for qualification groups G3, G4 and G5
 Country Service bar, efficiency bar and mammal training bar after penultimate step for qualification groups G1, G2 and G3, and after maximum step for groups G4 and G5.
 Maximum commencing step for untrained teachers is fourth step of appropriate qualification group.

SCALES FOR UNTRAINED TEACHERS					
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	GI	GII	GIII a	GIII b	
	G1	G2	G3	G4	G5
01	\$ 9166	9701	10568	11086	12206
02	9701	10224	11086	12206	13020

SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
01	8233	9166	10224	10568	11086
02	9166	9701	10568	11086	12206
03	9701	10224	11086	12206	13020

(9) Then to second step of appropriate qualification group on Scale J1

SENIOR MASTERS/MISTRESSES				
Scale	Step	Rate	Class	Roll of School
J2	01	20606	A	Up to 200
	02	21220	B	201 - 500
	03	21838	C	501 - 850
	04	22460	D	851+

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	\$ 21220	A	Up to 200
	02	22305	B	201 - 500
	03	23392	C	501 - 850
	04	24326	D	851+

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$ 22612	A	Up to 200
	02	24951	B	201 - 500
	03	27414	C	501 - 850
	04	29700	D	851+

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
		\$
44	PR1	457
45	PR2	1219
46	PR3	1976
47	PR4	3028

SERVICE INCREMENT		
Code	Rate	All Qualification Groups
36	\$ 752	

Minimum rate payable to 20 year old - \$8311

PART-TIME RATES

(Holiday Pay Included)

DAY CLASSES

(Hourly rates based on 1/855 of Annual Rates on Scales J1, J5 and J6)

TECHNICAL AND CONTINUATION CLASSES

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$ 8233	\$ 9.629	\$ 12206	\$ 14.276
8311	9.720	12458	14.547
9166	10.720	13020	15.228
9701	11.346	13300	15.556
10108	11.822	14161	16.563
10224	11.958	15022	17.570
10568	12.360	15883	18.577
10597	12.394	16943	19.816
11086	12.966	18054	21.116
11577	13.540		

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1/4
Minimum	\$ 6.633	\$ 8.291
Capitation	10.237	12.796
Maximum	13.841	17.301

SUPERVISION OF EVENING CLASSES

No of Classes	Rate per Class	Maximum Per Year
1 - 8	\$ 1.80	\$ -
9 - 20	1.80	1080
21 - 30	1.66	1444

ALLOWANCES	
Senior Assistant, DHS with Secondary Department of Grades B, C and D	\$ 457.00
Boarding Allowance (Relieving Teacher)	233.00
Remote Allowances:	
Married Teacher	98.80
Single Teacher	49.40
Principal's Allowance attached Intermediate Department:	
Grade IVA - VD	356.00
Grade VIA - VIIIB	552.00
Grade VIIIC+	755.00
Careers Adviser	457.00
Dependants Allowance	140.00
Associate Teachers Allowance	4.48
Special Staffing Allowance	457.00

TABLE SEC (29) Cont.

SECONDARY SCALES : EVENING CLASS RATESEFFECTIVE FROM 1 AUGUST 1980

Dependents Allowance Not Payable				Dependents Allowance Payable			
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc. I	Sc. III			Sc. I	Sc. III		
		\$ 8406	\$ 22.121	1		\$ 8546	\$ 22.489
1		8772	23.084	2		8912	23.453
2		9148	24.074	3		9288	24.442
3		9519	25.050	4		9659	25.418
4		9862	25.953	5		10002	26.321
5		10111	26.608	6		10251	26.976
6		10534	27.721	7		10674	28.089
7		10789	28.392	8		10929	28.761
8		11070	29.132	9		11210	29.500
9	1	11567	30.439	10	1	11707	30.808
10	2	12027	31.650	11	2	12167	32.018
11	3	12542	33.005	12	3	12682	33.374
12	4	12851	33.818	13	4	12991	34.187
13	5	13228	34.811	14	5	13368	35.179
14	6	13669	35.971	15	6	13809	36.339
15	7	14075	37.039	16	7	14215	37.408
16	8	14486	38.121	17	8	14626	38.489
	9	14962	39.374		9	15102	39.742
	10	15370	40.447		10	15510	40.816
	11	15781	41.529		11	15921	41.897
	12	16085	42.329		12	16225	42.697

CIRCULAR 1980/86

SALARY SCALES - SECONDARY TEACHERS
EFFECTIVE FROM 10 NOVEMBER '80

(Incorporating revised rates and 15.1% Annual General Adjustment on 1.9.80 rates)

BASIC SCALE FOR TRAINED TEACHERS		
Scale	Step	Rate
J1	01	\$ 11695 (1)
	02	12261 (2)
	03	12827
	04	13395 (3)
	05	14391 (4)
	06	15386 (5)
	07	16384
	08	17380
	09	18377 (6)
	10	19603 (7)
	11	20888 (8)

- (1) Entry for qualification group G1
- (2) Entry for qualification group G2
- (3) Entry for qualification group G3
- (4) Entry for qualification group G4
- (5) Entry for qualification group G5
- (6) Maximum for qualification group G1
- (7) Maximum for qualification group G2
- (8) Maximum for qualification groups G3, G4 and G5 efficiency bar and manual training bar after penultimate step for qualification groups G1, G2 and G3, and after maximum step for groups G4 and G5.
- Maximum commencing step for untrained teachers is fourth step of appropriate qualification group.

SCALES FOR UNTRAINED TEACHERS					
Step	SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE		SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE		
	G I	G II	G IIIa	G III b	G 5
01	\$ 10605	\$ 11224	\$ 12227	\$ 12827	\$ 14122
02	11224	11829	12827	14122	15064

(9)

(9) Then to second step of appropriate qualification group on Scale J1.

SENIOR MASTER/MISTRESS				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 23841	A	Up to 200
	02	24552	B	201 - 500
	03	25267	C	501 - 850
	04	25986	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	\$ 24552	A	Up to 200
	02	25807	B	201 - 500
	03	27065	C	501 - 850
	04	28145	D	851 +

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$ 26162	A	Up to 200
	02	28868	B	201 - 500
	03	31718	C	501 - 850
	04	34363	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR1	\$ 529
45	PR2	1410
46	PR3	2286
47	PR4	3503

SERVICE INCREMENT		
Code	Step	All qualification groups
	36	\$ 870

Minimum rate payable to 20 year old - \$9616

PART-TIME RATES
(Holiday Pay Included)

DAY CLASSES

(Hourly rates based on 1/855 of Annual Rates on Scales J, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
3	\$ 9526	\$ 11,142	\$ 14,122
4	9616	11,247	14,391
5	10605	12,304	15,064
6	11224	13,127	15,388
7	11695	13,678	16,384
8	11829	13,835	17,380
9	12227	14,301	18,377
10	12261	14,340	19,603
11	12827	15,002	20,888
12	13395	15,667	24,430

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1/2
Minimum	\$ 7.674	\$ 9.593
Capitation	11.844	14.806
Maximum	16.014	20.018

SUPERVISION OF EVENING CLASSES

No of Classes	Rate per Class	Maximum Per Year
1 - 8	\$ 2.08	\$ -
9 - 20	2.08	1248
21 - 30	1.92	1670

ALLOWANCES	
Senior Assistant, DHS with Secondary Department of Grades B, C and D	\$ 529.00
Boarding Allowance (Relieving Teacher)	233.00
Remote Allowance:	
Married Teacher	98.80
Single Teacher	49.40
Principal's Allowance attached Intermediate Department	
Grade IV A - VD	412.00
Grade VI A - VII B	616.00
Grade VII C+	874.00
Careers Adviser	\$ 29.00
Dependents Allowance	140.00
Associate Teachers Allowance - per hour	1.74
Special Staffing Allowance	\$ 29.00
Secondment (relieving) allowance	963.00

Circular 1981/1

SECONDARY SCALES: EVENING CLASS RATESEFFECTIVE FROM 10 NOVEMBER 1980

Dependents Allowance Not Payable				Dependents Allowance Payable			
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc. I	Sc. III			Sc. I	Sc. III		
		\$ 9726	\$ 25.595	1		\$ 9866	\$ 25.963
1		10149	26.708	2		10289	27.076
2		10584	27.853	3		10724	28.221
3		11013	28.982	4		11153	29.350
4		11410	30.026	5		11550	30.395
5		11698	30.784	6		11838	31.153
6		12188	32.074	7		12328	32.442
7		12483	32.850	8		12623	33.218
8		12808	33.705	9		12948	34.074
9	1	13383	35.218	10	1	13523	35.587
10	2	13915	36.618	11	2	14055	36.987
11	3	14511	38.187	12	3	14651	38.555
12	4	14869	39.129	13	4	15009	39.497
13	5	15305	40.276	14	5	15445	40.645
14	6	15815	41.618	15	6	15955	41.987
15	7	16285	42.855	16	7	16425	43.224
16	8	16760	44.105	17	8	16900	44.474
17	9	17311	45.555		9	17451	45.924
18	10	17783	46.797		10	17923	47.166
19	11	18259	48.050		11	18399	48.418
20	12	18610	48.974		12	18750	49.342

Circular 1981/1

SALARY SCALES - SECONDARY TEACHERS

EFFECTIVE FROM 11 JUNE 1981

(Incorporating 1/2 General Wage Order on 10.11.80 rates)

BASIC SCALE FOR TRAINED TEACHERS		
Scale	Step	Rate
J1	01	\$ 12280(1)
	02	12874(2)
	03	13468(4)
	04	14065(5)
	05	15111
	06	16197(5)
	07	17205
	08	18249
	09	19296(6)
	10	20585(7)
	11	21932(8)

- (1) Entry for qualification group G1
 (2) Entry for qualification group G2
 (3) Entry for qualification group G3
 (4) Entry for qualification group G4
 (5) Entry for qualification group G5
 (6) Maximum for qualification group G1
 (7) Maximum for qualification group G2
 (8) Maximum for qualification groups G3, G4 and G5
 (9) Efficiency bar and manual training bar after penultimate step for qualification groups G1, G2 and G3, and after maximum step for groups G4 and G5.
 Maximum commencing step for untrained teachers is fourth step of appropriate qualification group.

SCALES FOR UNTRAINED TEACHERS					
Step	SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE		SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE		
	G 1	G 11	G 111a	G 111 b	G 2
01	\$ 11135	\$ 11785	\$ 12050	\$ 13060	\$ 14020
02	11785	12420	13460	14020	15817

(9) Then to second step of appropriate qualification group on Scale J1.

SENIOR MASTER/MISTRESS				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 29055	A	Up to 200
	02	25780	B	201 - 500
	03	26530	C	501 - 850
	04	27205	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J5	01	\$ 25780	A	Up to 200
	02	27097	B	201 - 500
	03	28418	C	501 - 850
	04	29552	D	851 +

PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J6	01	\$ 27470	A	Up to 200
	02	30311	B	201 - 500
	03	33304	C	501 - 850
	04	36001	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR1	\$ 555
45	PR2	1481
46	PR3	2400
47	PR4	5678

SERVICE INCREMENT		
Code	Rate	All qualification groups
46	\$ 914	

Minimum rate payable to 20 year old - \$10097

PART-TIME RATES
(Holiday Pay included)

DAY CLASSES

(Hourly rates based on 1/8th of Annual Rates on Scales J, J5 and J6)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
\$ 10002	\$ 11.698	14828	17.343
10097	11.809	15111	17.674
11135	13.023	15817	18.499
11785	15.784	16157	18.897
12280	14.363	17203	20.120
12420	14.526	18249	21.344
12838	15.015	19296	22.560
12874	15.057	20585	24.074
13468	15.752	21932	25.651
14065	16.450		

Type of Rate	Hourly Rates	
	Ordinary Time	Time 1/2
Minimum Capitation	\$ 8.050	10.07
	12.437	15.54
Maximum	16.815	21.01

SUPERVISION OF EVENING CLASSES

No of Classes	Rate per Class	Maximum Per Year
1 - 8	\$ 2.10	\$ -
9 - 20	2.10	1500
21 - 30	2.02	1757

ALLOWANCES	
Senior Assistant, DHO with Secondary Department of Grades B, C and D	\$ 555.00
Boarding Allowance (Relieving Teacher)	245.00
Remote Allowance:	
Married Teacher	103.74
Single Teacher	51.87
Principal's Allowance attached Intermediate Department	
Grade IVA - VD	433.00
Grade VIA - VII B	647.00
Grade VII C+	918.00
Careers Adviser	555.00
Dependents Allowance	140.00
Associate Teachers Allowance - per hour	1.83
Special Staffing Allowance	555.00
Secondment (relieving) allowance	1011.00

TABLE SEC (31) Cont

SECONDARY SCALES: EVENING CLASS RATESEFFECTIVE FROM 11 JUNE 1981

Dependents Allowance Not Payable				Dependents Allowance Payable			
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc.I	Sc.III			Sc.I	Sc. III		
		\$ 10212	\$ 26.874	1		\$ 10352	\$ 27.242
1		10656	28.042	2		10796	28.411
2		11113	29.245	3		11253	29.613
3		11564	30.432	4		11704	30.800
4		11981	31.529	5		12121	31.897
5		12283	32.325	6		12423	32.692
6		12797	33.676	7		12937	34.045
7		13107	34.492	8		13247	34.861
8		13448	35.389	9		13588	35.758
9	1	14052	36.979	10	1	14192	37.347
10	2	14611	38.450	11	2	14751	38.818
11	3	15237	40.097	12	3	15377	40.466
12	4	15612	41.084	13	4	15752	41.453
13	5	16070	42.289	14	5	16210	42.658
14	6	16606	43.700	15	6	16746	44.068
15	7	17099	44.997	16	7	17239	45.366
16	8	17598	46.311	17	8	17738	46.679
17	9	18177	47.834		9	18317	48.203
18	10	18672	49.137		10	18812	49.505
19	11	19172	50.453		11	19312	50.821
20	12	19541	51.424		12	19681	51.792

Circular 1981/74

SALARY SCALES - SECONDARY TEACHERSEFFECTIVE FROM 10 NOVEMBER 1981

(Incorporating 9.2% Annual General Adjustment on 11.6.81 rates)

BASIC SCALE FOR TRAINED TEACHERS		
Scale	Step	Date
J1	01	13410 (1)
	02	14058 (2)
	03	14707
	04	15359 (3)
	05	16501 (4)
	06	17643 (5)
	07	18786
	08	19928
	09	21071 (6)
	10	22477 (7)
	11	23950 (8)

- (1) Entry for qualification group G1
 (2) Entry for qualification group G2
 (3) Entry for qualification group G3
 (4) Entry for qualification group G4
 (5) Entry for qualification group G5
 (6) Maximum for qualification group G1
 (7) Maximum for qualification group G2
 (8) Maximum for qualification groups G3, G4 and G5 efficiency bar and normal training bar after penultimate step for qualification groups G1, G2 and G3, and after maximum step for groups G4 and G5.
 Maximum commencing step for untrained teachers is fourth step of appropriate qualification group.

SCALES FOR UNTRAINED TEACHERS					
SCALE J5 UNABLE TO ATTEND TEACHERS COLLEGE					
Step	G I	G II	G IIIA	G III b	
	G I	G 2	G 3	G 4	G 5
01	12159	12869	14019	14707	16192
02	12869	13563	14707	16192	17272

SCALE J6 ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
Step	01	02	03	04	
01	10922	12159	13563	14019	14707
02	12159	12869	14019	14707	16192
03	12869	13563	14707	16192	17272

(9) Item to second step of appropriate qualification group on Scale J1.

SENIOR MASTER/MISTRESS				
Scale	Step	Date	Class	Roll of School
J2	01	27336	A	Up to 200
	02	28152	B	201 - 500
	03	28971	C	501 - 850
	04	29795	D	851 +

DEPUTY PRINCIPALS				
Scale	Step	Date	Class	Roll of School
J3	01	28152	A	Up to 200
	02	29590	B	201 - 500
	03	31032	C	501 - 850
	04	32271	D	851 +

PRINCIPALS				
Scale	Step	Date	Class	Roll of School
J4	01	29997	A	Up to 200
	02	33100	B	201 - 500
	03	36368	C	501 - 850
	04	39400	D	851 +

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Date
		\$
44	PR1	606
45	PR2	1617
46	PR3	2621
47	PR4	4016

SERVICE INCREMENT	
Code	Date
	All qualification groups
36	398

TECHNICAL AND CONTINUATION CLASSES

Type of Rate	Hourly Rates	
	Ordinary Time	Time $\frac{1}{2}$
Minimum	8.799	10.999
Capitation	13.581	16.976
Maximum	19.362	22.952

SUPERVISION OF EVENING CLASSES

No of Classes	Date per Class	Maximum Per Year
1 - 8	2.56	-
9 - 20	2.38	1428
21 - 30	2.18	1897

ALLOWANCES	
Senior Assistant, EDS with Secondary Department of Grades 3, C and D	606
Boarding Allowance (Relieving Teacher)	245
Remote Allowance:	
Married Teacher	103.74
Single Teacher	51.87
Principal's Allowance attached Intermediate Department	
Grade IV A - TD	473
Grade VII A - VII B	707
Grade VII C+	1002
Careers Adviser	506
Dependents Allowance	140
Associate Teachers Allowance - per hour	2.00
Special Staffing Allowance	506
Secondment (relieving) allowance	1647 1104
Bus Controllers	2.26 0.79

Circular 1982/15

TABLE SEC (32) Cont

SECONDARY SCALES: EVENING CLASS RATESEFFECTIVE FROM 10 Nov 1981

Dependents Allowance Not Payable				Dependents Allowance Payable			
Step		Notional Annual Rate	O/T Rate	Step		Notional Annual Rate	O/T Rate
Sc.I	Sc.III			Sc.I	Sc. III		
1		11152	29.347	1		11292	29.716
2		11636	30.621	2		11776	30.989
3		12135	31.934	3		12275	32.303
4		12628	33.232	4		12768	33.600
5		13083	34.429	5		13223	34.797
6		13413	35.297	6		13553	35.666
7		13974	36.774	7		14114	37.142
8		14313	37.666	8		14453	38.034
9		14685	38.645	9		14825	39.013
10	1	15345	40.382	10	1	15485	40.750
11	2	15955	41.987	11	2	16095	42.355
12	3	16639	43.787	12	3	16779	44.155
13	4	17048	44.863	13	4	17188	45.232
14	5	17548	46.179	14	5	17688	46.547
15	6	18134	47.721	15	6	18274	48.089
16	7	18672	49.137	16	7	18812	49.505
17	8	19217	50.571	17	8	19357	50.939
	9	19849	52.234		9	19989	52.603
	10	20390	53.658		10	20530	54.026
	11	20936	55.095		11	21076	55.463
	12	21339	56.155		12	21479	56.524

Circular 1982/15

SALARY SCALES - SECONDARY TEACHERSEFFECTIVE FROM 10 JANUARY 1985

(Incorporating 7% Annual General Adjustment)

BASIC SCALE FOR TRAINED TEACHERS		
Scale	Step	Rate
J1	01	\$ 14795(1)
	02	15488(2)
	03	16183
	04	16880(3)
	05	18102(4)
	06	19324(5)
	07	20547
	08	21769
	09	22992(6)
	10	24497(7)
	11	26073(8)

- (1) Entry for qualification group G1
 (2) Entry for qualification group G2
 (3) Entry for qualification group G3
 (4) Entry for qualification group G4
 (5) Entry for qualification group G5
 (6) Maximum for qualification group G1
 (7) Maximum for qualification group G2
 (8) Maximum for qualification groups G3, G4 and G5.
 Efficiency bar and manual training bar after penultimate step for qualification groups G1, G2 and G3, and after maximum step for groups G4 and G5.
 Maximum commencing step for untrained teachers is fourth step of appropriate qualification group.

PART-TIME RATES - DAY CLASSES (Holiday Pay Included)			
Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
12133	14.191	17772	20.786
13456	15.738	18102	21.172
14216	16.627	18927	22.137
14795	17.304	19324	22.601
14959	17.496	20547	24.032
15447	18.067	21769	25.461
15488	18.115	22992	26.891
16183	18.927	24497	28.651
16880	19.743	26073	30.495

SENIOR MASTER/MISTRESS				
Scale	Step	Rate	Class	Roll of School
J2	01	\$ 29696	A	Up to 200
	02	30569	B	201 - 500
	03	31445	C	501 - 850
	04	32327	D	851 -
DEPUTY PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J3	01	\$ 30569	A	Up to 200
	02	32107	B	201 - 500
	03	33650	C	501 - 850
	04	34976	D	851 -
PRINCIPALS				
Scale	Step	Rate	Class	Roll of School
J4	01	\$ 32543	A	Up to 200
	02	35863	B	201 - 500
	03	39360	C	501 - 850
	04	42604	D	851 -

SCALE FOR UNTRAINED TEACHERS					
SCALE J5 : UNABLE TO ATTEND TEACHERS COLLEGE					
Step	G1	GII	GIIIa	GIIIb	
				G1	G5
01	13456	14216	15447	16183	17772
02	14216	14959	16183	17772	18927
SCALE J6 : ABLE BUT UNWILLING TO ATTEND TEACHERS COLLEGE					
01	12133	13456	14959	15447	16183
02	13456	14216	15447	16183	17772
03	14216	14959	16183	17772	18927

(9) Then to second step of appropriate qualification group on scale J1.

ADDITIONAL RATES FOR POSITIONS OF RESPONSIBILITY		
Code	Category of PR	Rate
44	PR1	\$ 648
45	PR2	1730
46	PR3	2804
47	PR4	4297

Circular 1985/8

SALARY SCALES -- SECONDARY TEACHERS (cont'd)EFFECTIVE FROM 10 JANUARY 1985

TECHNICAL AND CONTINUATION CLASSES		
	Hourly Rates	
	Ordinary Time	Time 1½
Minimum	\$ 9.757	12.196
Capitation	14.874	18.593
Maximum	19.990	24.988

SUPERVISION OF EVENING CLASSES		
No of Classes	Rate per Class	Maximum Per Year
1 - 8	\$ 2.65	-
9 - 20	2.68	1608
21 - 30	2.45	2132

<u>ALLOWANCES</u>	\$
Boarding Allowance (Relieving Teacher)	245
Remote Allowance:	
Married Teacher	103.74
Single Teacher	51.87
Principal's Allowance attached Intermediate Department	
Grade IVA - VD	506
Grade VIA - VIIB	756
Grade VIIC -	1072
Careers Adviser	648
Dependants' Allowance	140
Associate Teachers Allowance - per hour	2.14
Staffing Incentives Allowance	648
Secondment allowance	1181
Bus Controllers: 1st Route	2.42
Additional Routes	.85
Service Increment	1068.00

Circular 1985/3

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

SECONDARY SCALES : EVENING CLASS RATESEFFECTIVE FROM 10 JAN 1985

Dependents Allowance Not Payable			Dependents Allowance Payable				
STEP		Notional Annual Rate	O/T Rate	STEP		Notional Annual Rate	O/T Rate
Sc. I	Sc. III			Sc. I	Sc. III		
1		12379	32.576	1		12519	32.945
2		12897	33.939	2		13037	34.308
3		13431	35.345	3		13571	35.713
4		13958	36.732	4		14098	37.100
5		14445	38.013	5		14585	38.382
6		14798	38.942	6		14938	39.311
7		15398	40.521	7		15538	40.889
8		15761	41.476	8		15901	41.845
9		16159	42.524	9		16299	42.892
10	1	16865	44.382	10	1	17005	44.750
11	2	17518	46.100	11	2	17658	46.468
12	3	18250	48.026	12	3	18390	48.395
13	4	18688	49.179	13	4	18828	49.547
14	5	19223	50.587	14	5	19363	50.955
15	6	19850	52.237	15	6	19990	52.605
16	7	20425	53.750	16	7	20565	54.148
17	8	21008	55.284	17	8	21148	55.653
	9	21685	57.066		9	21825	57.434
	10	22263	58.587		10	22403	58.955
	11	22848	60.126		11	22988	60.495
	12	23279	61.261		12	23419	61.629

Circular 1985/8

SECONDARY TEACHERS
10 Nov 1985 (Incorp 15.5% AGA 4% Adj. & SST order 6/86)

Principals

Scale	Step	Rate	Class	Roll
J4	04	57515	D	851 and over
	03	53136	C	501-850
	02	48415	B	201-500
	01	43933	A	Up to 200

Deputy Principals

Scale	Step	Rate	Class	Roll
J3	04	46518	D	851 and over
	03	44755	C	501-850
	02	42702	B	201-500
	01	40657	A	Up to 200

Senior Master/Mistress

Scale	Step	Rate	Class	Roll
J2	04	42995	D	851 and over
	03	41822	C	501-850
	02	40657	B	201-500
	01	39496	A	Up to 200

Position of Responsibility : PR4

JD 01 41650

Position of Responsibility : PR3

JC 01 39650

Position of Responsibility : PR2

JB 02 37950
01 36330

Position of Responsibility : PR1

JA 02 36330
01 35200

Basic Scale for Trained Teachers

J1	11	34156	(8)
	10	31801	(7)
	09	29200	(6)
	08	27647	
	07	25884	
	06	24155	(5)
	05	22265	(4)
	04	20762	(3)
	03	19439	
	02	18604	(2)
	01	17772	(1)

Efficiency bar and manual training bar after penultimate step for qualification groups G1, G2 and G3, and after maximum step for groups G4 and G5.

Maximum commencing step for untrained teachers is fourth step of appropriate qualification group.

- (1) Entry for qualification group G1
- (2) Entry for qualification group G2
- (3) Entry for qualification group G3
- (4) Entry for qualification group G4
- (5) Entry for qualification group G5
- (6) Maximum for qualification group G1
- (7) Maximum for qualification group G2
- (8) Max for qual group G3, G4 and G5
- (9) Then to second step of appropriate qualification group on Scale J1

Scale JS : Unable to attend Teachers College

	G1 G1	GII G2	GIIIa G3	GIIIb G4	GS
01	17076	17969	19439	21348	22735 (9)
02	16163	17076	18555	19439	21348

Scale J6 : Able but unwilling to attend Teachers College

	G1 G3	GII G2	GIIIa G3	GIIIb G4	GS
03	17076	17969	19439	21348	22735 (9)
02	16163	17076	18555	19439	21348
01	14574	16163	17969	18555	19439

Supervision of Evening Classes

No. of classes	Rate per class	Maximum per year
1-8	3.18	\$
9-20	3.22	1932
21-30	2.94	2550

Allowances

Boarding Allowance (Relieving Teachers)	245
Dependants Allowance	140
Remote Allowance:	
Married Teacher	103.74
Single Teacher	51.87
Principal's Allowance attached Intermediate Dept	
Grade IVA - VD	608
Grade VIA - VIIIB	908
Grade VIIIC -	1288
Staffing Incentives Allowance	778
Service Increment	1283
Secondment Allowance	1419
Careers Adviser	849
Bus Controllers: 1st Route	2.91
Additional Routes	1.02
Associate Teachers Allowance	2.57
SFC Assessment co-ordinators (Max 9 hrs/yr)	39.95 p/hr

Part-time Hourly Rates Day Classes
(Holiday pay included)

Annual Rate	Hourly Rate	Annual Rate	Hourly Rate
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Scale J1

24155	28.25	34156	39.95
22265	26.04	31601	36.96
20762	24.28	29200	34.15
19439	22.74	27847	32.34
18604	21.76	25684	30.04
17772	20.79		

Scale JS

18555	21.70	22735	26.59
17969	21.02	21348	24.97
17076	19.97	19439	22.74
16163	18.90	18555	

Scale J6

17969	21.02	22735	26.59
17076	19.97	21348	24.97
16163	18.90	19439	22.74
14574	17.05	18555	21.70

SECONDARY TEACHERS
Effective 15 January 1987 (Incorporating 7% GA)

Principals

Scale	Step	Rate	Class	Roll
J4	04	61541	D	851 and over
	03	56856	C	501-850
	02	51804	B	201-500
	01	47008	A	Up to 200

Deputy Principals

Scale	Step	Rate	Class	Roll
J3	04	49774	D	851 and over
	03	47008	C	501-850
	02	45691	B	201-500
	01	43503	A	Up to 200

Senior Master/Mistress

Scale	Step	Rate	Class	Roll
J2	04	46005	D	851 and over
	03	44750	C	501-850
	02	43503	B	201-500
	01	42261	A	Up to 200

Positions of Responsibility

Scale	Step	Rate	PR
JD	01	44566	4
JC	01	42426	3
JB	02	40607	2
	01	38873	
JA	02	38873	1
	01	37664	

Basic Scale for Trained Teachers

J1	11	36547	(8)
	10	33813	(7)
	09	31244	(6)
	08	29582	
	07	27482	
	06	25846	(5)
	05	23824	(4)
	04	22215	(3)
	03	20800	
	02	19906	(2)
	01	19016	(1)

Efficiency bar and manual training bar after penultimate step for qualification groups G1, G2 and G3, and after maximum step for groups G4 and G5.

Maximum commencing step for untrained teachers is fourth step of appropriate qualification group.

- (1) (Entry for qualification group G1)
- (2) (Entry for qualification group G2)
- (3) (Entry for qualification group G3)
- (4) (Entry for qualification group G4)
- (5) (Entry for qualification group G5)
- (6) Maximum for qualification group G1
- (7) Maximum for qualification group G2
- (8) Max. for qual. group G3, G4 and G5
- (9) Then to second step of appropriate qualification group on Scale J1

Scale J5 : Unable to attend Teachers College

	GI G1	GII G2	GIIIa G3	GIIIb G4	G5
02	18271	19227	20800	22842	24326 (9)
01	17294	18271	19854	20800	22842

Scale J6 : Able but unwilling to attend Teachers College

03	18271	19227	20800	22842	24326 (9)
02	17294	18271	19854	20800	22842
01	15594	17294	19227	19854	20800

Supervision of Evening Classes

No. of classes	Rate per class	Maximum per year
	\$	\$
1-8	3.40	-
9-20	3.45	2070
21-30	3.15	2741

Allowances

Boarding Allowance (Relieving Teachers)	245
Dependants Allowance	140
Remote Allowance:	
Married Teacher	103.74
Single Teacher	51.87
Secondment Allowance	1518
Service Increment	1373
Careers Adviser	908
Staffing Incentives Allowance	832
Principal's Allowance attached Intermediate Dept	
Grade IVA - UD	651
Grade VIA - VIID	972
Grade VIIC -	1378
SFC Assessment co-ordinators (Max 9 hrs/yr)	42.75 p/hr
Bus Controllers: 1st Route	3.11
Additional Routes	1.09
Associate Teachers Allowance	2.75

Part-Time Hourly Rates Day Classes
(Holiday pay included)

Annual Rate	Hourly Rate
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Scale J1

36547	42.75
33813	39.55
31244	36.54
29582	34.60
27482	32.14
25846	30.23
23824	27.86
22215	25.98
20800	24.33
19906	23.28
19016	22.24

Scale J6

J6	G5	24326	28.45
		22842	26.72
		20800	24.33
	G4	22842	26.72
		20800	24.33
J5	G5	19854	23.22
		20800	24.33
G4	22842	19854	23.22
		19227	22.49
G3	20800	19227	22.49
		18271	21.37
G2	19227	18271	21.37
		17294	20.23
G1	18271	18271	21.37
		17294	20.23
		15594	18.24

