Rangindeling van hoër- en middelbare skole.

7. Hoër- en middelbare skole word in vyf groepe ingedeel; die plasing van 'n skool in een van dié groepe word deur die gehandhaafde inskrywing daarvan in standerds bo die vyfde bepaal, en wel as volg:

400 leerlinge of meer	Groep A
200 tot 399 leerlinge	Groep B
100 tot 199 leerlinge	Groep C
50 tot 99 leerlinge	Groep D
Minder as 50 leerlinge	Groep E;

met dien verstande dat 'n hoër- of middelbare skool wat 'n primêre afdeling het met 'n gehandhaafde inskrywing van minstens 150 leerlinge, in die volgende hoër groep ingedeel word as dié waarop bedoelde skool uit hoofde van sy gehandhaafde inskrywing in standerds bo die vyfde geregtig is om ingedeel te word.

Rangindeling van laerskole.

8. Laerskole word in agt groepe ingedeel; die plasing van 'n skool in een van dié groepe word deur die gehandhaafde inskrywing daarvan bepaal, en wel as volg:

500 leerlinge of meer	Groep A
400 tot 499 leerlinge	Groep B
300 tot 399 leerlinge	Groep C
200 tot 299 leerlinge	Groep D
100 tot 199 leerlinge	Groep E
50 tot 99 leerlinge	Groep F
20 tot 49 leerlinge	Groep G
Minder as 20 leerlinge	Groep H.

Rangindeling van skole by stigting of herklassifikasie.

9. Wanneer 'n nuwe skool, uitgesonderd 'n plaasskool, gestig of 'n skool as 'n hoër-, middelbare of laerskool herklassifiseer word, word die plasing van sodanige skool in een van die groepe in klousule 7 of 8 voorgeskryf deur die Departement bepaal ooreenkomstig die verwagte gehandhaafde inskrywing soos deur die Departement beraam.

Salarisse van hoofonderwysers.

10. (1) Die volgende is die vaste jaarlikse salarisse en minimum en maksimum jaarlikse salarisse onderskeidelik vir hoofonderwysers van opleidingskolleges en skole uitgesonderd plaasskole:

Opleidingskolleges:

	Mans £	*Vroue* £
Groep A	1980 (vaste)	1620 (vaste)
Groep B	1920 (vaste)	1560 (vaste)

Hoër- en Middelbare Skole:

	Mans £	*Vroue* £
Groep A	1920 (vaste)	1560 (vaste)
Groep B	1860 (vaste)	1500 (vaste)
Groep C	1800 (vaste)	1440 (vaste)
Groep D	1740 (vaste)	1380 (vaste)
Groep E	1680 (vaste)	1320 (vaste)

Laerskole:

	Mans £	*Vroue* £
Groep A	1800 (vaste)	1440 (vaste)
Groep B	1740 (vaste)	1380 (vaste)
Groep C	1680 (vaste)	1320 (vaste)

	Mans *Minimum*	*Mans* *Maksimum* £	*Vroue* *Minimum*	*Vroue* *Maksimum* £
Groep D	Assistent se salaris plus 4 verhogings	1620	Assistent se salaris plus 4 verhogings	1260
Groep E	Assistent se salaris plus 3 verhogings	1560	Assistent se salaris plus 3 verhogings	1200
Groep F	Assistent se salaris plus 3 verhogings	1500	Assistent se salaris plus 3 verhogings	1140
Groep G	Assistent se salaris plus 2 verhogings	1440	Assistent se salaris plus 2 verhogings	1080
Groep H	Assistent se salaris plus 2 verhogings	1380	Assistent se salaris plus 2 verhogings	1040

Grading of High and Secondary Schools.

7. High and secondary schools shall be graded in five groups, the placing of a school in one or other of these groups being determined by its established enrolment in standards above the fifth, as follows:

400 pupils or more	Group A
200 to 399 pupils	Group B
100 to 199 pupils	Group C
50 to 99 pupils	Group D
Less than 50 pupils	Group E

provided that a high or secondary school having a primary department with an established enrolment of not less than 150 pupils, shall be classified in the next higher group to that in which its established enrolment in standards above the fifth entitles it to be classified.

Grading of Primary Schools.

8. Primary schools shall be graded in eight groups, the placing of a school in one or other of these groups being determined by its established enrolment, as follows:

500 pupils or more	Group A
400 to 499 pupils	Group B
300 to 399 pupils	Group C
200 to 299 pupils	Group D
100 to 199 pupils	Group E
50 to 99 pupils	Group F
20 to 49 pupils	Group G
Less than 20 pupils	Group H

Grading of Schools on Establishment or Reclassification.

9. When a new school other than a farm school is established, or a school is reclassified as a high, secondary or primary school, the placing of such school in one or other of the groups prescribed in clause 7 or 8 shall be determined by the Department according to the anticipated established enrolment as assessed by the Department.

Salaries of Principal Teachers.

10. (1) The following shall be fixed annual salaries and minimum and maximum annual salaries respectively for principal teachers of training colleges and schools other than farm schools:

Training colleges:

	Men £	*Women* £
Group A	1,980 (fixed)	1,620 (fixed)
Group B	1,920 (fixed)	1,560 (fixed)

High and secondary schools:

	Men £	*Women* £
Group A	1,920 (fixed)	1,560 (fixed)
Group B	1,860 (fixed)	1,500 (fixed)
Group C	1,800 (fixed)	1,440 (fixed)
Group D	1,740 (fixed)	1,380 (fixed)
Group E	1,680 (fixed)	1,320 (fixed)

Primary schools:

	Men £	*Women* £
Group A	1,800 (fixed)	1,440 (fixed)
Group B	1,740 (fixed)	1,380 (fixed)
Group C	1,680 (fixed)	1,320 (fixed)

	Minimum	*Maximum* £	*Minimum*	*Maximum* £
Group D	Assistant's salary plus 4 increments	1,620	Assistant's salary plus 4 increments	1,260
Group E	Assistant's salary plus 3 increments	1,560	Assistant's salary plus 3 increments	1,200
Group F	Assistant's salary plus 3 increments	1,500	Assistant's salary plus 3 increments	1,140
Group G	Assistant's salary plus 2 increments	1,440	Assistant's salary plus 2 increments	1,080
Group H	Assistant's salary plus 2 increments	1,380	Assistant's salary plus 2 increments	1,040

(2) Die volgende is die skaal van jaarlikse salarisse vir gediplomeerde onderwysers aan plaasskole, hetsy vroue of mans; vry losies en inwoning word in elke geval verskaf: £300 x 30 — 480.

Salarisse van onderhoofde.

11. Die volgende is die vaste jaarlikse salarisse vir onderhoofde van opleidingskolleges en hoër- en middelbare skole en die minimum en maksimum jaarlikse salarisse onderskeidelik vir onderhoofde van laerskole:

Opleidingskolleges:

Mans £	*Vroue* £
1800 (vaste)	1440 (vaste)

Hoër- en Middelbare Skole:

Mans £	*Vroue* £
1680 (vaste)	1320 (vaste)

Laerskole:

Mans *Minimum*	*Mans* *Maksimum* £	*Vroue* *Minimum*	*Vroue* *Maksimum* £
Assistent se salaris plus 4 verhogings	1620	Assistent se salaris plus 4 verhogings	1260

Salarisse van assistente, spesiale graad.

12. 'n Assistent, spesiale graad, word besoldig op die verhogingstrap net bokant die salaris waarop hy geregtig sou wees as hy 'n assistent-onderwyser was, en hy kom in aanmerking vir jaarlikse verhogings van dieselfde bedrag en op dieselfde verhogingstrappe asof hy 'n assistent-onderwyser was, met 'n verdere jaarlikse verhoging van £40 in die geval van 'n vrou wie se maksimum-salaris as 'n assistent-onderwyser minder sou wees as £1080, of £60 in die geval van enige ander onderwyser.

Salarisse van assistente.

13. Die volgende is die skale van jaarlikse salarisse vir assistent-onderwysers:

(2) The following shall be the scale of annual salaries for certificated teachers employed in farm schools, whether women or men, free board and lodging being provided in each case: £300 x 30 — 480.

Salaries of Vice-Principals.

11. The following shall be the fixed annual salaries for vice-principals of training colleges and high and secondary schools and the minimum and maximum annual salaries respectively for vice-principals of primary schools:

Training colleges:

Men £	*Women* £
1,800 (fixed)	1,440 (fixed)

High and secondary schools:

Men £	*Women* £
1,680 (fixed)	1,320 (fixed)

Primary schools:

Men *Minimum*	*Men* *Maximum* £	*Women* *Minimum*	*Women* *Maximum* £
Assistant's salary plus 4 increments	1,620	Assistant's salary plus 4 increments	1,260

Salaries of Special-Grade Assistants.

12. A special-grade assistant shall be remunerated at the incremental stage next above the salary to which he would be entitled were he an assistant teacher, and he shall be eligible for annual increments of the same amount and at the same incremental stages as if he were an assistant teacher, with a further annual increment of £40 in the case of a woman whose maximum salary as an assistant teacher would be less than £1,080, or £60 in the case of any other teacher.

Salaries of Assistants.

13. The following shall be the scales of annual salaries for assistant teachers:

Opleidingskolleges:

	Mans	*Vroue*
Kategorie (a)	£600 x 50 — 900 x 60 — 1380	£480 x 30 — 720 x 40 — 1040
Kategorie (b)	£650 x 50 — 900 x 60 — 1440	£540 x 30 — 720 x 40 — 1080
Kategorie (c)	£700 x 50 — 900 x 60 — 1500	£600 x 30 — 720 x 40 — 1080 — 1140
Kategorie (d)	£800 x 50 — 900 x 60 — 1560	£690 — 720 x 40 — 1080 x 60 — 1200
Kategorie (e)	£900 x 60 — 1620	£760 x 40 — 1080 x 60 — 1260
Kategorie (f)	£960 x 60 — 1680	£800 x 40 — 1080 x 60 — 1320

Skole:

	Mans	*Vroue*
Kategorie (a)	£500 x 50 — 900 x 60 — 1260	£420 x 30 — 720 x 40 — 960
Kategorie (b)	£550 x 50 — 900 x 60 — 1320	£480 x 30 — 720 x 40 — 1000
Kategorie (c)	£600 x 50 — 900 x 60 — 1380	£540 x 30 — 720 x 40 — 1040
Kategorie (d)	£700 x 50 — 900 x 60 — 1440	£630 x 30 — 720 x 40 — 1080
Kategorie (e)	£800 x 50 — 900 x 60 — 1500	£690 — 720 x 40 — 1080 — 1140
Kategorie (f)	£850 — 900 x 60 — 1560	£720 x 40 — 1080 x 60 — 1200

Training colleges:

	Men	*Women*
Category (a)	£600 x 50 — 900 x 60 — 1,380	£480 x 30 — 720 x 40 — 1,440
Category (b)	£650 x 50 — 900 x 60 — 1,440	£540 x 30 — 720 x 40 — 1,080
Category (c)	£700 x 50 — 900 x 60 — 1,500	£600 x 30 — 720 x 40 — 1,080 — 1,140
Category (d)	£800 x 50 — 900 x 60 — 1,560	£690 — 720 x 40 — 1,080 x 60 — 1,200
Category (e)	£900 x 60 — 1,620	£760 x 40 — 1,080 x 60 — 1,260
Category (f)	£960 x 60 — 1,680	£800 x 40 — 1,080 x 60 — 1,320

Schools:

	Men	*Women*
Category (a)	£500 x 50 — 900 x 60 — 1,260	£420 x 30 — 720 x 40 — 960
Category (b)	£550 x 50 — 900 x 60 — 1,320	£480 x 30 — 720 x 40 — 1,000
Category (c)	£600 x 50 — 900 x 60 — 1,380	£540 x 30 — 720 x 40 — 1,040
Category (d)	£700 x 50 — 900 x 60 — 1,440	£630 x 30 — 720 x 40 — 1,080
Category (e)	£800 x 50 — 900 x 60 — 1,500	£690 — 720 x 40 — 1,080 — 1,140
Category (f)	£850 — 900 x 60 — 1,560	£720 x 40 — 1,080 x 60 — 1,200

Salarisse van ander klasse van onderwysers.

14. (1) Die volgende is die jaarlikse salarisse verbonde aan die betrekkings hieronder beskryf:

Salaries of other Classes of Teachers.

14. (1) The following annual salaries shall be attached to the posts described hereunder:

Betrekking	Mans £	Vroue £
Assistent Departementele Psigoloog	1980 (vaste)	1620 (vaste)
Organiseerder van spesiale klasse en skoolvoorligting	1860 (vaste)	1500 (vaste)
Hoof van skoolkliniek	1860 (vaste)	1500 (vaste)
Senior Organiseerder van spesiale vak	1860 (vaste)	1500 (vaste)
Organiseerder van spesiale vak	1800 (vaste)	1440 (vaste)
Organiseerder van hardhorende klasse	1800 (vaste)	1440 (vaste)
Organiseerder van skoolbiblioteke	1800 (vaste)	1440 (vaste)
Senior toesighoudende onderwyser van hardhorende klasse te Port Elizabeth	1620 (vaste)	1260 (vaste)
Lektor in maatskaplike gesondheidsleer	Dieselfde salaris as dié vir opleidingskollege-assistent, spesiale graad.	
Assistent-hoof van Skoolkliniek		

Post	Men £	Women £
Assistant Departmental Psychologist	1,980 (fixed)	1,620 (fixed)
Organiser of special classes and school guidance	1,860 (fixed)	1,500 (fixed)
Head of school clinic	1,860 (fixed)	1,500 (fixed)
Senior Organiser of special subject	1,860 (fixed)	1,500 (fixed)
Organiser of special subject	1,800 (fixed)	1,440 (fixed)
Organiser of hard-of-hearing classes	1,800 (fixed)	1,440 (fixed)
Organiser of school libraries	1,800 (fixed)	1,440 (fixed)
Senior supervising teacher of hard-of-hearing classes at Port Elizabeth	1,620 (fixed)	1,260 (fixed)
Lecturer in Social Hygiene	Same salary as payable to special grade training college assistant.	
Assistant head of school clinic		

	Mans Minimum	Mans Maksimum £	Vroue Minimum	Vroue Maksimum £
Skoolvoorligter	Assistent se salaris plus 3 verhogings.	1800	Assistent se salaris plus 3 verhogings	1440
Toesighoudende onderwyser van spesiale klasse	Assistent se salaris plus 2 verhogings	1500	Assistent se salaris plus 2 verhogings	1140
Primêre spesiale klasonderwyser	Assistent se salaris plus 1 verhoging	1440	Assistent se salaris plus 1 verhoging	1080

	Mans	Vroue
Sekondêre spesiale klasonderwyser/instrukteur	Dieselfde salaris as dié vir assistent, spesiale graad.	
Landbou-onderwyser verantwoordelik vir boerdery-afdeling		
Landbou-onderwyser verantwoordelik vir vakansiediens	Assistent se salaris, plus £60.	
Gekwalifiseerde instrukteur aan Hoër Landbouskool	£500 x 50 — 900 x 60 — 1260	£420 x 30 — 720 x 40 — 960

(2) Die volgende is die vaste jaarlikse salarisse en salaris skale onderskeidelik vir ongediplomeerde assistent-onderwysers in ander skole as plaasskole, met dien verstande dat so 'n onderwyser nie in aanmerking kom vir 'n verhoging ten opsigte van sy eerste twee jaar van diens nie:

Kwalifikasies	Mans	Vroue
Laer as Senior Sertifikaat	£400 (vaste)	£390 (vaste)
Senior Sertifikaat	£450 x 50 — 900 x 60 — 1200	£420 x 30 — 720 x 40 — 920
Senior Sertifikaat plus 1 jaar	£500 x 50 — 900 x 60 — 1260	£450 x 30 — 720 x 40 — 960
Senior Sertifikaat plus 2 jaar	£550 x 50 — 900 x 60 — 1320	£480 x 30 — 720 x 40 — 1000
Senior Sertifikaat plus 3 jaar	£600 x 50 — 900 x 60 — 1380	£540 x 30 — 720 x 40 — 1040
Senior Sertifikaat plus 4 jaar	£700 x 50 — 900 x 60 — 1440	£630 x 30 — 720 x 40 — 1080
Senior Sertifikaat plus 5 jaar	£800 x 50 — 900 x 60 — 1500	£690 x 30 — 720 x 40 — 1080 —1140

	Men Minimum	Men Maximum £	Women Minimum	Women Maximum £
School guidance officer	Assistant's salary plus 3 increments	1,800	Assistant's salary plus 3 increments	1,440
Supervising teacher of special classes	Assistant's salary plus 2 increments	1,500	Assistant's salary plus 2 increments	1,140
Primary special class teacher	Assistant's salary plus 1 increment	1,440	Assistant's salary plus 1 increment	1,080

	Men	Women
Secondary special class teacher/instructor	Same salary as payable to special grade assistant.	
Agriculture teacher responsible for a farming section		
Agriculture teacher responsible for vacation duty	Assistant's salary, plus £60.	
Qualified instructor at Agricultural High School	£500 x 50 — 900 x 60 — 1,260	£420 x 30 — 720 x 40 — 960

(2) The following shall be the fixed annual salaries and salary scales respectively for uncertificated assistant teachers in schools other than farm schools, provided that no such teacher shall be eligible for any increment in respect of his first two years of service:

Qualifications	Men	Women
Lower than Senior Certificate	£400 (fixed)	£390 (fixed)
Senior Certificate	£450 x 50 — 900 x 60 — 1200	£420 x 30 — 720 x 40 — 920
Senior Certificate plus 1 year	£500 x 50 — 900 x 60 — 1260	£450 x 30 — 720 x 40 — 960
Senior Certificate plus 2 years	£550 x 50 — 900 x 60 — 1320	£480 x 30 — 720 x 40 — 1000
Senior Certificate plus 3 years	£600 x 50 — 900 x 60 — 1380	£540 x 30 — 720 x 40 — 1040
Senior Certificate plus 4 years	£700 x 50 — 900 x 60 — 1440	£630 x 30 — 720 x 40 — 1080
Senior Certificate plus 5 years	£800 x 50 — 900 x 60 — 1500	£690 x 30 — 720 x 40 — 1080 — 1140

(3) 'n Ongediplomeerde onderwyser wat by 'n opleidingskollege in diens is, word besoldig op die tweede verhogingstrap bokant die salaris waarop hy geregtig sou wees as hy in 'n ander skool as 'n plaasskool in diens was.

(4) Die volgende is die vaste jaarlikse salarisse en salarisskale onderskeidelik vir ongediplomeerde onderwysers in plaasskole (mans en vroue), plus vry losies en inwoning, met dien verstande dat geen sodanige onderwyser geregtig is op 'n verhoging ten opsigte van sy eerste twee jaar van diens nie:

(3) An uncertificated teacher employed in a training college shall be remunerated at the incremental stage next but one above the salary to which he would be entitled were he employed in a school other than a farm school.

(4) The following shall be the fixed annual salaries and salary scales respectively for uncertificated teachers in farm schools (men and women), plus free board and lodging, provided that no such teacher shall be eligible for any increment in respect of his first two years of service:

Kwalifikasies

Laer as Senior Sertifikaat	£210 (vaste)
Senior Sertifikaat	£240 x 30 — 480
Senior Sertifikaat plus 1 jaar	£270 x 30 — 480
Senior Sertifikaat plus 2 jaar	£300 x 30 — 480

(5) Die Superintendent-generaal stel die volgende vas:

(a) die skaal waarop 'n blanke onderwyser in diens by 'n skool vir kleurlingleerlinge ooreenkomstig klousule 1 van hierdie regulasies geplaas mag word;
(b) die gedeelte van salaris wat betaal moet word aan 'n onderwyser wat deeltyds diens doen;
(c) die ekstra besoldiging wat betaal moet word aan 'n onderwyser wat heelwat tyd aan werklike onderwysdiens bo en behalwe die normale skoolure moet bestee.

(6) Die besoldiging van 'n onderwyser vir wie daar nie in hierdie regulasies uitdruklik voorsiening gemaak word nie, word deur die Administrateur vasgestel.

Bedrae van jaarlikse verhoging waar nie vermeld nie.

15. Met „assistent se salaris" waar dit in klousules 10, 11 en 14 vermeld word, word bedoel die salaris waarop die bekleër geregtig sou wees as hy 'n assistent-onderwyser was, en 'n onderwyser wat geplaas word op 'n skaal waarvan die minimum salaris deur sy salaris as 'n assistent-onderwyser bepaal word, kom in aanmerking vir jaarlikse verhogings van dieselfde bedrag en op dieselfde verhogingstrap asof hy 'n assistent-onderwyser was, met verdere jaarlikse verhogings van £60 in die geval van 'n man, of £40 tot die verhogingstrap van £1,080 en £60 daarna, in die geval van 'n vrou, na bereiking van die maksimum van die assistent-onderwyser se skaal.

Aanpassing van salarisse van onderwysers by salarisskale.

16. (1) Die salaris van 'n onderwyser in 'n betrekking waaraan 'n vaste salaris verbonde is, word by sodanige vaste salaris aangepas.

(2) Uitgesonderd soos bepaal in subklousule (3) word die salarisse van ander onderwysers as dié in betrekkings waaraan 'n vaste salaris verbonde is, aangepas by die skale waarvoor in hierdie regulasies voorsiening gemaak word (hierna die hersiene skale genoem), soos in die volgende tabel aangetoon; die aanpassing in die geval van 'n onderwyser wat op 1 Oktober 1958 vir 'n verhoging op die voorhersiene skaal in aanmerking sou gekom het, word gedoen asof sodanige verhoging reeds toegestaan is:

	Jaarlikse salaris op voorhersiene skaal £	*hersiene skaal* £
Plaasskool-onderwysers	180	210
	210	240
	240	270
	270	300
	300	330
	330	360
	360	390
	390	420
	420	450
Ander onderwysers	390	400
	420	450
	450	500
	480	500
	510	550
	540	600
	570	600
	600	650
	630	700
	660	750
	690	800
	720	850
	750	900
	780	960
	810	1020
	852	1080
	894	1140
	936	1200
	978	1260
	1020	1320
	1080	1380
	1140	1440
	1200	1500
	1260	1560
	1320	1620
	1380	1680

(3) Die jaarlikse salaris van 'n onderwyser in kategorie (d) met minder as een jaar diens word vanaf £660 by £700

Qualifications

Lower than Senior Certificate	£210 (fixed)
Senior Certificate	£240 x 30 — 480
Senior Certificate plus 1 year	£270 x 30 — 480
Senior Certificate plus 2 years	£300 x 30 — 480

(5) The Superintendent-General shall determine —

(a) the scale to which a European teacher employed in a school for Coloured pupils may be assigned in terms of clause 1 of these regulations;
(b) the proportion of salary to be paid to a teacher who is employed part-time;
(c) the additional remuneration to be paid to a teacher who is required to devote considerable time to actual teaching work in excess of the normal school hours.

(6) The rate of remuneration of any teacher for whom no specific provision is made in these regulations shall be determined by the Administrator.

Rates of Annual Increment where not Specified.

15. It shall be understood that "assistant's salary" where mentioned in clauses 10, 11 and 14 means the salary to which the incumbent would be entitled were he an assistant teacher, and any teacher assigned to a scale of which the minimum salary is governed by his salary as an assistant teacher shall be eligible for annual increments of the same amount and at the same incremental stage as if he were an assistant teacher, with further annual increments, in the case of a man, of £60, or in the case of a woman, of £40 up to the £1080 incremental stage and £60 thereafter, after reaching the maximum of the assistant teacher's scale.

Adjustment of Salaries of Teachers to Salary Scales.

16. (1) The salary of a teacher in a post to which a fixed salary is attached shall be adjusted to such fixed salary.

(2) Except as provided in sub-clause (3) the salaries of male teachers, other than those in posts to which a fixed salary is attached, shall be adjusted to the scales provided for in these regulations (hereinafter referred to as revised scales) as indicated in the following table, the adjustment in the case of a teacher who would have been eligible for an increment on the pre-revised scale on 1st October, 1958, being effected as if such increment had already been granted:

	Annual Salary on Pre-revised scale £	*Revised scale* £
Farm school teachers	180	210
	210	240
	240	270
	270	300
	300	330
	330	360
	360	390
	390	420
	420	450
Other than farm school teachers	390	400
	420	450
	450	500
	480	500
	510	550
	540	600
	570	600
	600	650
	630	700
	660	750
	690	800
	720	850
	750	900
	780	960
	810	1020
	852	1080
	894	1140
	936	1200
	978	1260
	1020	1320
	1080	1380
	1140	1440
	1200	1500
	1260	1560
	1320	1620
	1380	1680

(3) The annual salary of a male teacher in category (d) with less than one year's service shall be adjusted from

aangepas en die jaarlikse salaris van 'n onderwyser in kategorie (e) met minder as een jaar diens word vanaf £720 by £800 aangepas.

(4) 'n Onderwyser wie se jaarlikse salaris ooreenkomstig subklousule (2) vanaf £450 by £500 of vanaf £540 by £600 aangepas word, en 'n onderwyser wie se verhogingsdatum verander is toe die voorhersiene skale ingestel is sodat hy alleenlik by voltooiing van een jaar diens met ingang van 1 April 1958 vir 'n verhoging in aanmerking sou gekom het, kom nie vir 'n verhoging op die hersiene skaal in aanmerking totdat hy een jaar diens met ingang van 1 Oktober 1958 voltooi het nie.

(5) Die salaris van 'n onderwyseres wat 'n ander betrekking beklee as dié waaraan 'n vaste salaris verbonde is, of 'n assistent-onderwyseres in kategorie (f) met minder as een jaar diens, word aangepas—

(a) by die laagste jaarlikse salaris op die hersiene skaal wat minstens £30 meer is as die jaarlikse salaris waarop sodanige onderwyseres op 1 Oktober 1958 op die voorhersiene skaal geregtig sou gewees het, indien haar jaarlikse salaris op die voorhersiene skaal nie hoër as £780 sou gewees het nie; of

(b) soos volg, indien haar jaarlikse salaris op die voorhersiene skaal hoër as £780 sou gewees het:

Jaarlikse salaris op voorhersiene skaal	*hersiene skaal*
£	£
810	880
840	920
870	960
900	1000
930	1040
960	1080
990	1140

(6) 'n Onderwyseres wie se salaris ooreenkomstig subklousule (5) aangepas word, kom in aanmerking vir 'n verhoging op die hersiene skaal op die datum waarop sy vir 'n verhoging op die voorhersiene skaal in aanmerking sou gekom het, met dien verstande dat 'n onderwyseres wie se verhogingsdatum verander is toe die voorhersiene skale ingestel is sodat sy alleenlik by voltooiing van een jaar diens met ingang van 1 April 1958 vir 'n verhoging in aanmerking sou gekom het, nie vir 'n verhoging op die hersiene skaal in aanmerking kom totdat sy een jaar diens met ingang van 1 Oktober 1958 voltooi het nie.

(7) Die salaris van 'n hoofonderwyser of 'n onderhoof, uitgesonderd 'n hoofonderwyser of 'n onderhoof in 'n betrekking waaraan 'n vaste salaris verbonde is of 'n hoofonderwyser van 'n plaasskool, word nie laer aangepas as wat dit aangepas sou gewees het indien hy op 1 Oktober 1958 'n betrekking as 'n assistent beklee het en indien hy tot 'n betrekking van hoofonderwyser of onderhoof bevorder was en sy salaris verhoog was soos in klousule 17 uiteengesit nie.

(8) Aan 'n onderwyser wat voor 1 Oktober 1958 in diens van die Departement getree het maar wat nie op genoemde datum in diens van die Departement was nie, word by sy herindiensneming dieselfde salaris betaal as dié wat hy ooreenkomstig hierdie regulasies sou ontvang het as hy op 1 Oktober 1958 in diens was in 'n betrekking van dieselfde graad as die betrekking waarin hy weer in diens geneem word.

(9) As 'n onderwyser wat diens gehad het, nie onder die Departement nie, in diens van die Departement tree, word hy besoldig teen die salaris wat hy sou ontvang het as al sy erkende diens onder die Departement was.

(10) Enige saak in verband met die aanpassing van salarisse en waarvoor nie in hierdie regulasies voorsiening gemaak word nie, word deur die Departement bepaal vir sover doenlik in ooreenstemming met die beginsels wat in hierdie regulasies vasgestel word.

Herindeling by hoër kategorie of bevordering na 1 Oktober 1958.

17. (1) Die salaris van 'n onderwyser wat na 1 Oktober 1958 by 'n hoër kategorie heringedeel word, of bevorder word tot 'n ander betrekking as dié waaraan 'n vaste salaris verbonde is, word by sodanige herindeling of bevordering verhoog met dieselfde getal verhogingstrappe op die skaal as die getal verhogingstrappe wat verteenwoordig word deur die verskil tussen die minimum van die skaal waarop hy onmiddellik voor sy herindeling of bevordering besoldig was en die minimum van die skaal wat van toepassing is op die hoër kategorie of die betrekking waartoe hy bevorder word, en hy kom in aanmerking vir 'n verhoging op die nuwe skaal op die datum waarop hy normaalweg 'n verhoging sou ontvang het as hy in sy vorige kategorie of betrekking gebly het; met dien verstande dat 'n onderwyser wat op die maksimum van sy skaal was voor herindeling by 'n hoër kategorie of bevordering in aanmerking kom vir 'n verhoging by voltooiing van twaalf maande diens vanaf die datum van sodanige herindeling of bevordering en voorts met dien verstande dat 'n onderwyser nie 'n verhoging van salaris ontvang wat groter is as dié wat nodig is om hom op die maksimum van die nuwe skaal te plaas nie.

£660 to £700, and the annual salary of a male teacher in category (e) with less than one year's service shall be adjusted from £720 to £800.

(4) Any teacher whose annual salary is adjusted in terms of sub-clause (2) from £450 to £500 or from £540 to £600, and any teacher whose incremental date was changed when the pre-revised scales were introduced so that he would have been eligible for an increment only on completion of one year's service as from 1st April, 1958, shall not be eligible for an increment on the revised scale until he has completed one year's service as from 1st October, 1958.

(5) The salary of any woman teacher, other than one in a post to which a fixed salary is attached or an assistant teacher in category (f) with less than one year's service, shall be adjusted —

(a) to the lowest annual salary on the revised scale which is at least £30 more than the annual salary to which such teacher would have been entitled on the pre-revised scale on 1st October, 1958, if her annual salary on the pre-revised scale would not have exceeded £780; or

(b) as follows, if her annual salary on the pre-revised scale would have exceeded £780:

Annual salary on Pre-revised scale	*Revised scale*
£	£
810	880
840	920
870	960
900	1000
930	1040
960	1080
990	1140

(6) Any woman teacher whose salary is adjusted in terms of sub-clause (5) shall be eligible for an increment on the revised scale on the date on which she would have been eligible for an increment on the pre-revised scale, provided that a woman teacher whose incremental date was changed when the pre-revised scales were introduced so that she would have been eligible for an increment only on completion of one year's service as from 1st April, 1958, shall not be eligible for an increment on the revised scale until she has completed one year's service as from 1st October, 1958.

(7) A principal or a vice-principal, other than a principal or a vice-principal in a post to which a fixed salary is attached or a principal of a farm school, shall not receive an adjustment lower than that he would have received had he occupied a post as an assistant on 1st October, 1958, and had he been promoted to a post of principal or vice-principal and his salary increased as set out in clause 17.

(8) A teacher who entered the service of the Department prior to 1st October, 1958, but who was not in the employment of the Department on that date shall on his re-employment be paid the same salary as he would have received in terms of these regulations had he been employed on 1st October, 1958, in a post of similar grade to the post in which he is re-employed.

(9) If a teacher who has had service not under the Department enters the service of the Department he shall be remunerated at the salary he would have received had all his recognised service been under the Department.

(10) Any matter relating to the adjustment of salaries not provided for in these regulations shall be determined by the Department as far as possible in accordance with the principles laid down in these regulations.

Reclassification in higher category or promotion after 1st October, 1958.

17. (1) The salary of a teacher who after 1st October, 1958, is reclassified in a higher category, or is promoted to any post other than that to which a fixed salary is attached, shall on such reclassification or promotion be advanced the same number of incremental stages on the scale as the number of incremental stages represented by the difference between the minimum of the scale on which he was remunerated immediately prior to his reclassification or promotion and the minimum of the scale applicable to the higher category or the post to which he is promoted, and he shall be eligible for an increment on the new scale on the date on which he would normally have received an increment had he remained in his previous category or post; provided that a teacher who was at the maximum of his scale before reclassification in a higher category or promotion shall be eligible for an increment on completion of twelve months' service from the date of such reclassification or promotion and provided further that no teacher shall receive an addition to salary greater than that required to bring his salary to the maximum of the new scale.

(2) Ondanks enige andersluidende bepaling van hierdie regulasies bly die salaris van 'n onderwyser wat na 1 Oktober 1958 bevorder word tot 'n ander betrekking as dié waaraan 'n vaste salaris verbonde is, onveranderd indien die minimum van die skaal waarop hy onmiddellik voor sy bevordering besoldig is en die minimum van die skaal van toepassing op die betrekking waartoe hy bevorder word dieselfde is, en kom hy in aanmerking vir 'n verhoging op die nuwe skaal op die datum waarop hy normaalweg 'n verhoging sou ontvang het indien hy in sy vorige betrekking gebly het; met dien verstande dat 'n onderwyser wat minstens twaalf maande lank voor sodanige bevordering op die maksimum van sy skaal was, salaris ontvang op die verhogingstrap van die nuwe skaal net bokant die salaris wat hy onmiddellik voor sy bevordering ontvang het.

(3) Die salaris van 'n onderwyser in diens by 'n plaasskool word, indien hy in 'n betrekking by 'n ander skool as 'n plaasskool aangestel word, aangepas asof sy plaasskooldiens diens in 'n betrekking van assistent-onderwyser was.

Onderwysers wat na 1 Oktober 1958 in betrekkings van laer graad aangestel word.

18. (1) Behalwe soos bepaal in subklousule (2) word die salaris van 'n onderwyser wat na 1 Oktober 1958 in 'n betrekking van 'n laer graad aangestel word, verminder met die getal verhogingstrappe wat verteenwoordig word deur die verskil tussen die minimum van die skaal waarop hy besoldig is onmiddellik voor sy aanstelling in die betrekking van 'n laer graad en die minimum van die skaal wat op sodanige betrekking van 'n laer graad van toepassing is, en kom hy in aanmerking vir 'n verhoging op die nuwe skaal op die datum waarop hy normaalweg 'n verhoging sou ontvang het as hy in sy vorige betrekking aangebly het.

(2) 'n Onderwyser wat op 1 Oktober 1958 op 'n tydelike grondslag in diens was in 'n betrekking wat na die mening van die Departement van 'n hoër graad is as die betrekking wat hy normaalweg beklee, word by heraanstelling in sy normale graad van betrekking besoldig teen die salaris wat hy sou ontvang het as hy sedert 1 Oktober 1958 in sy normale graad van betrekking diens gedoen het.

(3) Die salaris van 'n onderwyser in diens by 'n ander skool as 'n plaasskool word, indien hy by 'n plaasskool aangestel word, aangepas by die salaris wat hy sou ontvang het as al sy diens in 'n plaasskool gelewer was.

Datum van inwerkingtreding van verhogings.

19. 'n Verhoging wat op die eerste of enige ander dag van 'n kalendermaand nie later as die vyftiende nie betaalbaar word, is betaalbaar van die begin van sodanige maand, en 'n verhoging wat in enige kalendermaand na die vyftiende dag van sodanige maand betaalbaar word, is betaalbaar van die begin van die volgende kalendermaand.

Tydelike nie-pensioengewende toelaes betaalbaar aan sekere onderwysers.

20. (1) Met ingang van 1 Oktober 1958 word lewenskostetoelaes nie langer aan onderwysers betaal nie, maar aan 'n onderwyser aan wie sodanige toelae op gemelde datum betaalbaar sou gewees het, word, onderworpe aan die voorwaardes uiteengesit in sub-klousules (4), (5) en (6), met ingang van 1 Oktober 1958 'n tydelike nie-pensioengewende toelae betaal teen die tarief wat in kolom 1 van die volgende tabel aangegee word indien hy in aanmerking sou gekom het vir die lewenskostetoelae betaalbaar aan getroude mans, of teen die tarief aangegee in kolom 2 indien hy in aanmerking sou gekom het vir lewenskostetoelae teen twee-derdes van die tarief betaalbaar aan getroude mans, indien sodanige lewenskostetoelaes nog betaalbaar was.

	Jaarlikse salaris op hersiene skaal	Jaarlikse nie-pensioengewende toelae Kol. 1	Kol. 2
	£	£	£
Plaasskoolonderwysers/(esse)	210	66	44
	240 / 270	87	58
	300 tot 450	105	70
Ander onderwysers	400 / 450	210	140
	500 tot 600	234	156
	650	214	136
	700	194	116
	750	174	96
	800	154	76
	850	134	56
	900	114	36
	960	84	6
	1020	54	—
	1080	48	—
	1140	30	—
	1200	12	—

(2) Notwithstanding anything to the contrary contained in these regulations the salary of a teacher who after 1st October, 1958, is promoted to a post other than that to which a fixed salary is attached, shall remain unchanged if the minimum of the scale on which he was remunerated immediately prior to his promotion and the minimum of the scale applicable to the post to which he is promoted are the same, and he shall be eligible for an increment on the new scale on the date on which he would normally have received an increment had he remained in his previous post; provided that a teacher who was at the maximum of his scale for at least twelve months prior to such promotion shall receive salary at the incremental stage in the new scale next above the salary which he received immediately prior to his promotion.

(3) The salary of a teacher employed in a farm school shall, if he be appointed to a post in a school other than a farm school, be adjusted as if his farm school service had been service in a post of assistant teacher.

Teachers appointed to posts of lower grade after 1st October, 1958.

18. (1) Except as provided in subclause (2), the salary of a teacher who is appointed to a post of lower grade after 1st October, 1958, shall be set back by the number of incremental stages represented by the difference between the minimum of the scale on which he was remunerated immediately prior to his appointment to the post of lower grade and the minimum of the scale applicable to such post of lower grade, and he shall be eligible for an increment on the new scale on the date on which he would normally have received an increment had he remained in his previous post.

(2) Any teacher who on 1st October, 1958, was employed on a temporary basis in a post which in the opinion of the Department is of higher grade than the post normally occupied by him, shall on re-appointment to his normal grade of post be remunerated at the salary he would have received had his service since 1st October, 1958, been in his normal grade of post.

(3) The salary of a teacher employed in a school other than a farm school shall, if he be appointed to a farm school, be adjusted to the salary that he would have received had all his service been gained in a farm school.

Date of effect of increments.

19. Any increment which falls due on the first or any other day of any calendar month not later than the fifteenth shall be payable from the beginning of such month, and any increment which falls due in any calendar month after the fifteenth day of such month shall be payable from the beginning of the following calendar month.

Temporary non-pensionable allowances payable to certain teachers.

20. (1) Cost-of-living allowances shall cease to be paid to teachers as from 1st October, 1958, but a teacher to whom such allowance would have been payable on that date, shall, subject to the conditions set out in sub-clauses (4), (5) and (6), be paid as from 1st October, 1958, a temporary non-pensionable allowance at the rate indicated in column 1 of the following table if he would have been eligible for the cost-of-living allowance payable to married men, or at the rate indicated in column 2 if he would have been eligible for cost-of-living allowance at two-thirds of the rate payable to married men, had such cost-of-living allowances still been payable.

	Annual salary on revised scale	Annual non-pensionable allowance Column 1	Column 2
	£	£	£
Farm school teachers	210	66	44
	240 / 270	87	58
	300 to 450	105	70
Other men teachers	400 / 450	210	140
	500 to 600	234	156
	650	214	136
	700	194	116
	750	174	96
	800	154	76
	850	134	56
	900	114	36
	960	84	6
	1020	54	—
	1080	48	—
	1140	30	—
	1200	12	—

	Jaarlikse salaris op hersiene skaal	*Jaarlikse nie-pensioengewende toelae*
	Kol. 1	*Kol. 2*
Ander onderwyseresse .... 390 tot 480	210	140
510 tot 720	234	156
760	224	146
800	214	136
840	204	126
880	194	116
920	184	106
960	174	96
1000	164	86
1040	154	76
1080 of hoër	144	66

(2) Aan 'n onderwyser wat nie op 1 Oktober 1958 in die diens van die Departement is nie, maar wat voor sodanige datum tot die diens van die Departement toegetree het, of wat voor of op gemelde datum tot die diens van 'n ander Onderwysdepartement in die Unie of die Gebied Suidwes-Afrika toegetree het, word, indien hy weens sy persoonlike omstandighede op 1 Oktober 1958 in aanmerking sou gekom het vir die toekenning van lewenskostetoelaes teen die tarief van toepassing op getroude mans of teen twee-derdes van sodanige tarief as sodanige toelaes nog betaalbaar was, by aanstelling onder die Departement die tydelike nie-pensioengewende toelae betaal wat aan hom betaalbaar sou gewees het as al sy erkende diens onder die Departement was.

(3) Aan 'n onderwyser wat voor of op 1 Oktober 1958 tot die diens van die Departement of van 'n ander Onderwysdepartement in die Unie of die Gebied Suidwes-Afrika toegetree het, en wat weens sy persoonlike omstandighede op gemelde datum nie in aanmerking sou gekom het vir die toekenning van lewenskostetoelae teen die tarief van toepassing op getroude mans as sodanige toelae nog betaalbaar was nie, word, indien sy persoonlike omstandighede later so verander dat hy in aanmerking sou gekom het vir die toekenning van lewenskostetoelae teen die tarief van toepassing op getroude mans as sodanige toelae nog betaalbaar was, die tydelike nie-pensioengewende toelae betaal wat nog aan hom betaalbaar sou gewees het as hy sedert 1 Oktober 1958 in sodanige veranderde persoonlike omstandighede verkeer het.

(4) Die tydelike nie-pensioengewende toelae betaalbaar aan 'n onderwyser ooreenkomstig hierdie klousule word, sodra verhogings aan sodanige onderwyser toegestaan word of sodra hy van een kategorie of betrekking tot 'n ander bevorder word, verminder met die bedrag waarmee die verhoging in salaris groter is as die ooreenstemmende verhoging in die totale besoldiging wat in dergelike omstandighede aan sodanige onderwyser op die voorhersiene grondslag betaalbaar sou gewees het.

(5) Die tydelike nie-pensioengewende toelae betaalbaar aan 'n onderwyser ooreenkomstig hierdie klousule word, as sy salaris verminder word, verhoog met die bedrag waarmee die vermindering in salaris groter is as die ooreenstemmende vermindering in die totale besoldiging wat in dergelike omstandighede aan sodanige onderwyser op die voorhersiene grondslag betaalbaar sou gewees het, met dien verstande dat die toelae in geen geval groter mag wees as die bedrag voorgeskryf in subklousule (1) vir die jaarlikse salaris wat aan sodanige onderwyser betaalbaar is nie.

(6) Ondanks enige andersluidende bepaling van hierdie klousule word die tydelike nie-pensioengewende toelae betaalbaar aan 'n onderwyser in diens by 'n plaasskool, indien hy in 'n betrekking by 'n ander skool as 'n plaasskool aangestel word, bereken asof al sy diens sedert 1 Oktober 1958 in sodanige laasgenoemde betrekking was. Voorts word die tydelike nie-pensioengewende toelae betaalbaar aan 'n onderwyser in diens by 'n ander skool as 'n plaasskool, indien hy by 'n plaasskool aangestel word, bereken asof al sy diens sedert 1 Oktober 1958 in 'n plaasskool was.

(7) Aan 'n onderwyser, uitgesonderd 'n onderwyser in 'n plaasskool, wat met sy onderwysersopleidingskursus of met 'n akademiese na-seniorsertifikaatkursus ter voorbereiding van onderwysersopleiding voor of in 1958 begin het, indien hy voor 1 Januarie 1963 tot die diens van die Departement toetree, en voor sodanige laasgenoemde datum trou, word 'n tydelike nie-pensioengewende toelae teen die volgende tariewe betaal:

Jaarlikse salaris	*Jaarlikse nie-pensioengewende toelae*
£	£
600 of minder	160
650	140
700	120
750	100
800	80
850	60
900	40
960	20

	Annual salary on revised scale	*Annual non-pensionable allowance*
	Column 1	*Column 2*
Other women teachers .... 390 to 480	210	140
510 to 720	234	156
760	224	146
800	214	136
840	204	126
880	194	116
920	184	106
960	174	96
1000	164	86
1040	154	76
1080 or higher	144	66

(2) A teacher not in the service of the Department on 1st October, 1958, but who entered the service of the Department prior to such date, or who entered the service of another Education Department in the Union or the Territory of South West Africa on or before that date, shall, if his personal circumstances on 1st October, 1958, would have qualified him for the grant of cost-of-living allowance at the rate applicable to married men or at two-thirds of such rate had such allowances still been payable, on appointment under the Department be paid such temporary non-pensionable allowance as would have been payable to him had all his recognised service been under the Department.

(3) A teacher who entered the service of the Department or of another Education Department in the Union or the Territory of South West Africa on or before 1st October, 1958, and whose personal circumstances on that date would not have qualified him for the grant of cost-of-living allowance at the rate applicable to married men had such allowance still been payable, shall, if his personal circumstances subsequently change so that he would have qualified for the grant of cost-of-living allowance at the rate applicable to married men had such allowance still been payable, be paid such temporary non-pensionable allowance as would still have been payable to him had he been in such changed personal circumstances since 1st October, 1958.

(4) The temporary non-pensionable allowance payable to any teacher in terms of this clause shall, on the award of increments to such teacher or on his promotion in category or post, be reduced by the amount by which the increase in salary exceeds the corresponding increase in the total emoluments which would have been payable to such teacher in similar circumstances on the pre-revised basis.

(5) The temporary non-pensionable allowance payable to any teacher in terms of this clause shall, if his salary be reduced, be increased by the amount by which the decrease in salary exceeds the corresponding decrease in the total emoluments which would have been payable to such teacher in similar circumstances on the pre-revised basis, provided that the allowance shall in no case exceed the amount prescribed in sub-clause (1) for the annual salary payable to such teacher.

(6) Notwithstanding anything to the contrary contained in this clause, the temporary non-pensionable allowance payable to a teacher employed in a farm school shall, if he be appointed to a post in a school other than a farm school, be calculated as if all his service since 1st October, 1958, had been in such latter post. Further, the temporary non-pensionable allowance payable to a teacher employed in a school other than a farm school shall, if he be appointed to a farm school, be calculated as if all his service since 1st October, 1958, had been in a farm school.

(7) A male teacher, other than a teacher in a farm school, who commenced his course of teacher-training, or a post-senior certificate academic course preparatory to teacher-training, in or before 1958 shall, if he enters the service of the Department before 1st January, 1963, and marries before such latter date, be paid a temporary non-pensionable allowance at the following rates:

Annual salary	*Annual non-pensionable allowance*
£	£
600 or lower	160
650	140
700	120
750	100
800	80
850	60
900	40
960	20

(8) Die betaling van die tydelike nie-pensioengewende toelae betaalbaar aan 'n onderwyser ooreenkomstig subklousule (1) onder kolom 1, of ooreenkomstig subklousule (7), word onmiddellik gestaak as die persoonlike omstandighede van sodanige onderwyser so verander dat hy nie langer in aanmerking sou gekom het vir die toekenning van lewenskostetoelae teen die tarief van toepassing op getroude mans as sodanige toelae nog betaalbaar was nie, en die betaling van enige toelae betaalbaar aan 'n onderwyser onder kolom 2 in subklousule (1) word eweneens gestaak as die persoonlike omstandighede van sodanige onderwyser so verander dat hy nie langer in aanmerking sou gekom het vir die toestaan van lewenskostetoelae teen twee-derdes van die tarief van toepassing op getroude mans as sodanige toelae nog betaalbaar was nie.

Uitsonderlike gevalle.

21. Die Administrateur besit die reg om op aanbeveling van die Superintendent-generaal die betaling aan 'n onderwyser of die toewysing aan 'n betrekking, vir die tydperk wat hy besluit, van 'n hoër salaris as dié wat in hierdie regulasies voorgeskryf word, goed te keur as hy van mening is dat die omstandighede sodanige optrede regverdig.

Beskerming.

22. (1) Geen onderwyser word ingevolge hierdie regulasies op 'n laer skaal geplaas as die skaal waarvolgens hy besoldig sou gewees het as die bepalings van hierdie regulasies nie in werking getree het nie.

(2) Aan 'n onderwyser wat op die eerste dag van April 1926 in diens was in enige skool waarna in artikel 56 van die Onderwysordonnansie, 1956, verwys word, kan die toevoeging tot sy skaalsalaris of ander salaris wat hy in sy hoedanigheid van superintendent van 'n losieshuis ontvang het, betaal word wat op vermelde datum deur die betrokke universiteitsraad aan hom betaal is.

Onderwysers wat vir 'n gedeelte van 'n skoolkwartaal in diens geneem word.

23. (1) Aan 'n onderwyser wat op 'n tydelike grondslag in enige skoolkwartaal in diens geneem word vir 'n tydperk wat minder as die helfte van die getal skooldae in sodanige kwartaal insluit, word salaris betaal van die dag van sodanige indiensneming tot die laaste dag waarop hy aldus in diens is.

(2) 'n Onderwyser wat in enige skoolkwartaal in diens geneem word vir 'n tydperk wat minstens die helfte van die getal skooldae in sodanige kwartaal insluit, word besoldig—

(a) as sodanige diens op die eerste skooldag van die kwartaal begin, van en met inbegrip van die eerste dag van die kalenderkwartaal; of

(b) as sodanige diens op die laaste skooldag van die kwartaal eindig, tot en met inbegrip van die laaste dag van die kalenderkwartaal; of

(c) as sodanige diens nie op die eerste skooldag van die kwartaal begin en ook nie op die laaste skooldag van die kwartaal eindig nie, van die dag waarop sodanige diens begin tot die laaste dag waarop hy aldus in diens is.

Herroeping van regulasies.

24. Die regulasies afgekondig by Provinsiale Kennisgewing no. 791/1956 van 7 Desember 1956 en Provinsiale Kennisgewing no. 488/1958 van 25 Julie 1958 word hierby herroep.

Datum van inwerkingtreding.

25. Hierdie regulasies tree in werking op 1 Oktober 1958.

(8) The temporary non-pensionable allowance payable to a teacher in terms of sub-clause (1) under column 1, or in terms of sub-clause (7), shall forthwith cease to be payable if the personal circumstances of such teacher change so that he would no longer have qualified for the grant of cost-of-living allowance at the rate applicable to married men had such allowance still been payable, and any allowance payable to a teacher under column 2 in sub-clause (1) shall similarly cease if the personal circumstances of such teacher change so that he would no longer have qualified for the grant of cost-of-living allowance at two-thirds of the rate applicable to married men had such allowance still been payable.

Exceptional cases.

21. It shall be competent for the Administrator, on the recommendation of the Superintendent-General, to authorise the payment to any teacher or the attachment to any post, for such period as he may decide, of a higher salary than that prescribed in these regulations when he considers that the circumstances warrant such action.

Protection.

22. (1) No teacher shall be assigned in terms of these regulations to a salary scale lower than the scale on which he would have been remunerated had the provisions of these regulations not come into operation.

(2) Any teacher who on the 1st day of April, 1926, was employed in any school referred to in section 56 of the Education Ordinance, 1956, may be paid such addition to his scale salary or other emoluments received by him in his capacity as superintendent of a hostel as may at that date have been paid him by the University Council concerned.

Teachers employed for part of a school quarter.

23. (1) A teacher employed on a temporary basis in any school quarter for a period embracing less than half the number of school days in such quarter, shall be paid salary from the date such employment commences to the last date on which he is so employed.

(2) A teacher employed in any school quarter for a period embracing at least half the number of school days in such quarter shall be paid—

(a) if such employment commences on the first school day of the quarter, from and including the first day of the calendar quarter; or

(b) if such employment terminates on the last school day of the quarter, up to and including the last day of the calendar quarter; or

(c) if such employment does not commence on the first school day of the quarter nor end on the last school day of the quarter, from the date such employment commences to the last date on which he is so employed.

Repeal of regulations.

24. The regulations promulgated under Provincial Notice No. 791/1956 dated 7th December, 1956, and Provincial Notice No. 488/1958 dated 25th July, 1958, are hereby repealed.

Date of effect.

25. These regulations shall take effect as from 1st October, 1958.

N.H.D.

[P.N. 205/1959.] [26th March, 1959.]

The Administrator has made the following regulations under the provisions of subsection (1) of section 151 of the Education Ordinance, 1956.

J. G. Meiring,
SUPERINTENDENT-GENERAL OF EDUCATION.

REGULATIONS RELATING TO EMOLUMENTS OF TEACHERS IN SCHOOLS FOR COLOURED PUPILS.

Applicability of Regulations.

1. These regulations shall apply to teachers employed in schools for Coloured pupils other than European teachers employed in such posts as the Department may, in accordance with the proviso to section 143 of the Education Ordinance, 1956, from time to time designate.

Qualifications of Teachers.

2. Teachers shall be classified as follows by the Department according to the qualifications held by them:

Category (a).

Coloured Primary Teachers' Lower Certificate; or Third-Class Teachers' Certificate; or Third-Class Teachers' Certificate (Junior); or Third-Class Teachers' Certificate (Senior); or approved equivalent qualifications.

Category (aa).

Coloured Primary Teachers' Higher Certificate; or any Category (a) qualification plus Senior Certificate; or approved equivalent qualifications.

Category (b).

Coloured Primary Teachers' Lower Certificate, plus Senior Certificate, plus the completion of at least half the requirements for a university degree; or Coloured Primary Teachers' Higher Certificate plus Senior Certificate; or Coloured Primary Teachers' Advanced Certificate; or approved equivalent qualifications.

Category (c).

Coloured Primary Teachers' Lower Certificate, plus a university degree; or Coloured Primary Teachers' Higher Certificate, plus Senior Certificate, plus the completion of at least half the requirements for a university degree; or approved equivalent qualifications.

Category (d).

Coloured Primary Teachers' Higher Certificate, plus a university degree; or Coloured Primary Teachers' Advanced Certificate plus a university degree; or university degree plus the successful completion of a one-year post-graduate course of training; or approved equivalent qualifications.

Category (e).

University degree plus the successful completion of two years' post-graduate training; or approved equivalent qualifications.

Category (f).

University degree plus the successful completion of three years' post-graduate training; or approved equivalent qualifications.

Reclassification by Reason of Qualifications.

3. (1) Any teacher who has been classified in one or other of the categories set forth in clause 2 may, if the Department considers that his qualifications so warrant, be reclassified by the Department in a higher category as from a date to be fixed by the Department.

(2) Notwithstanding anything to the contrary contained in these regulations, the salary of a teacher who is reclassified in the next higher category as a result of obtaining an additional qualification shall, unless such additional qualification has been obtained by study or training as a full-time student for a period recognised by the Department as equivalent to at least one academic year, upon such reclassification be determined at the incremental stage of the new scale next above the salary that he would have received had he not been so reclassified.

[P.K. 205/1959.] [26 Maart 1959.]

Die Administrateur het die volgende regulasies kragtens die bepalings van sub-artikel (1) van artikel 151 van die Onderwysordonnansie, 1956, gemaak.

J. G. Meiring,
SUPERINTENDENT-GENERAAL VAN ONDERWYS.

REGULASIES INSAKE BESOLDIGING VAN ONDERWYSERS IN SKOLE VIR KLEURLINGLEERLINGE.

Toepassing van Regulasies.

1. Hierdie regulasies is van toepassing op onderwysers in diens by skole vir kleurlingleerlinge met uitsondering van blanke onderwysers wat dié betrekkings beklee wat die Departement ooreenkomstig die voorbehoudsbepaling van artikel 143 van die Onderwysordonnansie, 1956, van tyd tot tyd aanwys.

Kwalifikasies van Onderwysers.

2. Onderwysers word deur die Departement na gelang van die kwalifikasies wat hulle besit, as volg ingedeel:

Kategorie (a).

Laer Primêre Sertifikaat vir kleurlingonderwysers of Derdeklas-onderwysersertifikaat; of Derdeklas-onderwysersertifikaat (junior); of Derdeklas-onderwysersertifikaat (senior); of goedgekeurde gelykwaardige kwalifikasies.

Kategorie (aa).

Hoër Primêre Sertifikaat vir kleurlingonderwysers; of 'n kwalifikasie in kategorie (a) plus Senior Sertifikaat; of goedgekeurde gelykwaardige kwalifikasies.

Kategorie (b).

Laer Primêre Sertifikaat vir kleurlingonderwysers, plus Senior Sertifikaat, plus die voltooiing van minstens die helfte van die vereistes vir 'n universiteitsgraad; of Hoër Primêre Sertifikaat vir kleurlingonderwysers plus Senior Sertifikaat; of Gevorderde Primêre Sertifikaat vir kleurlingonderwysers; of goedgekeurde gelykwaardige kwalifikasies.

Kategorie (c).

Laer Primêre Sertifikaat vir kleurlingonderwysers, plus 'n universiteitsgraad; of Hoër Primêre Sertifikaat vir kleurlingonderwysers, plus Senior Sertifikaat, plus die voltooiing van minstens die helfte van die vereistes vir 'n universiteitsgraad; of goedgekeurde gelykwaardige kwalifikasies.

Kategorie (d).

Hoër Primêre Sertifikaat vir kleurlingonderwysers, plus 'n universiteitsgraad; of Gevorderde Primêre Sertifikaat vir kleurlingonderwysers plus 'n universiteitsgraad; of universiteitsgraad plus die geslaagde voltooiing van 'n eenjarige na-graadse opleidingskursus; of goedgekeurde gelykwaardige kwalifikasies.

Kategorie (e).

Universiteitsgraad plus die geslaagde voltooiing van twee jaar na-graadse opleiding; of goedgekeurde gelykwaardige kwalifikasies.

Kategorie (f).

Universiteitsgraad plus die geslaagde voltooiing van drie jaar na-graadse opleiding; of goedgekeurde gelykwaardige kwalifikasies.

Herindeling op grond van Kwalifikasies.

3. (1) 'n Onderwyser wat ingedeel is by een van die kategorieë uiteengesit in klousule 2, kan, as die Departement meen dat sy kwalifikasies dit regverdig, deur die Departement by 'n hoër kategorie heringedeel word vanaf 'n datum wat die Departement vasstel.

(2) Ondanks enige andersluidende bepaling van hierdie regulasies, word die salaris van 'n onderwyser wat by die volgende hoër kategorie heringedeel word omrede hy 'n addisionele kwalifikasie verwerf het, tensy sodanige addisionele kwalifikasie verwerf is deur studie of opleiding as 'n voltydse student vir 'n tydperk wat deur die Departement erken word as gelyk aan minstens een akademiese jaar, by sodanige herindeling vasgestel op die verhogingstrap van die nuwe skaal net bokant die salaris wat hy sou ontvang het as hy nie aldus heringedeel was nie.

Uncertificated Teachers.

4. Any assistant teacher who cannot be classified in one or other of the categories set forth in clause 2 shall be classified by the Department as an uncertificated teacher.

Extra-Departmental Service.

5. A teacher who has had employment not under the Department but falling within the definition of "service" in section 2 of the Education Ordinance, 1956, shall submit documentary evidence in proof thereof to the Department; and any addition to his salary by virtue of such service shall become effective as from a date to be fixed by the Department.

Grading of Training Colleges.

6. Training colleges shall be graded in three groups, the placing of a college in one or other of these groups being determined according to the number of first-year classes permanently assigned to the college by the Department, as follows:

Colleges with more than two classes	Group A.
Colleges with two classes	Group B.
Colleges with one class	Group C.

Grading of Training Schools.

7. Training schools shall be graded in three groups, the placing of a school in one or other of these groups being determined by its established enrolment in standards above the fifth as follows:

200 pupils or more	Group A.
100 to 199 pupils	Group B.
Less than 100 pupils	Group C.

Grading of High and Secondary Schools.

8. High and secondary schools shall be graded in five groups, the placing of a school in one or other of these groups being determined by its established enrolment in standards above the fifth, as follows:

400 pupils or more	Group A.
200 to 399 pupils	Group B.
100 to 199 pupils	Group C.
50 to 99 pupils	Group D.
Less than 50 pupils	Group E.

provided that a high or secondary school having a primary department with an established enrolment of not less than 150 pupils, shall be classified in the next higher group to that in which its established enrolment in standards above the fifth entitles it to be classified.

Grading of Primary Schools.

9. Primary schools shall be graded in eight groups, the placing of a school in one or other of these groups being determined by its established enrolment, as follows:

500 pupils or more	Group A.
400 to 499 pupils	Group B.
300 to 399 pupils	Group C.
200 to 299 pupils	Group D.
100 to 199 pupils	Group E.
50 to 99 pupils	Group F.
20 to 49 pupils	Group G.
Less than 20 pupils	Group H.

Grading of Schools on Establishment or Reclassification.

10. When a new school is established, or a school is reclassified as a high, secondary or primary school, the placing of such school in one or other of the groups prescribed in clause 8 or 9 shall be determined by the Department according to the anticipated established enrolment as assessed by the Department.

Salaries of Principal Teachers.

11. The following shall be the scales of annual salaries for principal teachers:—

Training colleges:

	Men	*Women*
Group A	£1220x40—1460	£840x30—900x40—1060
Group B	£1180x40—1420	£810x30—900x40—1020
Group C	£1140x40—1380	£780x30—900x40—980

Ongediplomeerde Onderwysers.

4. 'n Assistent-onderwyser wat nie ingedeel kan word in een van die kategorieë wat in klousule 2 uiteengesit word nie, word deur die Departement as 'n ongediplomeerde onderwyser ingedeel.

Diens buite die Departement.

5. 'n Onderwyser wat diens gehad het, nie onder die Departement nie, maar wat wel onder die omskrywing van „diens" in artikel 2 van die Onderwysordonnansie, 1956, val, moet dokumentêre bewys daarvan by die Departement indien; en 'n verhoging van sy salaris uit hoofde van sodanige diens word van krag van 'n datum wat die Departement vasstel.

Rangindeling van Opleidingskolleges.

6. Opleidingskolleges word in drie groepe ingedeel; die plasing van 'n kollege in een van dié groepe word ooreenkomstig die getal eerstejaarsklasse wat permanent deur die Departement aan die kollege toegewys is as volg bepaal:

Kolleges met meer as twee klasse	Groep A.
Kolleges met twee klasse	Groep B.
Kolleges met een klas	Groep C.

Rangindeling van Opleidingskole.

7. Opleidingskole word in drie groepe ingedeel; die plasing van 'n opleidingskool in een van dié groepe word deur sy gehandhaafde inskrywing in standerds bo die vyfde as volg bepaal:

200 leerlinge of meer	Groep A.
100 tot 199 leerlinge	Groep B.
Minder as 100 leerlinge	Groep C.

Rangindeling van Hoër- en Middelbare Skole.

8. Hoër- en middelbare skole word in vyf groepe ingedeel; die plasing van 'n skool in een van dié groepe word deur die gehandhaafde inskrywing daarvan in standerds bo die vyfde bepaal, en wel as volg:

400 leerlinge of meer	Groep A.
200 tot 399 leerlinge	Groep B.
100 tot 199 leerlinge	Groep C.
50 tot 99 leerlinge	Groep D.
Minder as 50 leerlinge	Groep E;

met dien verstande dat 'n hoër- of middelbare skool wat 'n primêre afdeling het met 'n gehandhaafde inskrywing van minstens 150 leerlinge, in die volgende hoër groep ingedeel word as dié waarop bedoelde skool uit hoofde van sy gehandhaafde inskrywing in standerds bo die vyfde geregtig is om ingedeel te word.

Rangindeling van Laerskole.

9. Laerskole word in agt groepe ingedeel; die plasing van 'n skool in een van dié groepe word deur die gehandhaafde inskrywing daarvan bepaal, en wel as volg:

500 leerlinge of meer	Groep A.
400 tot 499 leerlinge	Groep B.
300 tot 399 leerlinge	Groep C.
200 tot 299 leerlinge	Groep D.
100 tot 199 leerlinge	Groep E.
50 tot 99 leerlinge	Groep F.
20 tot 49 leerlinge	Groep G.
Minder as 20 leerlinge	Groep H.

Rangindeling van Skole by Stigting of Herklassifikasie.

10. Wanneer 'n nuwe skool gestig of 'n skool as 'n hoër-, middelbare of laerskool herklassifiseer word, word die plasing van sodanige skool in een van die groepe in klousule 8 of 9 voorgeskryf deur die Departement bepaal ooreenkomstig die verwagte gehandhaafde inskrywing soos deur die Departement beraam.

Salarisse van Hoofonderwysers.

11. Die volgende is die skale van jaarlikse salarisse vir hoofonderwysers:—

Opleidingskolleges:

	Mans	*Vroue*
Groep A	£1220x40—1460	£840x30—900x40—1060
Groep B	£1180x40—1420	£810x30—900x40—1020
Groep C	£1140x40—1380	£780x30—900x40—980

Training schools:

	Men	Women
Group A	£1180x40—1420	£810x30—900x40—1020
Group B	£1140x40—1380	£780x30—900x40—980
Group C	£1100x40—1340	£740x20—780x30—900—940

High and secondary schools:

	Men	Women
Group A	£1180x40—1420	£810x30—900x40—1020
Group B	£1140x40—1380	£780x30—900x40—980
Group C	£1100x40—1340	£740x20—780x30—900—940
Group D	£1060x40—1300	£700x20—780x30—900
Group E	£1020x40—1260	£660x20—780x30—870

Primary schools:

	Men	Women
Group A	£1100x40—1340	£740x20—780x30—900—940
Group B	£1060x40—1300	£700x20—780x30—900
Group C	£1020x40—1260	£660x20—780x30—870

	Men		Women	
	Minimum	*Maximum* £	*Minimum*	*Maximum* £
Group D	Primary assistant's salary plus 4 increments	1,220	Primary assistant's salary plus 4 increments	840
Group E	Primary assistant's salary plus 3 increments	1,180	Primary assistant's salary plus 3 increments	810
Group F	Primary assistant's salary plus 2 increments	1,140	Primary assistant's salary plus 2 increments	760
Group G	Primary assistant's salary plus 1 increment	1,100	Primary assistant's salary plus 1 increment	720
Group H	Primary assistant's salary	1,060	Primary assistant's salary	680

Salaries of Vice-Principals.

12. The following shall be the scales of annual salaries for vice-principals:—

	Men	Women
Training colleges:	£1100 x 40 — 1340	£740 x 20 — 780 x 30 — 900 — 940
Training schools:	£1060 x 40 — 1300	£700 x 20 — 780 x 30 — 900
High and secondary schools:	£1020 x 40 — 1260	£660 x 20 — 780 x 30 — 870

	Minimum	*Maximum* £	*Minimum*	*Maximum* £
Primary schools:	Primary assistant's salary plus 4 increments	1,220	Primary assistant's salary plus 4 increments	840

Salaries of Special-Grade Assistants.

13. A special-grade assistant shall be remunerated at the incremental stage next above the salary to which he would be entitled were he an assistant teacher, and he shall be eligible for annual increments of the same amount and at the same incremental stages as if he were an assistant teacher, with a further annual increment of £20 in the case of a woman whose maximum annual salary as an assistant teacher would be less than £780, or £30 in the case of any other teacher whose maximum annual salary as an assistant teacher would be less than £900, or £40 in the case of a man whose maximum annual salary as an assistant would be not less than £900.

Salaries of Assistants.

14. The following shall be the scales of annual salaries for assistant teachers:

Opleidingskole:

	Mans	Vroue
Groep A	£1180x40—1420	£810x30—900x40—1020
Groep B	£1140x40—1380	£780x30—900x40—980
Groep C	£1100x40—1340	£740x20—780x30—900—940

Hoër- en Middelbare Skole:

	Mans	Vroue
Groep A	£1180x40—1420	£810x30—900x40—1020
Groep B	£1140x40—1380	£780x30—900x40—980
Groep C	£1100x40—1340	£740x20—780x30—900—940
Groep D	£1060x40—1300	£700x20—780x30—900
Groep E	£1020x40—1260	£660x20—780x30—870

Laerskole:

	Mans	Vroue
Groep A	£1100x40—1340	£740x20—780x30—900—940
Groep B	£1060x40—1300	£700x20—780x30—900
Groep C	£1020x40—1260	£660x20—780x30—870

	Mans		Vroue	
	Minimum	*Maksimum* £	*Minimum*	*Maksimum* £
Groep D	Primêre assistent se salaris plus 4 verhogings	1,220	Primêre assistent se salaris plus 4 verhogings	840
Groep E	Primêre assistent se salaris plus 3 verhogings	1,180	Primêre assistent se salaris plus 3 verhogings	810
Groep F	Primêre assistent se salaris plus 2 verhogings	1,140	Primêre assistent se salaris plus 2 verhogings	760
Groep G	Primêre assistent se salaris plus 1 verhoging	1,100	Primêre assistent se salaris plus 1 verhoging	720
Groep H	Primêre assistent se salaris	1,060	Primêre assistent se salaris	680

Salarisse van Onderhoofde.

12. Die volgende is die skale van jaarlikse salarisse vir onderhoofde:—

	Mans	Vroue
Opleidingskolleges:	£1100 x 40 — 1340	£740 x 20 — 780 x 30 — 900 — 940
Opleidingskole:	£1060 x 40 — 1300	£700 x 20 — 780 x 30 — 900
Hoër- en middelbare skole:	£1020 x 40 — 1260	£660 x 20 — 780 x 30 — 870

	Minimum	*Maksimum* £	*Minimum*	*Maksimum* £
Laerskole:	Primêre assistent se salaris plus 4 verhogings	1,220	Primêre assistent se salaris plus 4 verhogings	840

Salarisse van Assistente, Spesiale Graad.

13. 'n Assistent, spesiale graad, word besoldig op die verhogingstrap net bokant die salaris waarop hy geregtig sou wees as hy 'n assistent-onderwyser was, en hy kom in aanmerking vir jaarlikse verhogings van dieselfde bedrag en op dieselfde verhogingstrappe asof hy 'n assistent-onderwyser was, met 'n verdere jaarlikse verhoging van £20 in die geval van 'n vrou wie se maksimum jaarlikse salaris as 'n assistent-onderwyser minder sou wees as £780, of £30 in die geval van enige ander onderwyser wie se maksimum jaarlikse salaris as 'n assistent-onderwyser minder as £900 sou wees of £40 in die geval van 'n man wie se maksimum jaarlikse salaris as 'n assistent-onderwyser nie minder as £900 sou wees nie.

Salarisse van Assistente.

14. Die volgende is die skale van jaarlikse salarisse vir assistent-onderwysers:

Training college assistants:

	Men	Women
Category (a)	£420 x 30 — 900 — 940	£360 x 20 — 620
„ (aa)	£450 x 30 — 900 x 40 — 980	£380 x 20 — 640
„ (b)	£510 x 30 — 900 x 40 — 1060	£420 x 20 — 680
„ (c)	£570 x 30 — 900 x 40 — 1140	£460 x 20 — 720
„ (d)	£630 x 30 — 900 x 40 — 1180	£500 x 20 — 740
„ (e)	£690 x 30 — 900 x 40 — 1220	£540 x 20 — 760
„ (f)	£720 x 30 — 900 x 40 — 1260	£560 x 20 — 780

Training school assistants:

	Men	Women
Category (a)	£390 x 30 — 900	£340 x 20 — 600
„ (aa)	£420 x 30 — 900 — 940	£360 x 20 — 620
„ (b)	£480 x 30 — 900 x 40 — 1020	£400 x 20 — 660
„ (c)	£540 x 30 — 900 x 40 — 1100	£440 x 20 — 700
„ (d)	£600 x 30 — 900 x 40 — 1140	£480 x 20 — 720
„ (e)	£660 x 30 — 900 x 40 — 1180	£520 x 20 — 740
„ (f)	£690 x 30 — 900 x 40 — 1220	£540 x 20 — 760

Secondary assistants:

	Men	Women
Category (a)	£360 x 30 — 870	£320 x 20 — 580
„ (aa)	£390 x 30 — 900	£340 x 20 — 600
„ (b)	£450 x 30 — 900 x 40 — 980	£380 x 20 — 640
„ (c)	£510 x 30 — 900 x 40 — 1060	£420 x 20 — 680
„ (d)	£570 x 30 — 900 x 40 — 1100	£460 x 20 — 700
„ (e)	£630 x 30 — 900 x 40 — 1140	£500 x 20 — 720
„ (f)	£660 x 30 — 900 x 40 — 1180	£520 x 20 — 740

Primary assistants:

	Men	Women
Category (a)	£360 x 30 — 870	£320 x 20 — 580
„ (aa)	£390 x 30 — 900	£340 x 20 — 600
„ (b)	£450 x 30 — 900 x 40 — 980	£380 x 20 — 640
„ (c)	£480 x 30 — 900 x 40 — 1020	£400 x 20 — 660
„ (d)	£540 x 30 — 900 x 40 — 1060	£440 x 20 — 680
„ (e)	£600 x 30 — 900 x 40 — 1100	£480 x 20 — 700
„ (f)	£630 x 30 — 900 x 40 — 1140	£500 x 20 — 720

Salaries of Uncertificated Teachers.

15. (1) The following shall be the fixed annual salaries and salary scales respectively for uncertificated secondary and primary assistant teachers, provided that the first two years of service of any such teacher shall not be taken into account for incremental purposes:

Qualifications	*Men*	*Women*
Junior Certificate or lower	£300 (fixed)	£260 fixed)
Junior Certificate plus 1 year	£330 x 30 — 840	£300 x 20 — 560
Senior Certificate	£360 x 30 — 870	£320 x 20 — 580
Senior Certificate plus 1 year	£390 x 30 — 900	£340 x 20 — 600
Senior Certificate plus 2 years	£450 x 30 — 900 x 40 — 980	£380 x 20 — 640
Senior Certificate plus 3 years	£480 x 30 — 900 x 40 — 1020	£400 x 20 — 660
Senior Certificate plus 4 years	£540 x 30 — 900 x 40 — 1060	£440 x 20 — 680

(2) An uncertificated training school assistant teacher shall be remunerated at the incremental stage next above the salary to which he would be entitled were he a secondary assistant teacher.

(3) An uncertificated training college assistant teacher shall be remunerated at the incremental stage next but one above the salary to which he would be entitled were he a secondary assistant teacher.

Salaries of other Classes of Teachers.

16. (1) The Superintendent-General shall determine —

(a) the proportion of salary to be paid to a teacher who is employed part-time;

(b) the additional remuneration to be paid to a teacher who is required to devote considerable time to actual teaching work in excess of the normal school hours.

Opleidingskollege-assistente:

	Mans	Vroue
Kategorie (a)	£420 x 30 — 900 — 940	£360 x 20 — 620
„ (aa)	£450 x 30 — 900 x 40 — 980	£380 x 20 — 640
„ (b)	£510 x 30 — 900 x 40 — 1060	£420 x 20 — 680
„ (c)	£570 x 30 — 900 x 40 — 1140	£460 x 20 — 720
„ (d)	£630 x 30 — 900 x 40 — 1180	£500 x 20 — 740
„ (e)	£690 x 30 — 900 x 40 — 1220	£540 x 20 — 760
„ (f)	£720 x 30 — 900 x 40 — 1260	£560 x 20 — 780

Opleidingskool-assistente:

	Mans	Vroue
Kategorie (a)	£390 x 30 — 900	£340 x 20 — 600
„ (aa)	£420 x 30 — 900 — 940	£360 x 20 — 620
„ (b)	£480 x 30 — 900 x 40 — 1020	£400 x 20 — 660
„ (c)	£540 x 30 — 900 x 40 — 1100	£440 x 20 — 700
„ (d)	£600 x 30 — 900 x 40 — 1140	£480 x 20 — 720
„ (e)	£660 x 30 — 900 x 40 — 1180	£520 x 20 — 740
„ (f)	£690 x 30 — 900 x 40 — 1220	£540 x 20 — 760

Sekondêre assistente:

	Mans	Vroue
Kategorie (a)	£360 x 30 — 870	£320 x 20 — 580
„ (aa)	£390 x 30 — 900	£340 x 20 — 600
„ (b)	£450 x 30 — 900 x 40 — 980	£380 x 20 — 640
„ (c)	£510 x 30 — 900 x 40 — 1060	£420 x 20 — 680
„ (d)	£570 x 30 — 900 x 40 — 1100	£460 x 20 — 700
„ (e)	£630 x 30 — 900 x 40 — 1140	£500 x 20 — 720
„ (f)	£660 x 30 — 900 x 40 — 1180	£520 x 20 — 740

Primêre assistente:

	Mans	Vroue
Kategorie (a)	£360 x 30 — 870	£320 x 20 — 580
„ (aa)	£390 x 30 — 900	£340 x 20 — 600
„ (b)	£450 x 30 — 900 x 40 — 980	£380 x 20 — 640
„ (c)	£480 x 30 — 900 x 40 — 1020	£400 x 20 — 660
„ (d)	£540 x 30 — 900 x 40 — 1060	£440 x 20 — 680
„ (e)	£600 x 30 — 900 x 40 — 1100	£480 x 20 — 700
„ (f)	£630 x 30 — 900 x 40 — 1140	£500 x 20 — 720

Salarisse van Ongediplomeerde Onderwysers.

15. (1) Die volgende is die vaste jaarlikse salarisse en salarisskale onderskeidelik vir ongediplomeerde primêre en sekondêre assistent-onderwysers, met dien verstande dat die eerste twee jaar diens van so 'n onderwyser nie vir salarisverhogingsdoeleindes in aanmerking geneem word nie.

Kwalifikasies	*Mans*	*Vroue*
Junior Sertifikaat of laer	£300 (vaste)	£260 (vaste)
Junior Sertifikaat plus een jaar	£330 x 30 — 840	£300 x 20 — 560
Senior Sertifikaat	£360 x 30 — 870	£320 x 20 — 580
Senior Sertifikaat plus een jaar	£390 x 30 — 900	£340 x 20 — 600
Senior Sertifikaat plus twee jaar	£450 x 30 — 900 x 40 — 980	£380 x 20 — 640
Senior Sertifikaat plus drie jaar	£480 x 30 — 900 x 40 — 1020	£400 x 20 — 660
Senior Sertifikaat plus vier jaar	£540 x 30 — 900 x 40 — 1060	£440 x 20 — 680

(2) 'n Ongediplomeerde assistent-onderwyser wat by 'n opleidingskool in diens is, word besoldig op die verhogingstrap net bokant die salaris waarop hy geregtig sou wees indien hy 'n sekondêre assistent-onderwyser was.

(3) 'n Ongediplomeerde assistent-onderwyser wat by 'n opleidingskollege in diens is, word besoldig op die tweede verhogingstrap bokant die salaris waarop hy geregtig sou wees indien hy 'n sekondêre assistent-onderwyser was.

Salarisse van ander klasse van Onderwysers.

16. (1) Die Superintendent-generaal van Onderwys stel die volgende vas:

(a) die gedeelte van salaris wat betaal moet word aan 'n onderwyser wat deeltyds in diens is;

(b) die ekstra besoldiging wat betaal moet word aan 'n onderwyser wat heelwat tyd aan werklike onderwysdiens bo en behalwe die normale skoolure moet bestee.

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