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MINISTRY PAPER NO. 49

Regrading and Revision of Salaries of
Teachers 1967/68

Members of this Honourable House will recall that in Ministry Paper No. 16 of the 18th of May, 1967, it was stated that proposals submitted by the Jamaica Teachers' Association embracing a reclassification of the existing pattern of grades as well as an improvement in salaries of teachers were under active consideration. Following discussion of the proposals with the Jamaica Teachers' Association, Government has decided to revise the salaries of teachers with effect from the 1st of July, 1967, and details are set out in the schedule at Appendix I to this Paper.

2. Attention is invited to the following:-

(i) Pre-Trained Teachers:

It is proposed to combine the four existing grades of Pre-Trained Teachers to form three grades as follows:-

<u>Present</u>		<u>Proposed</u>	
<u>Post</u>	<u>Salary</u>	<u>Post</u>	<u>Salary</u>
Pre-Trained Teacher IV	£270-20-290	Probationer	£320-20-360
Pre-Trained Teacher III	£280-20-400)	Pre-Trained Teacher II	£425-25-600Q.B. 630-30-660
Pre-Trained Teacher II	£340-20-400- 25-500)		
Pre-Trained Teacher I	£450-25-600- 30-690	Pre-Trained Teacher I	£525-25-600- 30-780.

This arrangement will allow greater emphasis to be placed on qualification and a system of determining the commencing pay within each scale depending on qualification, will be worked out by the Ministry of Education. Only those Pre-Trained Teachers II who hold additional qualifications will be allowed to cross the qualification bar in the salary scale. The additional qualifications will be determined by the Ministry of Education.

(ii) Trained Teachers

It is proposed to combine the two existing grades of Trained Teacher II (£525-25-600-30-810) and Trained Teacher I (£550-25-600-30-870) to form one grade to be designated Trained Teacher in the scale £630-30-900-40-1,020. A system for determining the commencing pay within the scale, depending on qualifications, and the award of increments for additional qualifications acquired will be worked out by the Ministry of Education.

(iii) Staff of Teacher Training Colleges

It is now proposed that there should be a differential between the staff of High Schools and the staff of Teacher Training Colleges in favour of the latter because of special problems of recruitment and conditions of service as well as the level of teaching requirements.

It is also proposed that in cases where Graduates are employed in Teacher Training Colleges as Assistant Lecturers, they should be designated Assistant Lecturer (Graduate) and paid in the same salary scale as Graduates in High Schools and in addition receive

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one increment above the salary they would receive in a High School, subject to the maximum of the scale.

(iv) There is at present a small number of Teachers employed to teach Special subjects such as Home Economics. These are designated specialists and paid in the scale £660-30-900-40-1,020. It is proposed that persons now employed in these posts should be paid in the new salary scale £870-30-900-40-1,100-50-1,300 from the 1st of July, 1967, and that in future no appointments will be made to these posts. Instead, persons employed to teach special subjects will be appointed as Graduate or Trained Teacher and paid in the appropriate salary scale related to their qualification.

In addition, it is proposed that Instructors in practical subjects such as Domestic Science and Manual Training should continue to be paid in the same salary scales as Pre-Trained or Trained Teachers, depending on their qualifications, as is the present practice.

(v) At present there is no clear relationship between the Principals of High Schools notwithstanding the similarities of function, curricula and work-load. It is now proposed that all High School Principals should be graded equally within their respective classes on the basis of pupil attendance as set out in the Education Regulations and this is reflected in the salaries proposed.

3. There are long established relationships in pay between teachers in the Teaching Service under the Ministry of Education and teachers in -

Approved Schools
Places of Safety
Children's Homes
Jamaica School of Agriculture
College of Arts, Science and Technology.

The salary scales of this latter group of teachers have also been revised in order to maintain existing relationships and details are set out in Appendix II to this Paper.

4. Conversion to the new scales will be on the approved basis of corresponding points.

5. The estimated cost of these proposals is as follows:-

(i)	Teaching Service	£639,335
(ii)	Approved Schools, Children's Homes, etc.	<u>£12,469</u>
	<u>Total</u>		£651,804.

This amount will be met from the provision of £1.5 million provided at Sub-Head 33 of Head 15, Miscellaneous, in the 1967/68 Estimates to cover the cost of the Revision of Salaries 1967/68.

EDWARD SEAGA

Minister of Finance and Planning

10th July, 1967.