

A comparison of the classified lists of teachers under the regulations for manual and technical instruction for the years 1920, 1927, and 1934 respectively shows how the staffs of full-time teachers have increased, and also the remarkable change of preponderance from Division II, teachers without University degrees or equivalent qualifications, to Division I, teachers with University degrees or professional qualifications of approximately equal standard.

It is further noticeable that whereas in 1920 72·6 per cent. of the men teachers and 77·1 per cent. of women teachers were in the three lowest classes, in 1934 only 30·6 per cent. of men teachers and 48·0 per cent. of women teachers were so placed.

As the total number of teachers has almost doubled in the fourteen years, this rise in average classification is not substantially due to promotions of teachers from low classes in 1920 to high classes in 1934. It is mainly due to the possession of higher qualifications and a higher average of teaching efficiency by the teachers in 1934.

Of the fifty-four men in Division I in 1920, twenty-two were classified in 1934, and six others had become principals of technical schools. Of the remaining twenty-six, one had become a primary-school Inspector, one principal of a private secondary school, one a senior primary-school headmaster, three at least had joined other Government Departments, while others had transferred to secondary schools, and the remainder had retired from the service. Of those still in the classified list one had reached Class VI from Class I, three had reached Class V from Class I, three had reached Class VI from Class II, two had reached Class V from Class II, two had reached Class VI from Class III, three had reached Class V from Class III, two had reached Class IV from Class III, four had reached Class VI from Class IV, one had reached Class V from Class IV, and one had gone from Class V to Class IV.

In this division, therefore, the average promotion of men still holding positions as assistants has been 2·6 classes in fourteen years. This cannot be regarded as a rapid rate of promotion, and it may therefore be assumed that the standards of efficiency for the several classes have certainly not been lowered in this period. It is more likely that they have risen slightly. The median classification in 1920 lay between Class II and Class III, whereas in 1934 it was between Class III and Class IV, the average classifications in the two years being 2·96 and 3·96 respectively.

This appears to indicate that the average standard of the division is distinctly higher than it was in 1920.

Of thirty-four women classified in 1920 in Division I, thirteen were classified in 1934, the average promotion being 2·5 classes in the fourteen years.

The average classification of Division I women in 1920 was 2·21, and in 1934, 3·03, a rise of nearly one class.

So far, therefore, as teachers with higher qualifications are concerned, not only have the numbers employed increased from fifty-four men and thirty-four women in 1920 to 200 men and 139 women in 1934, but the individual standard has also risen by approximately one class.

The number of Division II men teachers shows an increase from 103 in 1920 to 150 in 1934, and of women teachers in Division II a decrease from 106 in 1920 to ninety-two in 1934.

The average classification of Division II men was 2·49 in 1920 and 4·22 in 1934, and of women 2·5 in 1920 and 4·81 in 1934.

Of 103 men in Division II in 1920 nine have since qualified for and are classed in Division I in 1934, while fifty others have remained in Division II with an average promotion of three classes, and the remainder have left the Service.

Of 106 women in Division II in 1920 one has since qualified for and was placed in Division I in 1934, and thirty-seven others have remained in Division II with an average promotion of 2·9 classes in the fourteen years.

The scale-salary increases corresponding to the average promotions during the period 1920 to 1934 are as follows :—

Division.			Average Promotion (Classes).	Corresponding Scale-salary Increase (per Annum).
				£
Division I men	..	..	2·6	104
Division II men	..	..	3·0	90
Division I women	..	..	2·5	80
Division II women	..	..	2·9	58

In Division I for men yearly increments of £15 may be approved in each class, and a salary-increase of £104 therefore corresponds nearly to seven yearly increments; for Division II men £90 increase is equal to nine yearly increments, for Division I women £80 increase is equal to 6·6 yearly increments, and for Division II women £58 increase corresponds to 5·8 yearly increments.

As might have been expected, the highest rate of promotion was in that subdivision in which the largest proportion of teachers classified in 1920 remained in the service till 1934—namely, Division II men, of whom 60 per cent. remained. In the other subdivisions only about 40 per cent. of the teachers classified in 1920 remained to be classified in 1934.

Of Division I men teachers in technical schools in 1934, 8·7 per cent. were on position bars, 20 per cent. on grading bars, 5·8 per cent. on the maximum salary of the division, and 65 per cent. received increments.