

forty pupils per teacher will not be reached. The following table shows the period that will elapse before the new scale takes full effect :—

Grade.	Number of Schools.	Number of Assistants and Rate of Salary.				
		1912.	1913.	1914.	1915.	1916.
V	118	1 at £90	..	..	..	..
VI _A	55	1 at £90	..	1 at £135	..	..
VI _B	34	..	1 at £135	..	1 at £90	..
VII _A	31	..	1 at £90	..	1 at £90	..
VII _B	23	..	1 at £90	..	2 at £90	..
VIII _A	21	..	1 at £90	..	1 at £90	1 at £90
VIII _B	14	..	1 at £90	..	1 at £90	1 at £90
VIII _C	12	..	1 at £90	..	1 at £90	1 at £90
IX _A	8	..	..	2 at £90	..	2 at £90
IX _B	8	..	..	2 at £90	..	2 at £90
IX _C	5	..	..	2 at £90	..	3 at £90
X	28	..	..	2 at £90	..	2 at £90
Net total assistants added	..	173	145	153	153	146
Net total additional cost ..	..	£7,785	£8,055	£9,360	£6,885	£2,935
Addition to estimates ..	..	£2,000	£8,000	£8,300	£8,700	£6,000

GRADING, PROMOTION, AND EXAMINATION OF TEACHERS.

Very complete evidence was given in Auckland and Wanganui as to the success of the schemes of grading and promotion adopted in those districts, the main features of which are the prominence given to teaching-ability, to organization, and to attention to the essentials so important in those entrusted with the training of the youth of the Dominion. It was shown that the great majority of the teachers and Committees in the districts mentioned were satisfied that the system was better than the old method of appointment, the evils attaching to canvassing especially being largely avoided, and efficient teachers being ensured fairer opportunities of promotion. Every Education Board should institute a system of grading and promotion of teachers, and at annual conferences of Chief Inspectors applications for transfer of teachers from one education district to another could be dealt with.

In the event of a teacher on the Grading List being superseded by the promotion of another teacher, the former should have the right to appeal against such action to a Committee consisting of a representative of the Education Board concerned, a representative of the teacher, and a Chairman appointed by them. In the event of the appeal being sustained, such teacher shall receive promotion at the earliest possible date.

The attention of your Commission has been drawn to the fact that, on the 13th February of this year, amended Regulations for the Examination and Classification of Teachers were gazetted, and that though by an Order in Council dated the 25th March the coming into operation of these regulations was postponed until the 1st June, 1913, many teachers were put to considerable trouble and expense in consequence of receiving insufficient notice of the proposed change. It is recommended that in future at least twelve months' notice should be given before similar new regulations become operative. It is further recommended that every facility and encouragement should be given to uncertificated teachers to become qualified, by allowing them to take the examination for the D certificate in sections of any three or more subjects in any order in any one year, and that they receive credit for every subject in which they obtain a pass.

MANUAL AND TECHNICAL INSTRUCTION.

The system of paying Boards capitation on manual work done in schools on the basis of individual attendance on certain days at schools should be abolished, and the Government should substitute as basis the average weekly roll of the schools in the standards in which the instruction is given.