



Republic of Namibia  
Annotated Statutes

## REGULATIONS

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REGULATIONS SURVIVING IN TERMS OF

### **Education Act 16 of 2001** section 81(5)

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#### **General Regulations**

Government Notice 129 of 1926

(OG 207)

came into force on 1 July 1926

The General Regulations originally made in terms of section 156 of the Education Proclamation 16 of 1926, which was repealed by the Education Ordinance 27 of 1962, which was subsequently repealed by section 83 of the Education Act 16 of 2001. Pursuant to section 81(5) of the Education Act 16 of 2001, the General Regulations are deemed to have been made under that Act. Please note that in terms of these regulations, 1 British Pound (£1) is equivalent to 2 Namibian Dollars (N\$2). Additionally, there are 20 shillings in a pound and there are also 240 pence in a pound of British currency. The abbreviation “s” refers to shillings and the abbreviation “d” refers to pence.

as amended by

**Government Notice 122 of 1969** (OG 3028)

came into force on 15 October 1969

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#### **ARRANGEMENT OF REGULATIONS**

[Most of the individual regulations have no headings.]

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1.

[regulation 1 repealed by GN 122/1969]

2.

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[regulation 2 repealed by GN 122/1969]

3.

[regulation 3 repealed by GN 122/1969]

4.

[regulation 4 repealed by GN 122/1969]

5.

[regulation 5 repealed by GN 122/1969]

**Rates of Local Allowance to Teachers**

6. The rates of local allowance for teachers in schools for European children, teachers in Government Coloured Schools, European teachers in recognised mission schools and mission training schools and non-European teachers in recognised mission schools for coloured pupils shall be one-half of the rates of local allowance drawn by married officers of the Public Service serving under the Administration who are in receipt of similar salaries.

**Teachers Travelling and Subsistence Allowance**

7. (1) A teacher whose service under the Department follows immediately upon his service as a teacher on the regular establishment under the Government of the Union of South Africa, under a Provincial Administration in the Union of South Africa or under the Government of Southern Rhodesia, and a teacher transferred at the direction of the Department (and not merely at the request of the teacher) shall, on coming to South West Africa on first appointment or on being transferred receive -

(a) Subsistence allowance at the following rates -

with salary of £500 per annum and over, 17/6 per diem;

with salary of £370 per annum and over, but less than £500 per annum, 15/-per diem;

with salary less than £370 per annum, 12/6d per diem.

The above rates may in the discretion of the Director be increased by 2/6d for every day or part of a day during which a teacher has necessarily been accommodated at an hotel.

(b) A free first class rail warrant and a refund of such other transport expenses for himself and for each member of his family residing with and dependent upon him as the Director shall deem reasonable.

(c) Free transport for his household furniture and personal effects up to a maximum gross weight of 14,000 lbs provided that the method of removal has been approved by the Director prior to the commencement of the journey by the teacher -

(ii) A teacher whose service under the Department does not follow immediately upon his service as a teacher on the regular establishment under the Government of the Union of South Africa, under a Provincial Administration in the Union of South Africa or under the

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Government of Southern Rhodesia, shall, on coming to South West Africa on first appointment receive a free first class rail warrant and a refund of such other out-of-pocket transport expenses, excluding cost of subsistence, for himself only, as the Director shall deem reasonable.

**8.** A teacher who shall have been dismissed from the service of the Department or who shall of his own accord have terminated his service under the Department shall have no claim against the Administration for travelling and subsistence allowance or for any travelling expenses whatsoever in respect of his journey from the place at which he shall have been dismissed or shall have terminated his service.

A teacher who is called upon to terminate his service with the Department by reason of ill health not occasioned by his own fault, or by reason of the abolition of his post, or by reason of a re-organization of the staff of the school in which he is employed shall be entitled to the same privileges in regard to subsistence allowance and travelling expenses to any station in the Territory or as for as De Aar as a teacher transferred at the direction of the Department,

**9.** A teacher shall be entitled once in every calendar year, at a time to be approved by the Director, to a free first class rail warrant from the station nearest to the school at which he is employed to any station in the Territory or to De Aar for himself and for each member of his family residing with and dependent upon him, and for a nurse if his family includes an infant in arms,

**10.** If a teacher whose appointment took effect before the first day of October, 1926, and who has been in the service of the Department for at least five years shall proceed to Europe on furlough he shall be entitled to a contribution from the Administration towards the steamship fares of himself and of each member of his family residing with and dependent upon him; provided that the contribution towards the cost of each ticket shall not exceed the estimated amount of the saving to the Administration in respect of the person concerned by reason of the annual transport privileges not having been made use of during one or more of the five years immediately preceding the granting of such contribution.

**Appointment of Matrons in School Hostels**

**11.** Matrons shall be remunerated at the rate of £100 per annum; provided that matrons who are the wives of superintendents or supervisors in hostels shall be remunerated according to the following scale -

In hostels with less than 12 boarders £50 per annum.

In hostels with more than 12 but less than 24 boarders £75.

In hostels with 24 or more boarders £100.

**12.** Matrons whose husbands are not in receipt of local allowance shall receive local allowance at the rate of £36 per annum.

**13.** Matrons shall be entitled to the same privileges in regard to travelling and subsistence allowances as teachers.

**14.** When a matron, in consequence of any sickness or accident, not occasioned by her own fault, is rendered incapable of performing her duties, she shall be entitled to leave of absence with full salary and local allowance, if any, for a period not exceeding one month' in the aggregate within a period of twelve months' service, and shall in addition be entitled to

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every other benefit or privilege stipulated in the contract of service for the said period of one month.

The appointment of any substitute for a matron absent on leave shall be made by the Department or subject to the approval of the Department, and the payment of the salary and local allowance, if any, of such a substitute shall be made by the Department.

**Scales of salaries for teachers in schools for coloured and native pupils**

**15.** The scales of annual salaries for teachers in Government Coloured Schools and in recognised mission schools for coloured pupils shall be as detailed hereunder -

(a) Assistant Teachers.

European:	Men:	Women:
	£150 rising by annual increments of £15 to £300.	£120 rising by annual increments of £10 to £200.
Other than European:	£96 rising by annual increments of £6 to £180.	£84 rising by annual increments of £4 to £140.

(b) Principal Teachers.

Principal Teachers shall be paid salaries according to the scales prescribed for Assistant Teachers, and in addition thereto shall receive annual remuneration according to the following table -

In schools with an established enrolment of	European Teachers	Teachers other than European
20 to 49 pupils	£30	£12
50 to 99 pupils	£45	£24
100 to 149 pupils	£60	£36
150 to 199 pupils	£75	£48
200 pupils and over	£90	£60

**16.** The scales of annual salaries for teachers in recognised mission schools for native pupils shall be as detailed hereunder -

(a) Assistant Teachers.

European:	Men:	Women:
	£120 rising by annual increments of £15 to £240.	£100 rising by annual increments of £10 to £180.
Other than European:	£60 rising by annual increments of £6 to £100.	£48 rising by annual increments of £4 to £80.

(b) Principal Teachers.

Principal Teachers shall be paid salaries according to the scales prescribed for Assistant Teachers, and in addition thereto shall receive annual remuneration according to the following table -

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In schools with an established enrolment of	European Teachers	Teachers other than European
20 to 49 pupils	Nil	Nil
50 to 99 pupils	£10	£6
100 to 149 pupils	£20	£12
150 to 199 pupils	£30	£18
200 pupils and over	£40	£24

**17.** The following rules shall apply in determining the salaries of teachers in Government Coloured Schools, recognised mission schools for coloured pupils and recognised mission schools for native pupils -

- (a) A sole teacher shall for the purposes of remuneration be regarded as a principal teacher.
- (b) The scales prescribed in regulations Nos. 6 and 7 for assistant teachers shall apply to teachers who are classified by the Director as certificated for the particular posts to which they are appointed.
- (c) Rates of remuneration of -
  - (i) teachers of special subjects,
  - (ii) part-time teachers,
  - (iii) teachers who are required to devote considerable time to actual teaching work outside of school hours, and
  - (iv) uncertificated teachers,
 shall be determined in each case by the Director.
- (d) Additions may be made to the prescribed salaries in cases where teachers possess qualifications higher than the third-class teachers' certificate. The amount of such additions shall be determined in each case by the Director but in no case shall the addition exceed in the case of European teachers £45 per annum for a man and £30 per annum for a woman, and in the case of non-European teachers £18 per annum for a man and £12 per annum for a woman.
- (e) Additions may also be made to the prescribed salaries in the cases of teachers employed in recognised mission training schools for teachers. The amount of such additions shall be determined in each case by the Director, but in no case shall the addition exceed in the case of European teachers £45 per annum for a man and £30 per annum for a woman, and in the case of non-European teachers £18 per annum for a man and £12 per annum for a woman.
- (f) The scales of salaries prescribed by these Regulations shall come into operation as from the first day of July, 1926.