

Subject: Teacher requirements 1972-197 and Supply of Teachers through Colleges

A. Teacher requirements for the Primary Schools  
(For details please refer to Tables 1, 2)

1972/3. An overall redundancy of 61 teachers (11 males and 50 females) which will be reduced to a redundancy of 16 (females) by June 1973.

NOTE There are also 65 males and 120 females coming out of College. If these are to be used in Secondary Schools where they are needed, they first have to be appointed primary teachers.

1973/74. An overall redundancy of 18 (13 males and 5 females) changed to a shortage of 27 (2 males and 25 females) by June 74.

1974/75. Overall shortage of 4 (17 females short, 13 males over) in September increased to 32 (2 males and 30 females) by June 1975.

1975/76. Overall shortage of 11 (24 females short, 13 males over) in September, increased to shortage of 32 (2 males and 30 females) by June 1976.

1976/77. Overall shortage of 11 (26 females short, 15 males over) increased to shortage of 30 females by June 1977.

1977/78. Shortage of 38 (1 male and 37 females) in September increased to shortage of 44 (14 males and 30 females) by June 1978.

1978/79. Shortage of 41 (42 females short 1 male over) in September increased to shortage of 44 (14 males and 30 females) by June 79.

1979/80. Shortage of 44 (4 males and 40 females) in September increased to 45 (15 males and 30 females) by June 1980.

B. Teacher requirements for the Secondary Schools  
(For details please refer to Tables 3 and 4)

1972/73. Overall maximum shortage of 188 (215 females short 27 males over) in September. If filled in September a shortage of about 35 by June 1973. (15 males 20 females).

1973/74. Overall maximum shortage of 192 (4 males and 186 females). If filled in September shortage of 35 by June, 1974.

1974/75. Shortage of 39 (75 females short, 36 males over) in September 1974 changed to shortage of 35 (62 females short, 27 males over) by June 1975.

L-ARKIVJI NAZZJONALI TA' MALTA

1975/76, Over by 126 (87 males and 39 females) in September changed to 91 over (72 males, 19 females) by June 1976.

NOTE This redundancy is mostly apparent since by this time there will be expansion in Upper Secondary Schools (6th Form), increased in the Compulsory School leaving age and Vocational Schools for Girls.

1976/77. Over by 273 (208 males and 65 females) in September but see Note above. Further reduced by termination of supply teachers. Reduced to 238 by June 1977.

C. Steps to be taken to fill vacancies in Secondary Schools this September  
(For details please refer to Annex 1 Para 5)

- i) Issue calls for applications to serving primary teachers and hold interview so that there will be a waiting list of those found suitable to teach in secondary schools. This list should have first preference.
- ii) Issue calls for applications to those students who have finished College this year.
- iii) If vacancies still occur issue calls for applications for Graduates to serve as visiting teachers. We should only appoint graduates as masters only when they have done a professional training course.

D. Entry into Colleges (Please refer to Table 5 for details)

	<u>1972/73</u>	<u>1973/74</u>	<u>1974/75</u>	<u>1975/76</u>	<u>1976/77</u>
1) Three-year course - primary and Secondary Schools					
Females	147	80	92	92	92
Males	30	23	43	30	35
ii) One-year post graduate course - (Not yet decided)					
	<u>1972/73</u>	<u>1973/74</u>	<u>1974/75</u>	<u>1975/76</u>	<u>1976/77</u>
	200*	100*	50	10	10

NOTE This is the maximum figure but it is expected that the actual number will be far short.

1. This note is based on projections of school populations based on the 1967 census figures and figures of children actually in Schools.

Allowances have been made for drop-outs.

2. The number of children per primary and secondary class was considered to be 30 and the number of weekly periods of class contact per secondary teacher was also considered to be thirty.

2.2. The calculation of the needs for secondary school teachers was based on the standard formula of  $1\frac{1}{2}$  teachers for each Form I and II,  $1\frac{3}{4}$  teachers for each Form III and IV and 2 teachers for each Form V and VI.

2.3. No allowances were made for possible lighter teaching loads for Form Masters, teachers with special responsibilities and teachers in charge; and for teachers on sick leave.

2.4. At present male secondary teachers are almost double in number to female Secondary teachers, though the numbers should be about equal. An attempt has been made to redress the balance, though it is foreseen that there will always be more male teachers than female teachers in Secondary Schools.

3. The birthrate stopped dropping in 1968 and there has been a slight increase since then. However the primary school population will not stabilize before 1975.

The Secondary School population will continue to rise until 1974 after which there will be a considerable drop until 1978 when the secondary school population is expected to begin to stabilize due to changes in the birthrate in 1968.

#### 4. Primary Schools: Needs and recruitment.

Next September, if we include the 83 emergency teachers doing an in-service course with a promise of appointment, and excluding the 185 students coming out of College who are earmarked for secondary schools we shall begin with 11 males and 50 females above requirements. Due to teacher wastage (about 15 males and 65 females a year) this redundancy will be eliminated by the end of the scholastic year. Please see Table 2. However we shall not need any new male primary teachers for the next two years and there should be no male intake for primary schools into St. Michael's in September 1972 and September 1973.

As regard female primary teachers, we shall need 106 new teachers in September 1975 (54 to replace supply teachers in September 1975, 24 to fill vacancies existing in September 1975 and 30 to fill vacancies arising between September 1975 and July 1976. In September 1972 the intake for primary schools into Mater Admirabilis should be around 114 (to allow for about 5% wastage)

#### 5. Secondary Schools. Needs and recruitment.

5.1. Next September there will be a net shortage of around 188 teachers. Though the exact shortage and in what subject area, can be established only when existing teachers have been allocated in the re-organised schools, it is expected that there will be considerable shortages in the following subjects - Maths, Science Subjects, Geography, P.E.(women), Art, Craft, Home Economics, Needlework.

/cont...

Steps to remedy these shortages are:

- i. Issue calls for applications to serving primary teachers and hold interviews so that there can be a waiting list of those found suitable to teach in secondary schools. This list should have first preference. It is expected that selection will be made from those who left College last year since the others had had repeated opportunities for selection.
- ii. Issue calls for applications to those 185 students coming out of College so that interviews can be held and a waiting list established.
- iii. Issue call for applications from Graduates to serve as visiting teachers. Up to now there are the following numbers waiting to be interviewed English 21; Italian 25, Maltese 4 and 5 waiting to be employed; French 7, Maths 6, History 5 and 5 waiting to be employed; Geography 2, Physics 3, Chemistry 14, Biology 8, Gen.Science 3, Civics 7 and 4 waiting to be employed.

5.2. There will still be shortages in the subjects which are not covered by the University. e.g. Geography, Home Economics, Art, Needlework, Craft. There will be need for the Colleges to run three year courses for teachers for Secondary Schools, especially for the lower levels.

What we need in the first two years of secondary school is teachers who are general practitioners - who will take a Form I or Form II for English, Maltese, Civics, History, Maths. The other subjects like Italian/French, Religion, Science, Art, Craft, Home Economics, Needlework, Music, P.E. can be covered by teachers specialist in these subjects. Hence students who opt for secondary schools at the Colleges will cover, besides their professional training, further academic work in at least four subjects to enable them to teach these subjects in the first two years of secondary schools. Of these subjects they should also specialise in one to enable them to teach it at an upper level in Secondary School. Priority should be given to such subjects as P.E., Music, Art, Craft, Technical Drawing, Civics, Science, Maths, Geography, Religion, French among men and P.E., Home Economics, Needlework, Art, Civics, Maths, Science, Geography and Religion, French among women. The call for applications should indicate that preference will be given to applicants who will specialise in these areas, and G.C.E. results should be weighted according to the subject.

Intake in September 1972 for Secondary Schools at the two Colleges should be

30 males to replace Visiting Masters in 1975  
33 females to replace Visiting Mistresses in 1975

The year after the intake should be 22 males and 38 females.

5.2.2. There will be no students coming out of College in the summer of 1973 and the expected need of around 184 teachers. (Please See Table 3) will have to be satisfied by Trained Graduates. Because of this next September there should be a post-graduate course for those graduates who want to teach in Secondary Schools in September 1973. This course could take up to 200 graduates with preference being given to women and to the following subjects - Science, Maths, French, English and History.

This course could be run at St Michael's though Mater Admirabilis could take a few graduates for such subjects as French or History. It is necessary to take the necessary action with Establishments and P.S.C. to advertise this course as soon as possible. Similar courses can be held in September 1973 (up to 100 students in the same areas) and in September 1974, (up to 50 in Science, Maths and a few in Maltese)

5.2.3. In-service training can take place on a regular basis as from September 1975, when surplus teachers can be pulled out for long retraining courses in subjects where there is shortage. The University could help with these courses.

6. With this scheme the student population at the two Colleges will be as follows:

St. Michael's

Primary

	1972/73	73/74	74/75	75/76	76/77
Year 1	-	-	23	15	20
Year 2	30	-	-	23	15
Year 3	-	30	-	-	23

Secondary

Year 1	30	23	20	15	15
Year 2	-	30	23	20	15
Year 3	-	-	30	23	20
Postgraduates <sup>200*</sup>	-	100*	50	10	10
Total	260	183	146	106	118

Note. \* This is the maximum figure but it is expected that the actual number will be far short.

Mater Admirabilis

Primary

	1972/73	73/74	74/75	75/76	76/77
Year 1	114	58	72	72	72
Year 2	80	114	58	72	72
Year 3	-	80	114	58	72

Secondary

Year 1	23	22	20	20	20
Year 2	-	38	22	20	20
Year 3	-	-	38	20	20
	227	305	317	262	276

6.1. Most of residential quarters at St Michael's will not be needed and other uses can be sought out for them. For example they might be used as hostels by Gozo students who will be offered accommodation and perhaps breakfast and supper instead of the £90 allowance they receive now.

Table 1  
Primary School Population 1971-1980

L-ARKIVJI NAZZJONALI TA' MALTA

		BOYS											
		1971/2	1972/3	1973/4	1974/5	1975/6	1976/7	1977/8	1978/9	1979/80	1980/1		
Year 3	3481(116)	3287(110)	2922 (98)	2803 (94)	2688 (90)	2641 (89)	2680 (90)	2782 (93)	2866 (98)	2630 (90)			
" 4	3908(130)	3481(116)	3287(110)	2922 (98)	2803 (94)	2688 (90)	2641 (89)	2630 (90)	2782 (93)	2866 (98)			
" 5	3933(131)	3908(130)	3481(116)	3287(110)	2922 (98)	2803 (94)	2688 (90)	2641 (89)	2650 (90)	2782 (93)			
" 6	4454(149)	3933(131)	3908(130)	3481(116)	3287(110)	2922 (98)	2803 (94)	2688 (90)	2641 (89)	2630 (90)			
No. of classes	526	487	454	418	392	371	363	362	370	371			
Change on year before	-27	-39	-33	-26	-26	-21	-8	-1	+8	+1			
Actual Change		-20	-17	-13	-13	-15	+1	-1	+4	+1			
INFANTS & GIRLS													
Year 1	5628(188)	5340(178)	5309(177)	5145(171)	5096(170)	5314(178)	5554(185)	5500*(184)	5500*(184)	5500*(184)			
" 2	6394(213)	5628(188)	5340(178)	5309(177)	5145(171)	5096(170)	5314(178)	5554(185)	5500 (184)	5500 (184)			
" 3	3191(107)	3007(100)	2706 (90)	2537 (85)	2621 (88)	2504 (84)	2416 (81)	2532 (84)	2688 (96)	2870 (96)			
" 4	3605(120)	3191(107)	3007(100)	2706 (90)	2537 (85)	2621 (88)	2504 (84)	2416 (81)	2532 (84)	2888 (96)			
" 5	3741(125)	3605(120)	3191(107)	3007(100)	2706 (90)	2537 (85)	2621 (88)	2504 (84)	2416 (81)	2532 (84)			
" 6	4111(137)	3741(125)	3605(120)	3191(107)	3007(100)	2706 (90)	2537 (85)	2621 (88)	2504 (84)	2416 (81)			
No. of classes	890	818	772	730	704	695	701	706	713	725			
Change on Year before	-68	-72	-46	-42	-26	-9	+6	+5	+7	+12			
Actual Change		-30	-20	-18	-11	-5	+2	+7	+5	+10			

\* Estimated

Table 2  
Primary Schools - Complement position 1972 - 1980

Note a) Yearly wastage of 15 males & 65 females (35 in summer)  
b) birthrate stabilizes as in 1968

	Males		Females		
	Classes	Teachers	Classes	Teachers	
Sept. 1972	x	x + 11 (11 redundant)	y	y + 50 (50 redundant)	65 m + 120 to come out of College
July 1973	x	x - 4 (4 short)	y	y + 20 (30 redundant)	July 1972. To go to secondary or replace those who go to secondary
Summer '73	-	-		y - 15 (15 short)	
Note: shortage of males made up by females					
Sept. 1973	x - 17	x - 4 (13 redundant)	y - 20	y - 15 (5 redundant)	Shortage of 25 females filled by supply teachers
July 1974	x - 17	x - 19 (2 short) + 2	y - 20	y - 45 (25 short) + 25	" " 2 males filled by supply teachers
Summer				y - 55 (35 short)	30 males & 80 females from College July 1974
Sept. 1974	x - 30	x - 17 (13 redundant)	y - 38	y - 53 (17 short) + 17	17 females filled from TG. leaving 65
July 1975	x - 30	x - 32 (2 short) + 2	y - 38	y - 68 (30 short) + 30	2 males filled by supply teachers
Summer				y - 73 (35 short)	30 females replaced from College leaving 35 for Sec.
Sept. 1975	x - 43	x - 30 (13 redundant)	y - 49	y - 73 (24 short) + 24	2 males filled by supply teachers
July 1976	x - 43	x - 45 (2 short) + 2	y - 49	y - 79 (30 short) + 30	54 females filled from College
Summer				y - 84 (35 short)	25 fem. supply replaced from College
Sept. 1976	x - 58	x - 43 (15 redundant)	y - 58	y - 84 (26 short) + 26	56 females filled from College
July 1977	x - 58	x - 58	y - 58	y - 88 (30 short) + 30	
Summer				y - 93 (35 short)	
Sept. 1977	x - 57	x - 58 (1 short) + 1	y - 56	y - 93 (37 short) + 37	15 males filled from College
July 1978	x - 57	x - 71 (14 short) + 14	y - 56	y - 86 (30 short) + 30	6 male supply replaced from College
Summer				y - 91 (35 short)	67 females filled from College

Table 2 continued

	Males		Females		
	Classes	Teachers	Classes	Teachers	
Sept. 1978	x - 58	x - 57 (1 redundant)	y - 49	y - 91 (42 short)	14 males filled from College
July 1979	x - 58	x - 72 (14 short)	y - 49	y - 79 (30 short)	72 females " " "
Summer				y - 84 (35 short)	
Sept. 1979	x - 54	x - 58 (4 short)	y - 44	y - 84 (40 short)	19 males filled from College
July 1980	x - 54	x - 69 (15 short)	y - 44	y - 74 (30 short)	70 females " " "
Summer				y - 79 (35 short)	
Sept. 1980	x - 53	x - 54 (1 short)	y - 34	y - 79 (45 short)	16 males filled from College
July 1981	x - 53	x - 66 (13 short)	y - 34	y - 64 (30 short)	70 females " " "
Summer				y - 69 (35 short)	

Table 3  
Requirements. Secondary & Technical Schools. No allowances made for Form Masters, Masters A/c, teachers with special responsibilities,

	Sept. 1972	Sept. 1973	Sept. 1974	Sept. 1975	Sept. 1976	Sept. 1977
MALES	975	1108	1072	1036	900	915
FEMALES	786	877	896	797	721	686

Note: Increase in requirements due to stabilizing of birthrate (see table 1) is not felt before 1978 at the earliest.



L-ARKIVII NAZZIONALI TA' MALTA

Table 4 - Secondary Schools and Technical Institutes and Vocational Schools - Complement Position Sept. 1972 - July 1978  
(No allowance made for Form Masters, masters i/c, teachers with special responsibilities)

	Teachers needed	Teachers available	Difference	Notes
Sept. 1972	Males: 1029	Males 1056 (including equivalent of 28 in P.T.V.)	27 +	Sept. a) 27 males fill in for women leaving net shortage of 188.
	Females: 800	Females: 585 (including equivalent of 31 in P.T.V.)	215 -	b) 120 females from College fill vacancies or replace fem. primary teachers seconded to secondary, leaving net shortage of 95.
July 1973	Males: 1029	Males: 1056 + 63 - 15 = 1104	75 +	c) 63 males from College fill female shortage leaving shortage of 32
	Females: 800	Females: 586 + 120 + 32 - 20 = 718	82 -	e) shortage of 32 filled by supply female teachers.
Summer		Females: 718 + 7 - 30 = 665		Sept-July e) shortage of 7 females filled by 7 fem. supply.
Sept 1973	Males: 1108	Males 1104	4 -	Sept. e) shortage of 4 males filled from post-graduate or supply
	Females: 851	Females: 665	186 -	b) shortage of 186 females filled from post-graduate or supply
July 1974	Males: 1108	Males: 1104 + 4 - 15 = 1093	15 -	Sept-July c) fill shortage 15 graduates or supply
Summer	Females: 851	Females: 665 + 186 - 20 = 831	20 -	d) " " " " "
		Females: 831 + 20 - 30 = 821		

L-ARKIVJI NAZZJONALI TA' MALTA

Table 4 (cont.)

	<u>Teachers needed</u>	<u>Teachers available</u>	<u>Difference</u>	<u>Notes</u>
Sept. 1976	Males: 900	Males: 1108	208 +	No not re-employ supply teachers. Redundancy operation because of note above.
	Females: 721	Females: 796	65 +	
July 1977	Males: 900	Males: 1108-15 = 1093	193 +	" " " "
	Females: 721	Females: 786-20 = 766	45 +	
Summer		Female: 766-30 = 736		
Sept. 1977	Males: 915	Males: 1093	178 +	" " " "
	Females: 686	Females: 736	50 +	
July 1978	Males: 915	Males: 1093-15 = 1078	163 +	" " " "
	Females: 686	Females: 736-20 = 716	30 +	
Summer		Females: 716-30 = 680		

Table 4 continued

	<u>Teachers needed</u>	<u>Teachers available</u>	<u>Difference</u>	<u>Notes</u>
Sept 1974	Males: 1072	Males: 1108	36 +	Sept e) 36 males fill in for women leaving net shortage of 33.
	Females: 896	Females: 821	75 -	
July 1975	Males: 1072	Males: 1108 + 6 - 15 = 1099	27 +	b) 30 males & 33 females available from College c) 33 females fill shortage leaving 6 vacancies. d) 6 males fill female shortage leaving 24 on waiting list.
	Females: 896	Females: 821 + 33 - 20 = 834	62 -	
Summer		Females: 834 + 32 - 30 = 836		Sept-July e) 24 waiting males fill shortage leaving 33 shortage to be filled female grads or visiting.
Sept 1975	Males: 1036	Males: 1123	87 + (apparent)	a) Redundancy eliminated by reducing size of classrooms from 30 to 25 and raising school leaving age.
	Females: 797	Females: 836	39 +	
July 1976	Males: 1036	Males: 1123-15 = 1108	72 +	
	Females: 797	Females: 836-20 = 816	19 +	
Summer		Females: 816-30 = 786		

TABLE 5

ENERGY LING COLLEGE (No allowance made for wastage)

PRIMARY

Sept. 1972	No males	(54 to replace supply teachers in Sept. 1975)
	109 females	(24 to fill vacancies existing Sept. 1975)
		(30 to fill vacancies existing Sept 1975 - July 1976)
Sept. 1973	No males	
	56 females	(26 to fill vacancies existing Sept. 1976)
		(30 to fill vacancies existing Sept 1976 - July 1977)
Sept. 1974	21 males	(1 to fill existing vacancy existing Sept. 1977)
		(6 to replace supply teachers Sept. 1977)
		(14 to fill vacancies Sept 1977 - July 1978)
	67 females	(37 to fill vacancies existing Sept. 1977)
		(30 to fill vacancies Sept. 1977 - July 1978)
Sept. 1975	14 males	to fill vacancies Sept 1978 - July 1979
	72 females	(42 to fill vacancies existing Sept. 1978)
		(30 to fill vacancies Sept. 1978 - July 1979)
Sept. 1976	19 males	(4 to fill vacancies existing Sept. 1979)
		(15 to fill vacancies Sept 1979 - July 1980)
	70 females	(40 to fill vacancies existing Sept 1979)
		(30 to fill vacancies Sept 1979 - July 1980)

TABLE 5 (cont.)

Sept. 1977 16 males (1 to fill vacancy existing Sept. 1980  
 (15 to fill vacancy Sept. 1980 - July 1981  
 75 females (45 to fill vacancies existing Sept. 1980  
 (30 to fill vacancies Sept. 1980 - July 1981

SECONDARY

3 YEAR COURSE

Sept. 1972 Males: 28 to replace Visiting Masters. Priority areas - P.F., Music, Art, Craft,  
 Technical Drawing, Civics, Science, Maths, Geography, Religion.  
 Females: 31 to replace Visiting teachers: Priority areas - P.F., Home Economics, Needlework,  
 Art, Civics, Science, Maths, Geography, Religion.

Sept. 1973 20 males as above  
 36 females as above

POST-GRADUATE COURSE (1 Year)

Sept. 1972 Up to 200 with priority given to women. Main areas - Science, Maths, French, English, History.  
 Sept. 1973 Up to 100 To make allowance for possible lack of graduates in the previous year and to replace  
 Visiting teachers. Subjects - as above.

Sept. 1974 50 Science, Maths, Maltese (few)