1993 No. 403

EDUCATION

Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1993

Made . . . . . 29th September 1993

Coming into operation . . 30th September 1993

The Department of Education, in exercise of the powers conferred on it by Articles 69(1), (2) and (3)(**a**), 70(1)(*b*)(**b**) and 134(1) of the Education and Libraries (Northern Ireland) Order 1986(**c**), and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(**d**) and of every other power enabling it in that behalf; after consultation in accordance with Article 69(5)(*a*) of the Education and Libraries (Northern Ireland) Order 1986(**c**), hereby makes the following regulations:

Citation and commencement

1. These regulations may be cited as the Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1993 and shall come into operation on 30th September 1993 and shall have effect on and from 1st September 1993.

Interpretation

2. In these regulations "the principal Regulations" means the Teachers' Salaries Regulations (Northern Ireland) 1993(**e**).

Amendment of Principal Regulations

3.—(1) The principal Regulations shall be amended as provided in regulations 3 to 21.

(2) In regulation 3(1) (interpretation) the definition for "standard scale" shall be deleted.

(3) In regulation 3(2) (interpretation)—

(i) in head (*b*) "promotion allowance" shall be deleted;

(ii) for head (*c*) "salary" there shall be substituted—

" "salary" shall not except in regulations 15, 19 and 20 include any allowance under regulations 12 or 13 or a reorganisation

(**a**) Article 69 was substituted by Article 166 of and Schedule 9 to S.I. 1989/2406 (N.I. 20)
(**b**) Article 70 was substituted by Article 8 of S.I. 1987/167 (N.I. 2) to which there is an amendment which is not relevant
(**c**) S.I. 1986/594 (N.I. 3) to which there are amendments which are not relevant
(**d**) 1962 c. 7 (N.I.)
(**e**) S.R. 1993 No. 318

allowance payable under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1987(**a**);''.

4. For regulation 7 (salary of principals) there shall be substituted—

''*Salary of principals and vice-principals*

7.—(1) Subject to paragraph (4) the salaries paid to principals and vice-principals shall be based on the following pay spine.

Spine point	£	*Spine point*	£
1	22,404	26	32,319
2	22,770	27	32,808
3	23,139	28	33,300
4	23,505	29	33,789
5	23,874	30	34,404
6	24,240	31	35,016
7	24,609	32	35,625
8	24,972	33	36,237
9	25,344	34	36,855
10	25,710	35	37,464
11	26,076	36	38,076
12	26,442	37	38,688
13	26,808	38	39,546
14	27,180	39	40,398
15	27,546	40	41,259
16	27,912	41	42,114
17	28,278	42	42,969
18	28,650	43	43,830
19	29,016	44	44,685
20	29,382	45	45,540
21	29,874	46	46,398
22	30,360	47	47,256
23	30,849	48	48,114
24	31,341	49	48,972
25	31,830	50	49,824
		51	50,682

(2) Subject to paragraph (4) and to paragraphs 3, 6 and 7 of Schedule 1, principals and vice-principals shall be paid such salary on the pay spine in paragraph (1), as the relevant body may determine, having regard in particular to the criteria set out in paragraph (3), and provided that the salary thus determined is not lower than the minimum and not higher than the maximum of the range specified in the following table for the group to which the school is assigned (such group being determined pursuant to regulation 6 and Schedule 1).

(**a**) S.R. 1987 No. 385

Salary Ranges for Principals by School Group

Primary and Secondary School Group (1)	*Special School Group* (2)	*Spine Point* (3)	*Range* £ (4)
1		3–15	23,139–27,546
2	1(S)	8–22	24,972–30,360
3	2(S)	15–29	27,546–33,789
4	3(S)	23–37	30,849–38,688
5	4(S)	31–44	35,016–44,685
6		38–51	39,546–50,682

Salary Ranges for Vice-Principals by School Group

Primary and Secondary School Group (1)	*Special School Group* (2)	*Spine Point* (3)	*Range* £ (4)
1		1–8	22,404–24,972
2	1(S)	2–10	22,770–25,710
3	2(S)	4–13	23,505–26,808
4	3(S)	8–20	24,972–29,382
5	4(S)	15–26	27,546–32,319
6		22–34	30,360–36,855

(3) The criteria referred to in paragraph (2) are:

(*a*) the responsibilities of the post;

(*b*) the social, economic and cultural background of the pupils attending the school;

(*c*) whether the post is difficult to fill; and

(*d*) sustained overall performance which appreciably exceeds that normally expected from the holders of such posts.

(4) Where the relevant body is satisfied that no salary within the range for the group to which the school is assigned is adequate having regard to the duties, responsibilities or performance of the principal or vice-principal or the circumstances of the school, it may pay a higher salary within the pay spine.''.

5. Regulation 8 (salary of vice-principals) shall be deleted.

6. For regulation 9 there shall be substituted—

''*Salary of all teachers except principals and vice-principals*

9.—(1) A teacher other than a principal or vice-principal shall be paid on the following spine:

Spine Point	*Annual Salary*
	£
0	11,244
1	11,919
2	12,633
3	13,392
4	14,196
5	15,045
6	15,948
7	16,909
8	17,919
9	19,062
10	20,244
11	21,447
12	23,160
13	24,702
14	26,676
15	27,876
16	29,130
17	30,441

(2) Subject to Schedule 3, the relevant body shall determine the point on which each individual qualified teacher shall be paid annually provided that, where the relevant body determine to reduce a teacher's salary, that determination shall only take effect from the date when it was actually made.

(3) In arriving at its determination under paragraph (2) and awarding points, the relevant body shall have regard to the criteria set out in paragraphs (4) to (10).

Qualifications

(4) (*a*) Two points shall be awarded to teachers who are good honours graduates.

A ''good honours graduate'' means a teacher who has obtained—

(i) a first or second class honours degree or a higher degree, obtained as a result of examination or as a result of research work, of a university in the United Kingdom or in the Republic of Ireland or of the Council for National Academic Awards; or

(ii) any other qualification, whether obtained in the United Kingdom or abroad, which the Department regards as being of equivalent standard to a degree of the kind described in paragraph (4)(*a*)(i).

(*b*) A qualified teacher who for the first time becomes a good honours graduate shall be awarded 2 points from the first day of the month in which the qualification is obtained.

Experience

(5) (*a*) 1 point shall be awarded for each academic year in which a teacher has completed periods of employment amounting to at least 26 weeks in aggregate of satisfactory service; and

(*b*) 1 point a year may be awarded for experience outside teaching which the relevant body considers of value to the performance of the teacher's duties;

provided that the total points awarded in respect of satisfactory service and experience other than employment as a teacher taken together shall not exceed 9 points in the case of a teacher who is not a good honours graduate or 7 points in the case of a teacher who is a good honours graduate.

In this paragraph "periods of employment" are deemed to run from the beginning of the week in which the employment commenced to the end of the week in which it ended, including any holiday periods; this includes part-time and temporary service and periods of maternity absence as defined in the Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1987(**a**).

Responsibility

(6) Up to 5 points may be awarded to a teacher who undertakes specified responsibilities beyond those common to the majority of teachers. The relevant body shall determine whether points awarded are temporary or are to be retained while the teacher remains in the same post.

Excellence

(7) Up to 3 points may be awarded for excellent performance, having regard to all aspects of the teacher's professional duties but in particular to classroom teaching. The relevant body shall review the award of points for performance annually commencing with effect from 1st September immediately following the initial award.

Recruitment and retention

(8) Up to 2 points may be awarded to a teacher who is employed to teach subjects in which there is a shortage of teachers, or in a post which is difficult to fill. The relevant body shall review the award of points for recruitment and retention biennially commencing on the second 1st September after the initial award.

Special educational needs

(9) 1 point shall be awarded to a teacher in a special school or to a teacher in a primary or secondary school who is engaged wholly or mainly:

(**a**) S.R. 1987 No. 206