1969. No. 183 **[C]**

EDUCATION

Teachers' Salaries and Allowances

REGULATIONS, DATED 4TH JULY 1969, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1968.

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The Ministry of Education, hereinafter called "the Ministry", in pursuance of the powers vested in it by Sections 83 and 112 of the Education Act (Northern Ireland) 1947(a), hereinafter referred to as "the Act", and of all other powers enabling it in that behalf, and after consultation with the Ministry of Finance, hereby makes the following Regulations:—

INTRODUCTION

Citation and commencement

1. These Regulations may be cited as the Teachers' Salaries Regulations (Northern Ireland) 1969, and shall be deemed to have come into operation on 1st April 1969.

Regulations revoked

2. The Regulations set out in Schedule VIII are hereby revoked.

Definitions

3.—(1) In these Regulations

"approved" means approved by the Ministry for the purposes of the context;

"assistant teacher" means a qualified teacher who is not a principal;

"employing authority" means the local education authority or, in the case of a school not under the management of a local education authority, the managers of the school;

"qualified teacher" means a teacher who is recognised as a qualified teacher in the school in which he is employed;

"recognised" means recognised by the Ministry for the purposes of the context;

"reorganisation" means rearrangement of educational facilities carried out with the approval of the Ministry by the local education authority or the managers of a school or schools;

(a) 1947. c. 3.

"temporary teacher" means a full-time teacher in respect of whose employment an agreement is not required under Section 84 of the Act;
"unqualified teacher" means a teacher who is not eligible for recognition as a qualified teacher in the school in which he is employed;
"working day" means a day on which a school is in operation or such other day as the Ministry may determine to be a working day for the purposes of these Regulations;
"1965 Salaries Regulations" means the Teachers' Salaries Regulations (Northern Ireland) 1965(**b**); and
"1967 Salaries Regulations" means the Teachers' Salaries Regulations (Northern Ireland) 1967(**c**).

(2) In these Regulations, except where otherwise provided,

(*a*) "allowance" means an allowance payable under these Regulations;

(*b*) "salary" shall include an increase or addition under Regulations 7 or 8 but not, except in Regulations 22 to 24 and 27, allowances, or compensation allowances payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969(**d**), or any Regulations superseding those Regulations; and

(*c*) the rates indicated for salaries and allowances are rates per annum.

(3) A grammar school containing a preparatory department in addition to a secondary department shall be regarded as a single school for the purposes of these Regulations.

(4) Other expressions to which meanings have been assigned in the Nursery Schools Regulations (Northern Ireland) 1948(**e**), the Nursery Classes in Primary Schools Regulations (Northern Ireland) 1956(**f**), the Primary Schools (General) Regulations (Northern Ireland) 1961(**g**), the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1957(**h**), the Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1965(**i**), shall have for the purposes of these Regulations the same respective meanings in relation to the schools to which those Regulations respectively apply.

Application

4.—(1) These Regulations shall apply to teachers employed in grant-aided schools other than technical intermediate schools.

(2) In the Regulations which follow, except where otherwise indicated, "teacher" means a full-time qualified teacher.

Salaries of Assistant Teachers

Salary scale

5.—(1) Subject to the provisions of these Regulations the scale of salary for assistant teachers shall be as follows:—

(**b**) S.R. & O. (N.I.) 1965, No. 277; 1966, No. 128; 1966, No. 174; 1967, No. 180.
(**c**) S.R. & O. (N.I.) 1967, No. 291; 1968, No. 148; 1968, No. 214.
(**d**) S.R. & O. (N.I.) 1969, No. 120.
(**e**) S.R. & O. (N.I.) 1948, No. 97; 1953, No. 12; 1953, No. 90; 1962, No. 228; 1963, No. 47; 1964, No. 124; 1965, No. 93; 1967, No. 193; 1969, No. 93.
(**f**) S.R. & O. (N.I.) 1956, No. 69; 1969, No. 95.
(**g**) S.R. & O. (N.I.) 1961, No. 104; 1962, No. 12; 1962, No. 230; 1963, No. 48; 1964, No. 123; 1965, No. 39; 1965, No. 65; 1966, No. 120; 1966, No. 157; 1967, No. 192.
(**h**) S.R. & O. (N.I.) 1957, No. 153; 1959, No. 83; 1962, No. 232; 1963, No. 49; 1965, No. 136; 1967, No. 190.
(**i**) S.R. & O. (N.I.) 1965, No. 64; 1966, No. 49; 1966, No. 121; 1966, No. 156; 1967, No. 191; 1967, No. 316; 1968, No. 149; 1968, No. 178.

Point on Scale	Rate
	£
1	860
2	890
3	920
4	955
5	1,010
6	1,070
7	1,135
8	1,180
9	1,240
10	1,295
11	1,345
12	1,400
13	1,460
14	1,520
15	1,620

(2) An assistant teacher who has not successfully completed at least three years' approved full-time study or training shall be placed on the scale at the minimum or at one point below the point on which he would have been placed if paragraph (3) had applied, whichever is the higher: provided that an assistant teacher who has been placed at the minimum shall not proceed beyond the minimum until the extent of incremental credit given in accordance with the provisions of Schedule I amounts to two years.

(3) An assistant teacher who has successfully completed three years' approved full-time study or training shall be placed on the scale with such incremental credit (if any) as may be given in accordance with the provisions of Schedule I.

(4) An assistant teacher who has successfully completed at least four years' approved full-time study, training or research shall be placed on the scale with such incremental credit (if any) as may be given in accordance with the provisions of Schedule I, and in addition shall be granted increments in the scale as follows:—

(*a*) one increment where the aggregate of such full-time study, training or research is less than five years;

(*b*) two increments where the aggregate of such full-time study, training or research is at least five years but is less than six years;

(*c*) three increments where the aggregate of such full-time study, training or research is at least six years;

Provided that this paragraph shall not be so construed as to entitle the teacher to payment at a rate of salary in excess of the maximum of the scale.

(5) For the purposes of this Regulation a year of study or training shall not be counted unless the teacher had attained the age of eighteen years not later than the end of the first term of that year.

Existing Teachers

6.—(1) For the purposes of this Regulation "existing teacher" means an assistant teacher who was placed on the scale for assistant teachers under the 1965 Salaries Regulations or the 1967 Salaries Regulations, or on any of the scales I to V of the Regulations which from time to time governed the salaries of teachers in recognised schools;

(2) An existing teacher who was placed on the scale for assistant teachers under the 1965 Salaries Regulations or the 1967 Salaries Regulations shall from 1st April 1969 or, if not in service on that date, from the effective date of first reappointment after that date, be placed on the scale set out in Regulation 5(1) at the point at which he was placed on the first mentioned scale, with such additional credit as he may be entitled to in accordance with the provisions of Schedule I.

(3) An existing teacher who was not placed on the scale for assistant teachers under the 1965 Salaries Regulations or the 1967 Salaries Regulations shall from 1st April 1969 or, if not in service on that date, from the effective date of first reappointment after that date, be placed at the appropriate point of the scale set out in Regulation 5(1), with such additional credit as he may be entitled to in accordance with the provisions of Schedule I, as follows:—

(*a*) a teacher on Scale II, IV or V shall be placed on the scale at the point at which he was placed in Scale II, IV or V;

(*b*) a teacher on Scale III shall be placed on the scale at the point next above that at which he was placed in Scale III;

(*c*) a teacher on a point above the 14th point of Scale II, III, IV or V shall be placed on the scale at the maximum;

(*d*) a teacher on Scale I shall be placed on the scale at the point immediately below the point at which he was placed in Scale I:

Provided that

(i) a teacher on a point above the 16th point of Scale I shall be placed on the scale at the maximum;

(ii) a teacher at the minimum of Scale I shall be placed on the scale at the minimum and shall not proceed beyond the minimum until the extent of incremental credit given in accordance with the provisions of Schedule I amounts to two years;

(*e*) a teacher who was placed on the maximum of Scale III shall receive an addition of £30 beyond the maximum of the scale set out in Regulation 5(1):

Provided that such addition shall not be payable to a teacher who qualifies for the additional allowance of £50 referred to in Regulation 8;

(*f*) a teacher who was in receipt of salary in excess of the maximum of Scale IV or V by reason of approved full-time study, training, advanced work or research shall receive by way of addition to his salary a sum equal to the amount by which his rate of salary exceeded that maximum:

Provided that the additional sum payable shall be reduced by £30 where the teacher qualifies for the additional allowance of £50 referred to in Regulation 8.

(4) Notwithstanding the foregoing provisions of this Regulation an existing teacher may, where it is to his advantage, be placed in accordance with Regulation 5.

University Degrees (or equivalent)

7.—(1) In the case of an assistant teacher, other than a teacher to whom paragraph (2) applies, who holds an approved university degree, or other qualification adjudged by the Ministry to be equivalent thereto, the salary scale shall be increased by £105 at each point.

(2) In the case of an assistant teacher who holds an approved university degree with first or second class honours, or other qualification adjudged by