**1959. No. 159** **[C]**

## EDUCATION

### Grammar Schools: Salaries and Allowances

REGULATIONS, DATED 29TH SEPTEMBER, 1959, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1958, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

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

**1.**—(1) These Regulations may be cited as the Grammar Schools (Salaries and Allowances) Regulations (Northern Ireland), 1959.

(2) These Regulations shall take effect on 1st October, 1959.

**2.** The following Regulations are hereby revoked:—

the Grammar School (Salaries and Allowances of Teachers) Regulations, 1957(b);

the Grammar School (Salaries and Allowances of Teachers) Amending Regulations, 1957(c);

the Grammar School (Salaries and Allowances of Teachers) Amending Regulations, No. 2, 1957(d);

the Grammar School (Salaries and Allowances of Teachers) Amending Regulations, 1959(e).

**3.** In these Regulations—

(*a*) "approved" means approved by the Ministry for the purposes of the context;

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

"qualified teacher" means a teacher who has been granted recognition under the Grammar School (Grant Conditions) Regulations, 1956, as from time to time amended, and the expression "unqualified teacher" shall be construed accordingly;

(*b*) other expressions which have meanings assigned to them by the Grammar School (Grant Conditions) Regulations, 1956, as from time to time amended, shall have the same respective meanings for the purposes of these Regulations.

**4.**—(1) These Regulations shall apply to teachers employed in recognised grammar schools.

(2) From 1st April, 1961, the salaries and allowances prescribed for men shall apply equally to women.

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(a) 1947. c. 3. (b) S.R. & O. (N.I.) 1957, No. 33. (c) S.R. & O. (N.I.) 1957, No. 102. (d) S.R. & O. (N.I.) 1957, No. 124. (e) S.R. & O. (N.I.) 1959, No. 19.

*Salary Scales*

**5.**—(1) Subject to the provisions of these Regulations, the scales of salary for full-time qualified teachers shall be those set out in the Schedule.

(2) Scale I shall apply to teachers whose qualifications do not entitle them to admission to a higher scale.

(3) Scale II shall apply to—

(*a*) teachers who have successfully completed a full-time three-year course of training at an approved training college; and

(*b*) teachers who attended full-time at an approved training college for a two-year course of training and whose training was successfully completed not later than 31st December, 1950; and

(*c*) teachers who attended an approved course of training under the Emergency Training Scheme or under a corresponding Scheme in Great Britain and whose training was successfully completed not later than 31st December, 1950.

(4) Scale III shall apply to teachers who have successfully completed a full-time four-year course of training at an approved training college.

(5) For the purposes of admission to Scale I, Scale II or Scale III, full-time attendance at an approved institution other than a training college may, to such extent as the Ministry may determine, be treated as full-time attendance at an approved training college.

(6) Scale IV shall apply to teachers, other than those eligible for admission to Scale V, who hold a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes and has been obtained as a result of full-time attendance at an approved university or college.

(7) Scale V shall apply to teachers who hold a first or second class honours degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes and has been obtained as a result of full-time attendance at an approved university or college.

**6.**—(1) The rate of salary otherwise payable to a teacher who satisfies the conditions prescribed in sub-paragraph (*b*) or (*c*) of paragraph (3) of Regulation 5 for admission to Scale II and who has in addition successfully completed a further year of approved full-time training shall be increased by an amount equal to the next increment in that scale.

(2) Where a teacher—

(*a*) satisfies the conditions prescribed in Regulation 5 for admission to Scale IV or Scale V and has successfully completed a full-time post-graduate year of approved training; or

(*b*) has successfully completed an approved combined course of training and university study of at least four years' duration; or

(*c*) has successfully completed an approved full-time course of training of at least one year's duration before the commencement of the course by virtue of which he satisfies the conditions prescribed in Regulation 5 for admission to Scale IV or Scale V;

the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased by an amount equal to the next increment in the scale.

(3) Where a teacher satisfies the conditions prescribed in Regulation 5 for admission to Scale IV or Scale V, and has undertaken, otherwise than in gainful employment, approved full-time post-graduate study or research the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased—

(*a*) by an amount equal to the next increment in the scale where the period of such study or research covers one complete academic year; or

(*b*) by an amount equal to the sum of the next two increments in the scale where the period of such study or research covers at least two complete academic years.

(4) Where an increase is awarded to a teacher under the provisions of this Regulation, the scale applicable to such teacher shall be extended by one or two increments as the case may be as set out in the extension to the appropriate scale shown in the Schedule.

(5) A teacher shall not receive more than two increments under the provisions of this Regulation.

*Allowances for Principals and Vice-Principals*

**7.**—(1) In addition to his salary under the appropriate scale, the principal and, where he has been duly appointed under the provisions of Regulation 8, the vice-principal of a school shall each receive an allowance, to be known as the "principal's allowance" and "vice-principal's allowance" respectively, calculated in accordance with the following table:—

| *Number of pupils on roll* | *Amount of allowance per annum* | |
|---|---|---|
| | *Principal* | *Vice-Principal* |
| | £ | £ |
| Not exceeding 40 ... ... ... | 150 | — |
| Exceeding 40 but not exceeding 100 ... | 195 | 65 |
| Exceeding 100 but not exceeding 200 | 250 | 80 |
| Exceeding 200 but not exceeding 300 | 300 | 100 |
| Exceeding 300 but not exceeding 450 | 370 | 125 |
| Exceeding 450 but not exceeding 600 | 440 | 150 |
| Exceeding 600 but not exceeding 750 | 510 | 180 |
| Exceeding 750 but not exceeding 900 | 580 | 220 |
| Exceeding 900 ... ... ... | 650 | 260 |

(2) In addition to the allowances receivable under the preceding paragraph, the principal and, where he has been duly appointed under the provisions of Regulation 8, the vice-principal of a school shall each receive an allowance, to be known as the "principal's further allowance" and "vice-principal's further allowance" respectively, dependent upon the number of pupils on roll in the secondary department, calculated in accordance with the following table:—

| *Number of pupils on roll in the secondary department* | *Amount of further allowance per annum* | |
|---|---|---|
| | *Principal* | *Vice-Principal* |
| | £ | £ |
| Not exceeding 120 ... ... | 155 | 70 |
| Exceeding 120 but not exceeding 180 | 215 | 110 |
| Exceeding 180 but not exceeding 300 | 295 | 150 |
| Exceeding 300 but not exceeding 450 | 375 | 190 |
| Exceeding 450 but not exceeding 600 | 455 | 230 |
| Exceeding 600 but not exceeding 750 | 535 | 270 |
| Exceeding 750 and not exceeding 900 | 615 | 310 |
| Exceeding 900 ... ... ... | 695 | 350 |

Provided that in the case of a school with an enrolment of 1,200 secondary pupils or more, there shall be added £100 to the rate of the principal's further allowance and £40 to the rate of the vice-principal's further allowance.

(3) Not more than one principal's allowance shall be paid in respect of any school in any school year, but in special cases the school authorities may, with the approval of the Ministry, divide that allowance between two or more persons; and where the principal's allowance has been so divided, his further allowance prescribed under paragraph (2) shall be divided in the same proportions as the principal's allowance and between the same persons.

(4) A school containing a preparatory department in addition to a secondary department shall, for the purposes of the payment of the allowances under these Regulations be regarded as a single school.

(5) If the principalship of a school is vacant or if the principal is absent on leave without pay, the Ministry may, in such circumstances as appear to it to be reasonable, approve of the temporary appointment of an acting principal; and in any case where an acting principal has been so appointed the school authorities may pay to him the principal's allowance and the further allowance at such rates, not exceeding those prescribed under this Regulation, as the school authorities may, with the approval of the Ministry, determine.

(6) A principal shall not be eligible for more than one complete principal's allowance or further allowance in respect of any one school year.

(7) The number of pupils on the roll shall, for the purposes of this Regulation, be taken to be the number for the preceding school year calculated in accordance with the provisions of Regulation 30 of the Grammar School (Grant Conditions) Regulations, 1956:

Provided that in the case of a school not recognised in the preceding school year or of a school which has been formed by the amalgamation of two or more grant-aided schools the number of pupils on the roll shall be determined by the Ministry after consideration of the number of pupils on the roll of the school on a date or dates selected by the Ministry.

*Allowances for Posts of Special Responsibility*

**8.**—(1) In each school points at the rates shown below shall be allocated in respect of any school year on the basis of the number of pupils enrolled in the school on the second Friday following the opening of the school for the second term in the preceding school year, the number of pupils as thus ascertained being classified according to their ages as at 31st March following such opening:—

| | |
|---|---|
| Pupils under 13 years of age ... ... ... ... | 1 point |
| Pupils aged 13 and under 15 years of age ... ... | 2 points |
| Pupils aged 15 and under 16 years of age ... ... | 4 points |
| Pupils aged 16 and under 17 years of age ... ... | 6 points |
| Pupils aged 17 and over ... ... ... ... | 10 points |

Provided that in respect of the period 1st October, 1959 to 31st July, 1960, the points score of a school shall be determined by increasing by 15% the score obtained by the application of the foregoing rates to the number of pupils on the roll of the school on 15th October, 1958, classified according to their ages at that date.

(2) (*a*) In each school with a points score exceeding 200 a vice-principal shall be appointed.

(*b*) In a school with a points score exceeding 184 but not exceeding 200 a vice-principal may be appointed subject to the approval of the Ministry.

(3) Other posts of special responsibility shall be allocated by the school authorities, subject to the approval of the Ministry in respect of the number of such posts, the duties attached to the posts, and their value in accordance with the table appended to this paragraph: provided that the minimum value of any such post shall be £75 and the maximum value shall not exceed the vice-principal's allowance and further allowance.

| *Points Score* | *Maximum aggregate value of allowances* |
|---|---|
| | £ |
| 301 but not exceeding 400 | 350 |
| 401 but not exceeding 500 | 525 |
| 501 but not exceeding 600 | 700 |
| 601 but not exceeding 700 | 875 |
| 701 but not exceeding 800 | 1050 |
| 801 but not exceeding 900 | 1225 |
| 901 but not exceeding 1000 | 1400 |
| 1001 but not exceeding 1100 | 1600 |
| 1101 but not exceeding 1200 | 1800 |
| 1201 but not exceeding 1300 | 2000 |
| 1301 but not exceeding 1400 | 2200 |
| 1401 but not exceeding 1600 | 2500 |
| 1601 but not exceeding 1800 | 2850 |
| 1801 but not exceeding 2000 | 3200 |
| 2001 but not exceeding 2200 | 3550 |
| 2201 but not exceeding 2400 | 3900 |
| 2401 but not exceeding 2700 | 4350 |
| 2701 but not exceeding 3000 | 4800 |
| 3001 but not exceeding 3300 | 5250 |
| 3301 but not exceeding 3700 | 5750 |
| 3701 but not exceeding 4100 | 6300 |
| 4101 but not exceeding 4600 | 6850 |
| 4601 but not exceeding 5100 | 7400 |
| 5101 but not exceeding 5600 | 7950 |
| 5601 but not exceeding 6100 | 8500 |
| 6101 but not exceeding 6600 | 9050 |
| 6601 and over ... ... | 9600 |