1959. No. 156 **[C]**

EDUCATION

Primary 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 Primary 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 Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1957(b);

the Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1957(c);

the Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1958(d);

the Primary Schools (Salaries and Allowances) Amending No. 2 Regulations (Northern Ireland), 1958(e); and

the Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1959(f).

3. In these Regulations—

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

"existing teacher" means a teacher to whom these Regulations apply and who is in the service on 30th September, 1959, or who, having been in the service, is temporarily out of the service on that date and subsequently re-enters the service;

"General Regulations" means the Regulations for the staffing and general conduct of primary schools;

"qualified teacher" means a teacher who holds one of the qualifications prescribed in the General Regulations for the recognition of qualified teachers in primary schools;

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

"revoked Regulations" means those referred to in Regulation 2;

(a) 1947. c. 3.
(b) S.R. & O. (N.I.) 1957, No. 38.
(c) S.R. & O. (N.I.) 1957, No. 122.
(d) S.R. & O. (N.I.) 1958, No. 110.
(e) S.R. & O. (N.I.) 1958, No. 152.
(f) S.R. & O. (N.I.) 1959, No. 16.

"school authorities" means, in the case of a county school, the local education authority and, in the case of a voluntary school, the Managers of that school;

"the 1946 Regulations" means the Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946(a);

"unqualified teacher" means a person who is not eligible for recognition as a qualified teacher.

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

(2) From 1st April, 1961, the salaries and allowances prescribed for men shall apply equally to women, except where special scales are prescribed for unqualified teachers as set out in Parts 1 and 2 of Schedule II.

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 Schedule I.

(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 an approved full-time three-year course of training at an approved training college;

(*b*) teachers who attended full-time at a 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 qualified 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 qualified 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.

(a) S.R. & O. (N.I.) 1946, No. 5.

(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 either one or two increments, as the case may be, as set out in the extension to the appropriate scale in Schedule I.

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

Incremental Credit

7.—(1) A qualified full-time teacher shall be placed on the salary scale applicable to him and he shall receive credit in accordance with the provisions of Schedule III.

(2) After a teacher's rate of salary has been determined subsequent increments in the scale shall, subject to the provisions of the General Regulations, be granted annually on the teacher's normal incremental date.

(3) Except in so far as he is entitled to a more favourable placing under these Regulations, an existing teacher shall be entitled to receive salary on the scale and at the point on the scale to which he would have been entitled under the revoked Regulations if they had continued in force.

(4) In the case of a teacher who, before being employed in a primary school, was employed in another kind of recognised school or institution in Northern Ireland, incremental credit which was given under the Regulations relating to his salary in such other school or institution shall, to the extent to which such credit was granted to him for teaching service or on account of attendance at a course of training, be granted under these Regulations, in addition to such other incremental credit as may be given under these Regulations.

(5) Service in respect of which a teacher is entitled to receive salary at one-half of the full rate shall rank for increment as if salary were payable at the full rate.

8.—(1) Untrained teachers placed on Scale I in accordance with paragraphs (2) and (3) of Regulation 6 of the 1946 Regulations shall receive incremental credit at the rate of one increment for each three years of satisfactory service prior to 1st April, 1945, subject to a minimum period of three years: provided that in computing the service eligible for such incremental credit there shall first be deducted from the total number of years of satisfactory service given prior to 1st April, 1945, the number of years of incremental credit on Scale I given to the teacher at 1st April, 1945, in accordance with the said Regulations, plus 20 years.

(2) Untrained teachers placed on Scale I in accordance with paragraph (3) of Regulation 7 of the 1946 Regulations shall receive incremental credit at the rate of one increment for each three years (instead of one increment for each four years) of satisfactory service in excess of 20 years given prior to 1st April, 1945, subject to a minimum period of three years of such service.

(3) Untrained teachers placed on Scale I in accordance with sub-paragraph (*b*) of paragraph (4) of Regulation 7 of the 1946 Regulations shall receive incremental credit at the rate of one increment for each three years of satisfactory service prior to 1st October, 1947, subject to a minimum period of three years of such service:

Provided that in assessing each period of three years under this Regulation, a period which exceeds a multiple of three by not less than two shall be treated as if it were the next higher multiple of three.

9. A teacher shall not receive, in respect of teaching service given after the date of commencement of his period of probation, more than one increment on his appropriate scale until he has satisfactorily completed his period of probation.

Unqualified teachers

10. The salary scales for full-time unqualified women teachers who were appointed as unqualified teachers (other than as locum tenens or substitute teachers) in primary schools in Northern Ireland prior to 1st January, 1947, shall be those set out in Schedule II, part 1, with effect from the respective dates specified therein.

11. Unqualified teachers who were appointed in primary schools in Northern Ireland before 1st August, 1945, shall, after the completion of 20 years' satisfactory service, be placed on Scale I at a point two increments above the minimum of the scale and shall thereafter be eligible to proceed to the maximum of the scale in the ordinary way.

12.—(1) With effect from the dates specified the annual rates of salary set out in Schedule II, part 2, shall be paid to full-time unqualified women teachers first appointed in primary schools in Northern Ireland on or after 1st January, 1947, provided that they hold the Ministry's Grammar School Senior Certificate or have attained an equivalent or higher standard of education.

(2) The annual rates of salary set out in Schedule II, part 3, shall be paid to full-time unqualified men and women teachers (other than women teachers under Regulation 10 and under paragraph (1) of this Regulation) who were first appointed in primary schools in Northern Ireland on or after 1st January, 1947.

13.—(1) A full-time unqualified teacher who holds a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) which if he were qualified would be recognised for teaching purposes shall receive,

in addition to the appropriate rate of salary under Regulation 10 or Regulation 12, an allowance in accordance with the rates set out in Schedule II, part 4.

(2) The total annual remuneration of a woman teacher under this Regulation, exclusive of any allowance payable to her as a temporary principal, shall not exceed the amount set out in Schedule II, part 4.

Principals' and Vice-Principals' Allowances

14.—(1) In addition to his salary under the appropriate scale, the principal and where he has been duly appointed under the provisions of the General Regulations the vice-principal of a school shall, save as provided in the next following paragraph, receive an allowance calculated in accordance with the following table:—

Average daily enrolment of pupils for preceding year ended 31st December	*Annual rate from following 1st April*	
	Principal	*Vice-Principal*
	£	£
Not exceeding 40 pupils	150	—
Exceeding 40 pupils but not exceeding 100	195	65
„ 100 „ „ „ „ 200	250	80
„ 200 „ „ „ „ 300	300	100
„ 300 „ „ „ „ 450	370	125
„ 450 „ „ „ „ 600	440	150
„ 600 „ „ „ „ 750	510	180
„ 750 „ „ „ „ 900	580	220
Exceeding 900 pupils	650	260

(2) Until he has fulfilled the normal conditions required for the appointment by the General Regulations, the principal of a school shall receive as principal's allowance the rate, subject to a maximum of £200, appropriate to the school in accordance with the table in paragraph (1) less £50;

Provided that, if a teacher has been holding a principalship for which he is eligible under the provisions of the General Regulations and the enrolment of the school increases so as to warrant the raising of the grade of the principalship to a grade for recognition in which the teacher is not yet eligible under the said Regulations, the provisions of this paragraph shall not apply so as to reduce the rate of the allowance to which he was entitled under paragraph (1) before such increase took place;

Provided also that a principal teacher who is in post at 30th September, 1959, or who is appointed between 1st October, 1959, and 31st December, 1959, shall not receive a lesser allowance than the appropriate rate prescribed in the revoked regulations.

(3) In the case of a school not recognised in the preceding year ended 31st December, or of a school which has been formed by the amalgamation of two or more grant-aided schools, the average daily enrolment for the purpose of this Regulation shall be determined by the Ministry.

(4) An unqualified teacher serving temporarily as principal teacher in a school shall, during such service, receive a principal's allowance in accordance with the following scale:—