Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 28th day of June, 1957, in the presence of

(L.S.) *Leslie Arndell,*
Assistant Secretary.

The Ministry of Finance for Northern Ireland hereby approves of the foregoing Regulations.

Sealed with the Official Seal of the Ministry of Finance for Northern Ireland this 28th day of June, 1957, in the presence of

(L.S.) *C. J. Bateman,*
Assistant Secretary

EXPLANATORY NOTE

(This note is not part of the Regulations, but is intended to indicate their general purport.)

Regulation 4 implements the majority recommendation regarding maternity leave which is contained in the Final Report of the Committee appointed by the Minister of Education to consider the salaries, allowances and other matters affecting the remuneration of teachers (cmd. 366). Regulation 5 clarifies the staffing position in reorganised schools.

Primary Schools: Salaries and Allowances

REGULATIONS, DATED 28TH FEBRUARY, 1957, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1956, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1957. No. 38 [C]

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, 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), 1957.

(2) These Regulations shall be deemed to have come into operation on 1st October, 1956.

2. The existing Regulations hereby repealed are the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1954(a), as amended by the Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1955(b).

(a) S.R. & O. 1954, No. 52. (b) S.R. & O. 1955, No. 151.

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 was in the service on 30th September, 1956, or who, being temporarily out of the service on that date, 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;

"relevant proportion" has the meaning assigned to it by Regulation 21;

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

"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;

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

Salary Scales

4.—(1) Subject to the provisions of these Regulations the scales of salary for full-time qualified teachers shall be those set out in the following table:—

Year of Service	MEN					WOMEN				
	I	II	III	IV	V	I	II	III	IV	V
	£	£	£	£	£	£	£	£	£	£
1	455	480	535	580	610	400	420	475	510	545
2	475	500	555	600	630	415	435	490	525	560
3	495	520	575	620	650	430	450	505	540	575
4	515	540	595	640	670	445	465	520	555	590
5	540	565	620	665	695	465	485	540	575	610
6	565	590	645	690	720	485	505	560	595	630
7	590	615	670	715	745	505	525	580	615	650
8	615	640	695	740	770	525	545	600	635	670
9	640	665	720	765	795	545	565	620	655	690
10	665	690	745	790	820	565	585	640	675	710
11	690	715	770	815	845	585	605	660	695	730
12	715	740	795	840	870	605	625	680	715	750
13	740	765	820	865	895	625	645	700	735	770
14	765	790	845	890	920	645	665	720	755	790
15	790	815	870	915	945	665	685	740	775	810
16	815	840	895	940	970	685	705	760	795	835
17	840	865	920	965	1005	705	725	780	815	860
18	865	890	945	990	1040	725	745	800	835	885
19	890	915	970	1015	1075	745	765	820	855	920
20	915	935	990	1040	1115	765				
21	935									

(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 teachers who have successfully completed an approved full-time three-year course of training at an approved training college.

Scale II shall also apply to:—

(*a*) teachers who have 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

(*b*) teachers who attended an approved course of training under the Emergency Training Scheme for persons who served during the 1939-45 War in H.M. Forces or the Merchant Navy 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.

5.—(1) The rate of salary payable to a teacher who satisfies the conditions prescribed in sub-paragraph (*a*) or (*b*) of paragraph (3) of Regulation 4 for admission to Scale II and who has in addition successfully completed a further year of approved 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 4 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 4 for admission to Scale IV or Scale V;

the rate of salary otherwise payable to him on 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 4 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 increment of £25 in the case of a man and £20 in the case of a woman.

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

Incremental Credit

6.—(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 the Schedule to these Regulations as if the scale had been in operation throughout the total period of such service.

(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 existing 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.

7.—(1) Untrained teachers placed on Scale I in accordance with paragraphs (2) and (3) of Regulation 6 of the Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946(a), 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 Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946, 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 Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946, 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.

8. 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.

9. A person who, before the completion of his period of probation as a teacher, undertook service which, under the provisions of the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland), 1939, was regarded as war service shall, if he has become or hereafter becomes employed in recognised or contributory service (as defined in the Teachers (Superannuation) Act (Northern Ireland), 1950), in a school before 1st April, 1960, be granted increments in respect of such war service as if it had been teaching service, subject to the following conditions:—

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