Public Elementary Schools : Salaries and Allowances

REGULATIONS, DATED 3RD JANUARY, 1946, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1923 TO 1942, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1946. No. 5

The Ministry of Education (hereinafter referred to as "the Ministry") in pursuance of the powers vested in it by Sections 65, 69 and 77 of the Education Act (Northern Ireland), 1923, and of all other powers enabling it in that behalf, and after consultation with the Ministry of Finance, hereby makes the following Regulations :—

Short title and construction

1. (1) These Regulations may be cited as the Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946.

(2) In these Regulations the expression "the principal Regulations" means the Public Elementary Schools Regulations, 1934, as amended by subsequent Regulations other than these Regulations.

(3) These Regulations shall be construed as one with the principal Regulations.

Application of Regulations.

2. (1) Subject as hereinafter provided, these Regulations shall apply to all principal teachers, privileged assistants, vice-principals, assistants and junior assistant mistresses in public elementary schools.

(2) In their application to teachers to whom these Regulations apply the principal Regulations shall have effect subject to the following provisions of these Regulations.

3. (1) For the scales of salaries and allowances prescribed by the principal Regulations and the conditions prescribed by those Regulations for admission to such scales of salaries and for the granting of such allowances there shall be substituted respectively the scales of salaries and allowances and the conditions prescribed by these Regulations.

(2) The scales of salaries and allowances prescribed by these Regulations and the conditions so prescribed for admission to such scales of salaries and for the granting of such allowances shall have effect as from the 1st day of April, 1945, and shall continue in operation until the 31st day of March, 1948.

Salary scales for qualified teachers.

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

Year of Service	Scale I		Scale II		Scale III		Scale IV		Scale V	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	£	£	£	£	£	£	£	£	£	£
1	280	250	295	260	315	275	315	275	350	300
2	280	250	295	260	315	275	315	275	350	300
3	295	260	310	270	330	285	330	285	365	310
4	310	270	325	280	345	295	345	295	380	320
5	325	280	340	290	360	305	360	305	395	330
6	340	290	355	300	375	315	375	315	410	340
7	355	300	370	310	390	325	390	325	425	350
8	370	310	385	320	405	335	405	335	440	360
9	385	320	400	330	420	345	420	345	455	370
10	400	330	415	340	435	355	435	355	470	380
11	415	340	430	350	450	365	450	365	485	390
12	430	350	445	360	465	375	465	375	500	400
13	445	360	460	370	480	385	480	385	515	410
14	460	370	475	380	495	395	495	395	530	420
15	475	380	490	390	510	405	510	405	545	430
16	490	390	505	400	525	415	525	415	560	440
17	505	400	520	410	540	425	540	425	575	450
18	520	410	535	420	555	435	555	435	590	460
19	535	420	550	430	570	445	570	445	605	470
20	550	430	565	440	585	455	585	455	620	480
21		440		450		465	600	465	635	490
22		450		460		475		475	650	500
23								485		510
24										520

(2) Scale I shall apply to teachers holding recognised qualifications obtained as the result of full-time attendance at an approved training college for a course of training of less than three years.

(3) Scale II shall apply to teachers holding recognised qualifications obtained as the result of full-time attendance at an approved training college for a three year course.

(4) Scale III shall apply to teachers holding recognised qualifications obtained as the result of full-time attendance at an approved training college for a four year course.

(5) For the purpose 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 the Associateship of the Royal College of Science) which is recognised by the Ministry for teaching purposes and has been obtained as the 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 the result of full-time attendance at an approved university or college.

Provided that admission to Scale V shall be limited to principals of schools having more than 200 pupils on the rolls and having classes for pupils of over twelve years of age.

Placing of qualified teachers on salary scales.

5. (1) Except as otherwise provided in these Regulations, an existing qualified teacher shall be placed at the point in the salary scale applicable to him under these Regulations which he would have reached if the scale had been in operation throughout the period of his service as a teacher, that is to say, full credit shall be given, in accordance with the principal Regulations as amended by these Regulations, for previous satisfactory service.

(2) In determining the point in a salary scale at which a teacher shall be placed for the purposes of this Article—

(*a*) full-time service in recognised preparatory schools and secondary schools (including the preparatory departments thereof) shall be treated as if it were service in a public elementary school ;

(*b*) service as a trained junior assistant mistress shall be treated as if it were service as a trained assistant ;

(*c*) save as provided in sub-paragraphs (*a*) (*b*) and (*d*) of this paragraph, service, other than service as a trained junior assistant mistress, which, under any regulation in force at the time such service was given, could not be recognised for increment purposes in the normal salary scales for trained teachers, shall not be recognised for increment purposes in the salary scales prescribed by these Regulations ;

(*d*) notwithstanding the provisions of sub-paragraph (*c*) of this paragraph, credit shall be given for each year of satisfactory service given on and after reaching the maximum of the appropriate normal salary scale for trained teachers prescribed by the principal Regulations, save that where in any such year the teacher's work was rated as less than efficient, the provisions of paragraph (*d*) of Article 120 of the principal Regulations shall apply.

Placing of untrained principals and assistants appointed on or before 31st December, 1920.

6. (1) An untrained principal or assistant appointed on or before 1st day of April, 1905, shall be treated as a qualified teacher and placed on Scale I in accordance with the provisions of Article 5 of these Regulations.

(2) An untrained principal or assistant appointed after 1st day of April, 1905, but not later than 31st day of December, 1920, shall be placed on Scale I in accordance with the following provisions of this paragraph :—

(*a*) If now halted at the sixth increment on the normal scale for trained teachers prescribed in the principal Regulations, he shall be placed on Scale I as if at the beginning of the seventh year of service ;

(*b*) If he has reached the maximum of the normal scale for trained teachers prescribed in the principal Regulations, he shall be placed on Scale I as if at the beginning of the sixteenth year of service ;

(*c*) If he has passed the sixth increment on the normal scale for trained teachers prescribed in the principal Regulations but has not yet reached the maximum of that Scale, he shall be placed at the appropriate point beyond the seventh year of service on Scale I according to the number of increments he has already received in excess of six on the aforesaid normal scale.

Where a teacher has been placed on a salary scale in accordance with the foregoing provisions of this paragraph, his next increment shall not fall due until he has given one year's incremental service following the date of such placing. He shall thereafter be eligible to proceed to the maximum of the scale by annual increments.

(3) A teacher who was appointed as an untrained principal or assistant after 1st day of April, 1905, but not later than 31st day of December, 1920, and who was paid salary as an untrained assistant on the normal scale for trained teachers prescribed in the principal Regulations but who, owing to a decline in the average attendance of the school, was subsequently reduced to the status of an untrained junior assistant mistress and paid salary accordingly, shall either—

(*a*) be placed on a salary scale in accordance with the provisions of Article 7 of these Regulations as though the whole of her service had been given as an untrained junior assistant mistress ; or

(*b*) be placed on Scale I with credit for years of service equal to the number of increments she had been awarded on the normal scale for trained teachers at the time when she ceased to be recognised as an untrained assistant,

whichever is the more favourable.

Placing of untrained principals and assistants appointed after 31st December, 1920, and of untrained junior assistant mistresses.

7. (1) The following provisions of this Article shall apply to untrained principals and assistants appointed after 31st day of December, 1920, and to all untrained junior assistant mistresses (in this Article referred to as " untrained teachers ").

(2) An untrained teacher who had 20 years' satisfactory service at 1st day of April, 1945, shall be placed at the minimum of Scale I.

(3) An untrained teacher who had more than 20 years' satisfactory service at 1st day of April, 1945, shall be placed on Scale I and shall, for the purpose of increments, receive credit for the period of satisfactory service in excess of 20 years in the ratio of 1 year for 4 years.

(4) An untrained teacher who had 15 but less than 20 years' satisfactory service at 1st day of April, 1945, shall have the option—

(*a*) of remaining on the maximum of the Scale for unqualified teachers prescribed by Article 14 of these Regulations until the completion of 20 years' satisfactory service, and of then being admitted to Scale I at the minimum of that Scale ; or

(*b*) of attending an approved course of training for a period normally not exceeding one year, and on the satisfactory completion of that course, of being admitted to Scale I at the minimum of that Scale.

(5) An untrained teacher who had 5 but less than 15 years' satisfactory service at 1st day of April, 1945, shall be placed at the appropriate place on the Scale for unqualified teachers prescribed by Article 14 of these Regulations and shall remain on that Scale, unless the teacher attends an approved course of training for a period not exceeding one year, on the satisfactory completion of which the teacher shall be admitted to Scale I at the minimum of that Scale.

(6) The provision of the last preceding paragraph shall apply in the case of an untrained teacher with less than 5 years' satisfactory service at 1st day of April, 1945, save that the teacher may be required to attend an approved course of training for a period not exceeding two years before being admitted to Scale I.

(7) An untrained teacher first appointed on or after 1st April, 1945, shall, as from the date of appointment, be placed at the minimum of the Scale for unqualified teachers, and shall remain on that Scale unless the teacher attends an approved course of training for a period, not exceeding two years, on the satisfactory completion of which the teacher shall be admitted to Scale I at the minimum of that Scale.

Principal's allowance.

8. In addition to his salary under the appropriate scale, the principal teacher of a school shall receive an allowance to be known as the " principal's allowance ", calculated in accordance with the following table ;—