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.

(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

(4) In any school in which there is a post of vice-principal by virtue of paragraph (2), the posts of special responsibility for which provision is made under the preceding paragraph shall be in addition to the post of vice-principal.

(5) The appointment of a teacher to a vice-principalship or any other post of special responsibility shall be subject to the approval of the Ministry.

(6) A teacher shall not in respect of the same period be granted more than one allowance under this Regulation.

(7) In the case of a school not recognised in the preceding school year or a school which is formed by the amalgamation of two or more grant-aided schools the maximum number of posts of special responsibility and the maximum aggregate value of the allowances to be paid in respect of such posts shall be determined by the Ministry.

Rates of salary for substitutes, part-time teachers, etc.

9.—(1) The rate of remuneration of a person employed in a full-time capacity during the absence of a teacher or as a temporary teacher shall be on a daily basis at the rate of 1/200th of the annual rate of salary which he would receive if he were employed in a permanent capacity: Provided that such a person may, with the approval of the Ministry, be paid salary as though he were employed in a permanent capacity. For the purposes of this Regulation not more than five working days shall be counted in any one week.

(2) In the case of any person to whom, in respect of any period of service, remuneration is paid on a daily basis in accordance with the provisions of paragraph (1) each working day shall, for the purposes of the award of increment (if he is being paid on an incremental scale) and for such other purposes as the Ministry may determine, be reckoned as one two-hundredth of a year of service:

Provided that in any twelve consecutive months any such period of service together with any other period of teaching service, which such person may perform during the said twelve consecutive months, shall not be reckoned as more than one year of service.

(3) The minimum rate of remuneration of part-time teachers shall be 9s. 6d. per hour: provided that—

(*a*) such teachers may, with the approval of the Ministry, be paid salary in accordance with the appropriate scale for full-time teachers; and

(*b*) the Ministry may authorise lower rates of pay in the case of part-time teachers of music or other subjects where the classes consist of individual pupils.

Allowances for certain Degrees

10.—(1) (*a*) A qualified teacher on Scale I, Scale II or Scale III who holds a university degree (other than 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, but which has not been obtained as a result of full-time attendance at an approved university or college, shall receive, in addition to the appropriate scale salary, an annual allowance at the rate of £90 in the case of a man or, in the case of a woman £85 in respect of the period 1st October, 1959 to 31st March, 1960, and £87 in respect of the period 1st April, 1960 to 31st March, 1961:

(*b*) A qualified teacher on Scale I, Scale II or Scale III who holds 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, but which has not been obtained as a result of full-time attendance at an approved university or college, shall receive, in addition to the appropriate scale salary, an annual allowance at the rate of £165 in the case of a man or, in the case of a woman £156 in respect of the period 1st October, 1959 to 31st March, 1960, and £160 in respect of the period 1st April, 1960 to 31st March, 1961:

(*c*) A qualified teacher on Scale IV who holds 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, but which has not been obtained as a result of full-time attendance at an approved university or college, shall receive, in addition to the salary under Scale IV, an annual allowance at the rate of £75 in the case of a man or, in the case of a woman £71 in respect of the period 1st October, 1959 to 31st March, 1960, and £73 in respect of the period 1st April, 1960 to 31st March, 1961:

Provided that if the sum of the teacher's scale salary and any allowance payable under this paragraph exceeds the scale salary which the teacher would receive if eligible for admission to Scale IV or Scale V, as the case may be, the said allowance shall be reduced by the amount of the excess.

(2) A qualified teacher, other than a teacher on Scale III, who before 1st October, 1956 held a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) obtained otherwise than as a result of full-time attendance at an approved university or college and who under the Grammar School (Salaries and Allowances of Teachers) Regulations, 1957, had not accepted the allowance payable in respect of the aforesaid degree or other qualification, shall not be entitled to the appropriate allowance specified in paragraph (1); and

(*a*) where he holds a qualification specified in sub-paragraph (1) (*a*) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale and after remaining for two years at that point shall then proceed by the extension of that scale set out in the Schedule, to the maximum of Scale IV.

(*b*) where he holds a qualification specified in sub-paragraph (1) (*b*) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale and shall then proceed by the extension of that scale set out in the Schedule, to the maximum of Scale IV, and after remaining for two years at that point he shall proceed to the maximum of Scale V by the extension of Scale IV set out in the Schedule.

(*c*) where he holds a qualification specified in sub-paragraph (1) (*c*) he shall proceed by annual increments in the normal way to the maximum of Scale IV, and after remaining for two years at that point he shall proceed to the maximum of Scale V by the extension of Scale IV set out in the Schedule.

(3) The provision of paragraph (2) whereby a teacher is required to remain for two years at the maximum of the appropriate scale, or of Scale IV, shall not apply in the case of any teacher who has not received one of the allowances in respect of a qualification specified in paragraph (1).

(4) A qualified teacher who holds a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) obtained otherwise than as

a result of full-time attendance at an approved university or college and who under the Grammar School (Salaries and Allowances of Teachers) Regulations, 1954(a), had elected to relinquish the allowance payable in respect of the aforesaid degree or other qualification, and who since 1st October, 1956, has not been in recognised teaching service, may abrogate his election by giving notice to the Ministry to that effect within three months of his first re-entry to recognised teaching service and thereupon shall be entitled as from the date of his re-entry to teaching service, to the appropriate allowance specified in paragraph (1).

(5) A qualified teacher on Scale III who holds a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) obtained otherwise than as a result of full-time attendance at an approved university or college and who under the Grammar School (Salaries and Allowances of Teachers) Regulations, 1957, had not accepted the allowance payable in respect of the aforesaid degree or other qualification, shall, notwithstanding his election to relinquish the allowance, receive the appropriate allowance specified in paragraph (1) as from 1st October, 1959.

Rates of Salary for full-time Unqualified Teachers

11. The minimum rates of salary for full-time unqualified teachers employed in a temporary capacity shall be, in the case of men £310 per annum, and in the case of women £297 per annum in respect of the period 1st October, 1959 to 31st March, 1960, and £304 per annum in respect of the period 1st April, 1960 to 31st March, 1961.

General

12. In any case where a teacher receives free board or free lodging or both free board and free lodging as part of his remuneration, a deduction may be made by the school authorities from the salary payable to him under these Regulations at a rate not exceeding £50 per annum in lieu of such board or lodging or board and lodging, as the case may be.

13.—(1) A teacher in recognised teaching service on 30th September, 1959, shall not receive by reason of the operation of these Regulations a smaller rate of salary than he received under the Regulations in force on 30th September, 1959.

(2) For the purpose of this Regulation the term "salary" does not include an allowance in respect of a post of special responsibility.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 29th day of September, nineteen hundred and fifty-nine.

(L.S.) *A. C. Williams,*
Secretary.

(a) S.R. & O. (N.I.) 1954, No. 53.

SCHEDULE

(a) Scales of Salary for qualified men teachers

Point of Scale		*Scales (Regulation 5)*				
		I	*II*	*III*	*IV*	*V*
		£	£	£	£	£
1		490	515	575	635	725
2		515	540	600	660	750
3		540	565	625	685	775
4		565	590	650	710	800
5		590	615	675	735	825
6		615	640	700	760	850
7		640	665	725	785	875
8		690	715	775	835	925
9		715	740	800	860	950
10		740	765	825	885	975
11		765	790	850	910	1000
12		790	815	875	935	1025
13		815	840	900	960	1050
14		840	865	925	985	1075
15		865	890	950	1010	1100
16		890	915	975	1035	1125
17		915	945	1005	1065	1155
18		945	975	1035	1095	1185
19		975	1005	1065	1125	1215
20		1005	1035	1095	1155	1245
21		1035				
Extension of Scale (Regulations 6 and 10)	1	1065	1065		1185	1275
	2	1095	1095		1215	1305
	3	1125	1125		1245	
	4	1155	1155			

(b) Scales of Salary for qualified women teachers

Point of Scale		Scales (Regulation 5)									
		For period 1/10/59–31/3/60					For period 1/4/60–31/3/61				
		I	II	III	IV	V	I	II	III	IV	V
		£	£	£	£	£	£	£	£	£	£
1		474	498	558	615	704	482	506	566	625	714
2		498	521	581	639	727	506	531	591	649	739
3		521	545	605	662	751	531	555	615	674	763
4		545	569	629	686	774	555	579	639	698	787
5		569	592	652	709	798	579	604	664	722	811
6		592	616	676	733	821	604	628	688	746	836
7		616	639	699	756	845	628	652	712	771	860
8		663	686	746	804	892	676	701	761	819	909
9		686	710	770	827	916	701	725	785	844	933
10		710	734	794	851	939	725	749	809	868	957
11		734	757	817	874	963	749	774	834	892	981
12		757	781	841	898	986	774	798	858	916	1006
13		781	804	864	921	1010	798	822	882	941	1030
14		804	828	888	945	1034	822	846	906	965	1054
15		828	851	911	969	1057	846	871	931	989	1079
16		851	876	936	994	1082	871	896	956	1014	1104
17		876	905	965	1022	1111	896	925	985	1044	1133
18		905	934	994	1051	1139	925	954	1014	1073	1162
19		934	955	1015	1072	1161	954	980	1040	1099	1188
20		955	976	1036	1094	1182	980	1006	1066	1124	1214
21		976					1006				
Extension of Scale (Regulations 6 and 10)	1	1005	1005		1122	1211	1035	1035		1154	1243
	2	1034	1034		1151	1240	1064	1064		1183	1272
	3	1062	1062		1182		1094	1094		1214	
	4	1094	1094				1124	1124			

EXPLANATORY NOTE

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

These Regulations introduce with effect from 1st October, 1959, revised scales of salaries and allowances for teachers in grammar schools.