Primary Schools : Salaries and Allowances

REGULATIONS, DATED 19TH MARCH, 1948, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACT (NORTHERN IRELAND), 1947, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1948. No. 55 Amended 1949 SR&O (N.I.) 520 100

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 :—

Short title

1. These Regulations may be cited as the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1948.

Application of Regulations

2. Subject as hereinafter provided, these Regulations shall apply to all teachers, locum tenens teachers and substitutes in primary schools.

3. 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, 1948.

4. In these Regulations unless the contrary intention appears —

"allowances" includes premiums, grants and additional increments ;

"existing teacher" means a teacher to whom these Regulations apply and who is in the service on 31st March, 1948, or who, being temporarily out of the service on that date, subsequently re-enters the service as principal teacher, vice-principal, holder of a post of special responsibility or assistant teacher ;

"qualified teacher" means a teacher who, under the Regulations in force on 31st March, 1948, was eligible to receive salary on one of the scales for full-time qualified teachers or who would be so eligible if those Regulations had continued in force ;

"unqualified teacher" means a teacher who is not eligible to receive salary as a qualified teacher.

5.—(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 :—

Salary Scales for Qualified Teachers.

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	403	330	418	340	438	355	438	355	473	380
11	421	344	436	354	456	369	456	369	491	394
12	439	358	454	368	474	383	474	383	509	408
13	457	372	472	382	492	397	492	397	527	422
14	475	386	490	396	510	411	510	411	545	436
15	493	400	508	410	528	425	528	425	563	450
16	511	414	526	424	546	439	546	439	581	464
17	529	428	544	438	564	453	564	453	599	478
18	547	442	562	452	582	467	582	467	617	492
19	565	456	580	466	600	481	600	481	635	506
20	580	470	595	480	615	495	618	495	653	520
21	–	–	–	–	–	–	630	505	671	534
22	–	–	–	–	–	–	–	–	689	548
23	–	–	–	–	–	–	–	–	700	550

(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 and retention in 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.

(8) Where a teacher satisfies the conditions prescribed in paragraph (6) or (7) for admission to Scale IV or Scale V, as the case may be, and

Incremental credit to certain graduates.

(*a*) has, in addition, completed successfully an approved full-time course of training extending over at least one academic session, or has followed successfully an approved four-year course of combined training and university study, the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased by an amount equal to that of the next increment in the Scale ;

(*b*) has undertaken approved post-graduate study or research, the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased

(i) 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

(ii) 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.

Any increment awarded under the provisions of this paragraph shall not be carried beyond the maximum of the Scale.

6. The salary scales for full-time unqualified teachers shall be those set out in the following table :—

Salary scales for unqualified teachers

Year of Service	*Men*	*Women*
	£	£
1	190	160
2	190	160
3	200	170
4	210	180
5	220	190
6	230	200
7	240	210
8	250	220
9	260	230
10	270	240 :

Provided that an untrained teacher shall not be entitled to a higher rate of salary than the minimum of the appropriate foregoing Scale

unless he had been recognised as a public elementary school teacher (other than a locum tenens teacher or a substitute) before 1st January, 1947.

Principal's Allowance.

7.—(1) In addition to his salary under the appropriate scale, the principal teacher of a school shall, save as provided in the next following paragraph, receive an allowance to be known as the " principal's allowance," calculated in accordance with the following table :—

Average daily enrolment for year ending 31st December	Rate of allowance per annum from 1st April following
Not exceeding 30	£35
31 to 70	£50
71 to 120	£70
121 to 200	£100
201 to 300	£150
301 to 450	£200
451 to 600	£225
601 to 750	£250
751 and over	£275

(2) The principal teacher of a school with an enrolment of less than 121 pupils shall, until he has successfully completed the probationary period prescribed for primary school teachers and has satisfied the requirements of the Ministry's Regulations in force for the time being as regards the length of service normally required for such appointments, receive a " principal's allowance " calculated in accordance with the following table :—

Average daily enrolment for year ending 31st December	Rate of allowance per annum from 1st April following
Not exceeding 30	£20
31 to 70	£35
71 to 120	£60

Allowances for posts of special responsibility.

8.—(1) The teacher holding the post of vice-principal shall receive an allowance, to be known as the " vice-principal's allowance ". The yearly rate of the vice-principal's allowance shall, save as otherwise provided in these Regulations, be an amount equal to one-quarter of the principal's allowance payable to the principal teacher of the school in which the vice-principalship is held.

(2) The teacher holding the second or third post of special responsibility shall receive an allowance, to be known as the " allowance for the second (or third, as the case may be) post of special responsibility ". The yearly rate of this allowance shall be £35.

9. In an amalgamated school in which a privileged assistant is recognised, the Ministry may, after such consultation with the manager as it considers necessary, determine which (if any) of the posts of vice-principal or of special responsibility is, for the purpose of Regulation 8, to be regarded as being filled by the privileged assistant. Supplementary provisions as to posts of special responsibility.

10. Notwithstanding anything contained in these Regulations or in the Regulations for Primary Schools in force for the time being, a teacher who on 31st March, 1945, was Recognised as 1st Vice-Principal in a school, and who, if the regulations then in force had continued in operation, would have been entitled to continued recognition in that capacity in the same school shall, so long as he continues to fulfil the conditions necessary for recognition as a Vice-Principal and to serve in that school, continue to be recognised as Vice-Principal and to receive if greater than the amount of any Vice-Principal's allowance to which he may be entitled under the Regulations in force since 31st March, 1945, and in lieu thereof, the Annual Capitation Grant to which he would have been entitled under the Regulations in force on 31st March, 1945, for so long as he would have been entitled thereto under those Regulations, if they had remained in force : provided that the annual rate of such Grant shall not exceed £35.

11. A vice-principal in an amalgamated school who is recognised as such only because of his former recognition in that capacity in a superseded school and who has been so recognised from a date not later than 1st April, 1945, shall notwithstanding the provisions of Regulation 8, hereof, receive an allowance equal to the annual capitation grant or vice-principal's grant, as the case may be, at the yearly rate to which he was entitled for the year ended 31st March, 1945 : provided that the allowance payable under this Regulation shall not exceed £35 per annum. Vice-principals recognised in amalgamated schools prior to 2nd April, 1945.

12. A privileged assistant in an amalgamated school who has been recognised as such from a date not later than 1st April, 1945, shall, so long as he remains in the amalgamated school receive, in addition to his salary, an allowance which shall be twenty-five per cent. greater than the yearly rate of annual capitation grant or principal's grant, as the case may be, to which he was entitled for the year ended 31st day of March, 1945. Privileged assistants recognised in amalgamated schools prior to 2nd April, 1945.

13. Where after 1st April, 1945, but before 1st April, 1948, two or more schools are amalgamated, re-organised or superseded in whole or in part by a new school (hereinafter referred to as an " amalgamated school ") and any principal teacher or privileged assistant of the schools so amalgamated, re-organised or superseded is retained, with the approval of the Ministry, as privileged assistant in the amalgamated school or any vice-principal or holder of the second post of special responsibility is, with the approval of the Ministry, so retained in the amalgamated school, he shall, so long as he is so retained, be entitled, in addition to salary, to any allowances to which he was entitled in his former school on the day preceding the date of amalgamation. The Privileged assistants, Vice-principals and Holders of Second Post of Special Responsibility in schools amalgamated after 1st April, 1945, but before 1st April, 1948.

rate of any such allowance in the amalgamated school shall be the rate to which the teacher would have been entitled on the date of the amalgamation if he had continued to serve in his former school as principal, privileged assistant, vice-principal or holder of the second post of special responsibility, as the case may be, and if no amalgamation had taken place.

In this Regulation the expression "amalgamation" includes reorganisation and supersession.

"Compensated" Model School teachers.

14. In the case of a teacher to whom compensation has been awarded by the Civil Service Committee under the provisions of the Government of Ireland Act, 1920, by reason of his removal from office in consequence of the transfer of Model Schools to local Education Authorities, and who is re-employed as a teacher subsequent to such removal, the rate of salary otherwise payable to him under these Regulations shall be reduced by an amount equivalent to the rate of compensation awarded to him.

Savings.

15. In the case of any teacher who before the 15th day of February, 1946, had notified the Ministry in writing that he desired to continue to receive salary and allowances (including war bonus) on the scales applicable to him under the Regulations in force on 31st March, 1945, and from whom an application in writing for admission to the salary scales and allowances payable under the Regulations in force as from 1st April, 1945, has not been received by the Ministry prior to 1st April, 1948, the salary scales and allowances (including war bonus) in force on 31st March, 1945, shall continue to apply to him until such time as the Ministry receives from him an application, in writing, for admission to the salary scales and allowances prescribed by these Regulations.

Third Post of Special Responsibility.

16.—(1) Where the average daily enrolment of pupils in a school for the year ended 31st December, 1946, reached at least 501 pupils a holder of a third post of special responsibility may be recognised from a date not earlier than 1st April, 1948, but his recognition shall not be continued after the end of the school year 1947-48, unless the average daily enrolment of pupils at the school for the year ended 31st December, 1947, reached at least 501 pupils.

(2) The qualifications required for recognition as holder of the third post of special responsibility shall be those prescribed by the Regulations for Primary Schools in force for the time being for recognition as vice-principal.

Appointment of Women to Posts of Special Responsibility.

(3) Notwithstanding anything contained in the Regulations for Primary Schools in force for the time being, in mixed schools with more than one post of special responsibility (including the vice-principalship) at least one of such posts shall normally be held by a woman teacher, and, in schools with an average daily enrolment of 501 pupils or over, one of such posts shall normally be held by the woman teacher in charge of the Infants' Department.

17.—(1) An existing teacher shall, as from 1st April, 1948, be entitled to receive salary on the Scale (as prescribed by these Regulations) and at the point (as determined by years of service) in the Scale to which he would have been entitled under the regulations in force on 31st March, 1948, if they had continued in operation. Placing of existing teachers on salary scales.

(2) Save as otherwise provided in these Regulations the award of increments in any salary scale prescribed by these Regulations shall be subject to the provisions of the Regulations for primary schools in force for the time being. Award of increments.

18.—(1) The provision of this Regulation shall apply only to qualified teachers who — Allowances for certain degrees.

(*a*) hold full-time employment in grant-aided schools or institutions in Northern Ireland on 31st March, 1948;

(*b*) enter approved training colleges before 31st December, 1948;

(*c*) have entered upon approved full-time teaching employment before 1st January, 1951.

(2) (*a*) A qualified teacher on Scale I, Scale II or Scale III who holds a university degree or other qualifications adjudged by the Ministry to be equivalent thereto which is recognised by the Ministry for teaching purposes, but which has not been obtained as the result of full-time attendance at an approved university or college, shall, in addition to the appropriate scale salary, receive an annual allowance of, in the case of a man, £20, or, in the case of a woman, £15:

Provided that if the sum of the teacher's scale salary and the allowance payable under this sub-paragraph exceeds the scale salary which he would receive if he were eligible for admission to Scale IV, the allowance payable under this sub-paragraph shall be reduced by the amount of the excess.

(*b*) A qualified teacher on Scale I, Scale II or Scale III who holds a first or second class honours degree (or other qualifications adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes but which has not been obtained as the result of full-time attendance at an approved university or college, shall, in addition to the appropriate scale salary, receive an annual allowance of, in the case of a man, £50, or, in the case of a woman, £35:

Provided that —

(i) if the sum of the teacher's scale salary and the allowance payable under this sub-paragraph exceeds the scale salary which he would receive if he were eligible for admission to Scale V, the allowance payable under this sub-paragraph shall be reduced by the amount of the excess; and

(ii) the allowance under this sub-paragraph shall not be payable except in the case of a person who is the principal of a primary school which has at least 201 pupils on the rolls and has classes for pupils over twelve years of age.

(*c*) A qualified teacher on Scale IV who holds a first or second class honours degree (or other qualifications adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes but has not been obtained as the result of full-time attendance at an approved university or college, shall, in addition to his salary under Scale IV, receive an annual allowance of, in the case of a man, £30, or, in the case of a woman, £20 :

Provided that the allowance under this sub-paragraph shall not be payable except in the case of a person who is the principal of a primary school which has at least 201 pupils on the rolls and has classes for pupils over twelve years of age.

(3) (*a*) A qualified teacher who is eligible to receive an allowance in accordance with the provisions of sub-paragraph (2) (*a*) may elect to relinquish the said allowance and to proceed by annual increments in the normal way to the maximum of his appropriate scale, and, thereafter, after remaining for two years at that point, to the maximum of Scale IV.

(*b*) A qualified teacher who is eligible to receive an allowance in accordance with the provisions of sub-paragraph (2) (*b*) or (2) (*c*) may elect to relinquish the said allowance and to proceed by annual increments in the normal way to the maximum of his appropriate scale, and, thereafter, after remaining for two years at the maximum of Scale IV, to the maximum of Scale V :

Provided that a teacher who has reached the maximum of the appropriate scale on or before 1st April, 1948, and who elects to be treated under the provisions of this paragraph, having already received one of the allowances specified in paragraph (2) shall —

(i) if he was eligible to receive an allowance under sub-paragraph (2) (*a*)—remain, for two years as from 1st April, 1948, at the maximum of his appropriate scale and shall, thereafter, proceed in the normal way to the maximum of Scale IV ;

(ii) if he was eligible to receive an allowance under sub-paragraph (2) (*b*)—proceed in the normal way to the maximum of Scale IV, and, thereafter, after remaining for two years at that point, to the maximum of Scale V ;

(iii) if he was eligible to receive an allowance under sub-paragraph (2) (*c*)—remain for two years as from 1st April, 1948, at the maximum of Scale IV and, thereafter, proceed in the normal way to the maximum of Scale V.

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

(5) (*a*) The option of being treated under paragraph (2) or paragraph (3) shall be exercised by a teacher by giving notice in writing to the Ministry within three months —

(i) from 1st April, 1948,—in the case of a full-time teacher who, at that date, had obtained the university degree (or other equivalent qualifications) ;

(ii) from the date on which the university degree (or other equivalent qualifications) is obtained ;

(iii) from the date of entering upon full-time teaching employment in a recognised school in Northern Ireland.

(*b*) Where such notice is not received from the teacher within the period specified in this paragraph, the teacher shall be deemed to have elected that the provisions of paragraph (2) should apply in his case.

(6) The allowances specified in paragraph (2) shall cease to be payable as from 1st April, 1948, in the case of any teacher who elects to be treated under the provisions of paragraph (3).

Locum tenens teachers and substitutes.

19.—(1) The grants payable by the Ministry in respect of the salary of a locum tenens teacher or of a substitute shall be as follows :—

(i) For appointments lasting not more than 50 working days :—

Payment shall be made on a daily basis for each working day at the rate of 1-200th of the minimum of the appropriate salary scale (including any allowance payable in accordance with the provisions of Regulation 18 of these Regulations) which would be payable if he were recognised permanently in the position of which he is recognised by the Ministry as discharging the duties.

(ii) For appointments lasting more than 50 working days :—

For the first 50 working days payment shall be made in accordance with the provisions of sub-paragraph (i) of this paragraph : for each working day in excess of 50 working days payment shall be made at the rate of 1-200th of the rate of salary (including any allowance payable in accordance with the provisions of Regulation 18 of these Regulations) which would be payable if he were recognised permanently in the position of which he is recognised by the Ministry as discharging the duties.

(iii) If the locum tenens teacher be a superannuated teacher :—

Payment shall, irrespective of the duration of the appointment, be made for each working day at the daily rate prescribed in sub-paragraph (i) of this paragraph or at a daily rate of 1-200th of the difference between his yearly pension as a teacher and his salary (including allowances) as a teacher in respect of the year of service immediately preceding his retirement, whichever is the lesser rate.

(2) For the purpose of this Regulation an appointment shall not be deemed to have lasted more than 50 working days unless the teacher has served uninterruptedly in the same school for more than 50 working days either as locum tenens teacher or as substitute or as both :

Provided that an interruption of service of less than three working days shall be deemed not to have interrupted the continuity of the service.

(3) For the purpose of this Regulation a " working day " means a day (other than a Saturday or a Sunday) on which the school was in operation or on which, though the school was not in operation, the locum tenens teacher or substitute as the case may be, was, for a reason satisfactory to the Ministry, required to be in attendance or hold himself available for duty at the school.

Calculation of number of pupils on roll.

20. For the purpose of determining the rate of any allowance or the scale salary payable to a teacher under these Regulations, the number of pupils on the roll of a school shall, unless in special circumstances the Ministry otherwise determines, be taken to be

(*a*) in respect of the year commencing 1st April, 1948,—the average number of pupils on the roll of the school for the year ended 31st December, 1947, and,

(*b*) in respect of any subsequent year commencing 1st April—the average number of pupils on the roll for the preceding year ending 31st December.

21. The Interpretation Act, 1921, (12 Geo. V. Ch. 4) applies to the interpretation of these Regulations as it applies to the interpretation of an Act of the Parliament of Northern Ireland.

22. If any question arises as to the interpretation of these Regulations, or as to whether any of the requirements thereof are fulfilled, or as to the amount of any salary or allowance payable thereunder, the decision of the Ministry shall be final.

23. The provisions of the following Regulations shall, as from 1st April, 1948, cease to have effect :—

Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland) 1946,—(Statutory Rules and Orders of Northern Ireland, 1946, No. 5) ;

Public Elementary Schools (Salaries and Allowances) (Amendment) Regulations (Northern Ireland), 1946,— (Statutory Rules and Orders of Northern Ireland, 1946, No. 107); and

Public Elementary Schools (Salaries and Allowances) (Amendment) Regulations (Northern Ireland), 1947,— (Statutory Rules and Orders of Northern Ireland, 1947, No. 93).

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 19th day of March, 1948, in the presence of

(L.S.) *R. S. Brownell,*
Secretary.

Intermediate Schools (Grant Conditions)

REGULATIONS, DATED 4TH MARCH, 1948, MADE BY THE MINISTRY OF EDUCATION, NORTHERN IRELAND, UNDER THE EDUCATION ACT (NORTHERN IRELAND), 1947, AND OTHER ENACTMENTS, WITH THE APPROVAL OF THE MINISTRY OF FINANCE.

1948. No. 44 Amended 1948 SR&O (N.I.) 320
" 1949 " " 175

The Ministry of Education (hereinafter referred to as " the Ministry") in pursuance of the powers vested in it by Sections 104 and 112 of the Education Act (Northern Ireland), 1947, and by Section 6 of the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland), 1939, and of all other powers enabling it in that behalf, with the approval of the Ministry of Finance, hereby makes the following Regulations :

Introductory

1. In these Regulations unless the context otherwise requires —

(*a*) " the Act " means the Education Act (Northern Ireland), 1947 ;

" approved " means approved by the Ministry for the purposes to which the context relates ;

" recognised " means recognised by the Ministry for the purposes of these Regulations ;

" school " means any recognised intermediate school including (except where otherwise stated) a technical intermediate school ;

" school year " means the year beginning on 1st August and ending on 31st July ;