Acts (Northern Ireland), 1946, in respect of full-time teachers in county primary schools, county intermediate schools, county grammar schools, and in nursery schools, special schools and institutions of further education under the control of the local education authority."

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 25th day of April, 1951, in the presence of

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

The Ministry of Finance hereby approves of the foregoing Regulations, in witness whereof the Official Seal of the Ministry has been affixed hereto, this 26th day of April, 1951, in the presence of

(L.S.) *Thom McCrea,*
Assistant Secretary.

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## Primary Schools : Salaries and Allowances

REGULATIONS, DATED 3RD MAY, 1951, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1951, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1951. No. 76

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.** These Regulations may be cited as the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1951.

**2.** These Regulations shall have effect as from the 1st April, 1951.

**3.** In these Regulations unless the contrary intention appears —

" existing teacher " means a teacher to whom these Regulations apply and who was in the service on 31st March, 1951, or who, being temporarily out of the service on that date, subsequently re-enters the service ;

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

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

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 | 360 | 315 | 375 | 325 | 400 | 345 | 416 | 360 | 451 | 385 |
| 2 | 360 | 315 | 375 | 325 | 400 | 345 | 416 | 360 | 451 | 385 |
| 3 | 375 | 325 | 390 | 335 | 415 | 355 | 431 | 370 | 466 | 395 |
| 4 | 390 | 335 | 405 | 345 | 430 | 365 | 446 | 380 | 481 | 405 |
| 5 | 405 | 345 | 420 | 355 | 445 | 375 | 461 | 390 | 496 | 415 |
| 6 | 420 | 355 | 435 | 365 | 460 | 385 | 476 | 400 | 511 | 425 |
| 7 | 435 | 365 | 450 | 375 | 475 | 395 | 491 | 410 | 526 | 435 |
| 8 | 450 | 375 | 465 | 385 | 490 | 405 | 509 | 420 | 544 | 445 |
| 9 | 468 | 385 | 483 | 395 | 508 | 415 | 527 | 434 | 562 | 459 |
| 10 | 486 | 399 | 501 | 409 | 526 | 429 | 545 | 448 | 580 | 473 |
| 11 | 504 | 413 | 519 | 423 | 544 | 443 | 563 | 462 | 598 | 487 |
| 12 | 522 | 427 | 537 | 437 | 562 | 457 | 581 | 476 | 616 | 501 |
| 13 | 540 | 441 | 555 | 451 | 580 | 471 | 599 | 490 | 634 | 515 |
| 14 | 558 | 455 | 573 | 465 | 598 | 485 | 617 | 504 | 652 | 529 |
| 15 | 576 | 469 | 591 | 479 | 616 | 499 | 635 | 518 | 670 | 543 |
| 16 | 594 | 483 | 609 | 493 | 634 | 513 | 653 | 532 | 690 | 557 |
| 17 | 612 | 497 | 627 | 507 | 652 | 527 | 671 | 546 | 710 | 577 |
| 18 | 632 | 515 | 647 | 525 | 672 | 545 | 691 | 560 | 730 | 597 |
| 19 | 652 | 535 | 667 | 545 | 692 | 565 | 711 | 580 | 760 | 617 |
| 20 | 675 | 555 | 690 | 565 | 712 | 585 | 731 | 600 | 790 | 637 |
| 21 | | | | | | | 751 | 620 | 820 | 657 |
| 22 | | | | | | | 770 | 625 | 850 | 680 |

(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 and to other teachers who, under Regulations made by the Ministry, have been granted recognition as qualified teachers, but whose qualifications do not entitle them to admission to a higher scale.

(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.

(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.

Salary Scales for unqualified teachers.

**5.**—(1) The salary scales for full-time unqualified teachers who were recognised as unqualified teachers (other than as locum tenens or

substitutes) in primary schools prior to 1st January, 1947, shall be those set out in the following table :—

| *Year of Service* | *Men* | *Women* |
|---|---|---|
| | £ | £ |
| 1 | 190 | 190 |
| 2 | 190 | 190 |
| 3 | 200 | 200 |
| 4 | 210 | 210 |
| 5 | 220 | 220 |
| 6 | 230 | 230 |
| 7 | 240 | 240 |
| 8 | 250 | 250 |
| 9 | 260 | 264 |
| 10 | 270 | 278 |
| 11 | 270 | 292 |

(2) Unqualified teachers who were first appointed on or after 1st January, 1947, shall be paid at the following yearly rates :—

| | *Men* | *Women* |
|---|---|---|
| | £ | £ |
| If total service is less than two years ... | 190 | 160 |
| If total service is not less than two years and | | |
| (*a*) the teacher is under 21 years of age ... | 205 | 175 |
| (*b*) the teacher has reached 21 years of age ... | 220 | 190 |

Principal's Allowance.

6.—(1) In addition to his salary under the appropriate scale, the principal 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 of pupils for year ending 31st December | Rate of allowance per annum from 1st April following |
|---|---|
| Not exceeding 30 | £55 |
| Exceeding 30 but not exceeding 70 | £65 |
| ,, 70 ,, ,, 120 | £80 |
| ,, 120 ,, ,, 200 | £115 |
| ,, 200 ,, ,, 300 | £160 |
| ,, 300 ,, ,, 450 | £210 |
| ,, 450 ,, ,, 600 | £250 |
| ,, 600 ,, ,, 750 | £295 |
| ,, 750 ... ... | £340 |

(2) The principal of a school 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 of pupils for year ending 31st December | Rate of allowance per annum from 1st April following |
|---|---|
| Not exceeding 30 ... ... | £35 |
| Exceeding 30 but not exceeding 70 | £50 |
| ,, 70 ... ... | £70 |

Allowances for posts of special responsibility.

7.—(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 be an amount equal to one-quarter of the principal's allowance payable to the principal 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 £40.

Supplementary provisions as to posts of special responsibility.

8. 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 7 to be regarded as being filled by the privileged assistant.

Privileged assistants.

9. A teacher who on the 31st March, 1951, was recognised as a privileged assistant shall, so long as he continues to serve in a school in which he is entitled to be so recognised, be paid in addition to his salary, an allowance which shall be twenty per cent. greater than the allowance payable to him as a privileged assistant immediately before these Regulations took effect.

"Compensated" Model School teachers.

10. 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.

Placing of existing teachers on salary scales.

11. An existing teacher shall, as from 1st April, 1951, 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, 1951, if they had continued in operation.

Allowances for certain degrees.

**12.**—(1) The provisions of this Regulation shall apply only to qualified teachers who —

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

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

(*c*) 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, £25, or, in the case of a woman, £20 :

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, £60, or, in the case of a woman, £45 :

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 more than 200 pupils on the rolls.

(*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, £35, or, in the case of a woman, £25 :

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 more than 200 pupils on the rolls.

(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, by annual increments of £20 to the maximum of Scale V :

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

(i) if he was eligible to receive an allowance under sub-paragraph (2) (*a*) and remained for two years as from 1st April, 1948, at the maximum of his appropriate scale 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*) shall proceed in the normal way to the maximum of Scale IV, and, thereafter, after remaining for two years at that point, by annual increments of £20 to the maximum of Scale V ;

(iii) if he was eligible to receive an allowance under sub-paragraph (2) (*c*) and remained for two years as from 1st April, 1948, at the maximum of Scale IV, shall, thereafter, proceed by annual increments of £20 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 the date on which the university degree (or other equivalent qualifications) is obtained ;

(ii) 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 not be payable in the case of any teacher who elects to be treated under the provisions of paragraph (3).

(7) An option which has been exercised or deemed to have been exercised under Regulation 18 of the Primary Schools (Salaries and Allowances) Regulations, (Northern Ireland) 1948, shall be regarded as having been exercised for the purpose of this Regulation.

Locum tenens teachers and substitutes.

**13.**—(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 :—

(*a*) 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 12 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.

(*b*) 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 12 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.

(*c*) If the locum tenens teacher or the substitute be a superannuated teacher, he shall be paid salary for each working day at a rate equal to 1-200th of the yearly salary (including any allowances payable under these Regulations) which would be paid to him if he were recognised permanently in the post in which he is employed.

(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.

(4) 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) of this Regulation, each working day shall, for the purposes of the award of increment (if he is being paid salary 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.

Calculation of number of pupils on roll.

**14.** 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 the average daily number of pupils on the roll for the preceding year ended 31st December :

Provided that 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 number of pupils on the roll for the purposes of these Regulations shall be determined by the Ministry.

**15.** The Interpretation Act, 1889, applies to the interpretation of these Regulations as it applies to the interpretation of an Act of the Parliament of Northern Ireland.

**16.** 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.

**17.** The following Regulations shall be revoked as from 1st April, 1951 :—

Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1948—(Statutory Rules and Orders of Northern Ireland, 1948, No. 55) ;

Primary Schools (Salaries and Allowances) (Amendment No. 1) Regulations, (Northern Ireland), 1949—(Statutory Rules and Orders of Northern Ireland, 1949, No. 52) ;

Primary Schools (Salaries and Allowances) (Amendment No. 2) Regulations (Northern Ireland), 1951—(Statutory Rules and Orders of Northern Ireland, 1951, No. 58).

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 3rd day of May, 1951, in the presence of

(L.S.) *G. R. McConnell,*
Assistant Secretary.

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REGULATIONS, DATED 30TH MARCH, 1951, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACT (NORTHERN IRELAND), 1947, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1951. No. 58

This Order has been revoked by S. R. & O. 1951, No. 76 and is not printed at length in this Volume.

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## Superannuation

RULES, DATED 7TH JUNE, 1951, MADE BY THE MINISTRY OF FINANCE UNDER SECTION TWENTY-FIVE OF THE TEACHERS (SUPERANNUATION) ACT (NORTHERN IRELAND), 1950.

1951. No. 106

The Ministry of Finance in exercise of the powers conferred on it by section twenty-five of the Teachers (Superannuation) Act (Northern Ireland) 1950, and of all other powers enabling it in that behalf, hereby makes the following Rules :—

**1.** These Rules may be cited as the Teachers Superannuation Rules, 1951.

**2.** The Interpretation Act, 1889, as applied to Northern Ireland by the Interpretation Act, 1921, shall apply to the interpretation of these Rules as it applies to the interpretation of an Act of the Parliament of Northern Ireland.

**3.** In these Rules, unless the context otherwise requires,

" the Ministry " means the Ministry of Finance ;

" local education authority " has the meaning assigned to that expression by section 2 (1) of the Education Act (Northern Ireland), 1947 ;

" the Act " means the Teachers (Superannuation) Act (Northern Ireland) 1950 ;