4. For Regulation 21 of the existing Regulations there shall be substituted the following Regulation:—

"21.—(1) Where the average daily enrolment of pupils in a school for a year ending 31st December exceeds 200, a vice-principal may be recognised during the school year commencing 1st August following.

(2) Where the average daily enrolment of pupils in a school for a year ending 31st December exceeds 300, a second post of special responsibility may be recognised during the school year commencing 1st August following.

(3) Where the average daily enrolment of pupils in a school for a year ending 31st December exceeds 500, a third post of special responsibility may be recognised during the school year commencing 1st August following.

(4) Where the average daily enrolment of pupils in a school for a year ending 31st December exceeds 750, a fourth post of special responsibility may be recognised during the school year commencing 1st August following.

(5) In a school in which there is a post of vice-principal and a second post of special responsibility, one of such posts shall normally be held by a woman teacher and in a school in which the average daily enrolment of pupils exceeds 500, one of such posts shall normally be held by a woman in charge of the infants' department."

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 1st day of April, 1954, in the presence of

(L.S.) *G. R. McConnell,*
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 1st day of April, 1954, in the presence of

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

Primary Schools: Salaries and Allowances

REGULATIONS, DATED 1ST APRIL, 1954, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1953, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1954. No. 52

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), 1954.

2. These Regulations shall have effect as from the 1st April, 1954.

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, 1954, 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

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	435	377	450	387	475	407	491	420	526	446
2	435	377	450	387	475	407	491	420	526	446
3	450	387	465	397	490	417	507	432	542	458
4	465	397	480	407	505	427	523	444	558	470
5	480	407	495	417	520	437	539	456	574	482
6	495	417	510	427	535	447	555	468	590	494
7	513	430	528	440	553	460	573	480	610	509
8	531	444	546	454	571	474	591	494	630	524
9	549	458	564	468	589	488	609	508	650	539
10	567	472	582	482	607	502	627	522	670	554
11	585	486	600	496	625	516	645	536	690	569
12	603	500	618	510	643	530	663	550	710	584
13	621	514	636	524	661	544	681	564	730	599
14	639	528	654	538	679	558	699	578	750	614
15	657	542	672	552	697	572	717	592	770	629
16	675	556	690	566	715	586	735	606	790	644
17	695	570	710	581	735	600	753	622	810	659
18	715	588	735	603	755	618	771	638	830	674
19	740	608	760	625	780	638	791	656	860	694
20	765	630	785	647	805	660	811	674	890	714
21					830	682	838	692	920	737
22							865	700	950	760

(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 principals who hold 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 and has been obtained as the result of full-time attendance at an approved university or college.

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

(*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.

5.—(1) The salary scales for full-time unqualified women teachers who were appointed as unqualified teachers (other than as locum tenens or substitute teachers) in primary schools in Northern Ireland prior to 1st January, 1947, shall be those set out in the following table:—

Year of Service	Salary
1	£252
2	£252
3	£262
4	£272
5	£282
6	£292
7	£302
8	£312
9	£326
10	£340
11	£354

(2) The following yearly rates of salary shall be paid to full-time unqualified women teachers appointed on or after 1st January, 1947, provided that they hold the Ministry's Grammar School Senior Certificate or have attained an equivalent or higher standard of education:—

	£
If total service is less than two years	202
If total service is not less than two years and	
(*a*) the teacher is under 21 years of age ...	217
(*b*) the teacher has reached 21 years of age	247

(3) The following yearly rates of salary shall be paid to full-time unqualified men and women teachers (other than women teachers under paragraph (2) of this Regulation) who were first appointed in primary schools in Northern Ireland on or after 1st January, 1947:—

	Men	Women
	£	£
If total service is less than two years ...	230	192
If total service is not less than two years and		
(*a*) the teacher is under 21 years of age	245	207
(*b*) the teacher has reached 21 years of age	260	222

6. An existing teacher shall, as from 1st April, 1954, 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, 1954, if they had continued in operation.

Allowances

7.—(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 70	£75
Exceeding 70 but not exceeding 120	£90
„ 120 „ „ „ 200	£125
„ 200 „ „ „ 300	£170
„ 300 „ „ „ 450	£220
„ 450 „ „ „ 600	£260
„ 600 „ „ „ 750	£305
„ 750	£350

(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

Provided that, if a teacher has been holding a principalship for which he is eligible under Regulation 32 of the Primary Schools (General) Regulations (Northern Ireland), 1949, and the enrolment of the school increases so as to warrant the raising of the grade of the principalship to a grade for recognition in which the teacher is not yet eligible under the said Regulation, the provisions of this paragraph shall not apply so as to reduce the rate of the allowance to which he was entitled under paragraph (1) of this Regulation before such increase took place.

(3) 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 average daily enrolment for the purpose of this Regulation shall be determined by the Ministry.

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 be an amount equal to one-quarter of the allowance normally payable to the principal of the school under paragraph (1) of Regulation 7.

(2) A teacher holding a post of special responsibility other than that of vice-principal shall receive an allowance at the yearly rate of £40.

(3) 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 this Regulation, to be regarded as being filled by the privileged assistant.

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 equal to the allowance payable to him as a privileged assistant immediately before these Regulations took effect.

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 such compensation awarded to him.

11.—(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 principal 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, if the sum of the principal'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.

(*c*) A qualified principal 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.

(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, by annual increments of £20 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*) may elect to relinquish the said allowance and to proceed by annual increments in the normal way to the maximum of his appropriate scale, thence by annual increments of £20 to the maximum of Scale IV, and, after remaining for two years at that point, by three annual increments of £20, and in the case of a man a further annual increment of £25, to the maximum of Scale V.

(*c*) A qualified teacher who is eligible to receive an allowance in accordance with the provisions of sub-paragraph (2)(*c*) may elect to relinquish the said allowance and to proceed by annual increments in the normal way to the maximum of Scale IV and, after remaining for two years at that point, by three annual increments of £20, and in the case of a man a further annual increment of £25, to the maximum of Scale V:

Provided that a teacher who had 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 by annual increments of £20 to the maximum of Scale IV;

(ii) if he was eligible to receive an allowance under sub-paragraph (2)(*b*)—shall proceed by annual increments of £20 to the maximum of Scale IV and, after remaining for two years at that point, by three annual increments of £20, and in the case of a man a further annual increment of £25, 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 three annual increments of £20, and in the case of a man a further annual increment of £25, 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; or

(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 the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1951, or the Salaries of Teachers (Special Provisions) Regulations, 1952, shall be deemed to have been exercised for the purpose of this Regulation.

Locum Tenens and Substitute Teachers

12.—(1) The grants payable by the Ministry in respect of the salary of a locum tenens or substitute teacher 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 11 of these Regulations) which would be payable if he were recognised permanently in the post in which he is employed.

(*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 (*a*) 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 11 of these Regulations) which would be payable if he were recognised permanently in the post in which he is employed.

(*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 allowance payable in accordance with the provisions of Regulation 11 of 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 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 to hold himself available for duty at the school.

(3) 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.

13.—(1) 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.

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

14. The following Regulations shall be revoked as from 1st April, 1954:—

The Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1951, (Statutory Rules and Orders of Northern Ireland, 1951, No. 76);

The Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1952, (Statutory Rules and Orders of Northern Ireland, 1952, No. 107);

The Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1953, (Statutory Rules and Orders of Northern Ireland, 1953, No. 55).

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 1st day of April, 1954, in the presence of

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

Teachers' Compulsory Absence and Special Sick Leave

REGULATIONS DATED 7TH APRIL, 1954, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1953, WITH THE APPROVAL OF THE MINISTRY OF FINANCE.

1954. No. 46

The Ministry of Education (hereinafter referred to as "the Ministry") in pursuance of the powers vested in it by Sections 84, 104 and 112 of the Education Act (Northern Ireland), 1947 (hereinafter referred to as "the Act") and of all other powers enabling it in that behalf, with the approval of the Ministry of Finance, hereby makes the following Regulations:—

1.—(1) These Regulations may be cited as the Teachers' Compulsory Absence and Special Sick Leave Regulations (Northern Ireland), 1954.

(2) These Regulations shall come into operation on the 1st day of August, 1954.

2.—(1) In these Regulations, unless the contrary intention appears, the following expressions have the meanings hereby assigned to them, that is to say:—

"Approved" means approved by the Ministry;

"Authority" means the Northern Ireland Tuberculosis Authority;

"Existing teacher" means a full-time teacher employed in a school on the date on which these Regulations come into force;