Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 28th day of June, 1957, in the presence of

(L.S.) *Leslie Arndell,*
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 28th day of June, 1957, in the presence of

(L.S.) *C. J. Bateman,*
Assistant Secretary

EXPLANATORY NOTE

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

Regulation 4 implements the majority recommendation regarding maternity leave which is contained in the Final Report of the Committee appointed by the Minister of Education to consider the salaries, allowances and other matters affecting the remuneration of teachers (cmd. 366). Regulation 5 clarifies the staffing position in reorganised schools.

Primary Schools: Salaries and Allowances

REGULATIONS, DATED 28TH FEBRUARY, 1957, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1956, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1957. No. 38 [C]

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.—(1) These Regulations may be cited as the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1957.

(2) These Regulations shall be deemed to have come into operation on 1st October, 1956.

2. The existing Regulations hereby repealed are the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1954(a), as amended by the Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1955(b).

(a) S.R. & O. 1954, No. 52. (b) S.R. & O. 1955, No. 151.

3. In these Regulations—

"approved" means approved by the Ministry for the purposes of the context;

"existing teacher" means a teacher to whom these Regulations apply and who was in the service on 30th September, 1956, or who, being temporarily out of the service on that date, subsequently re-enters the service;

"General Regulations" means the Regulations for the staffing and general conduct of primary schools;

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

"relevant proportion" has the meaning assigned to it by Regulation 21;

"recognised" means recognised by the Ministry for the purposes of the context;

"school authorities" means, in the case of a county school, the local education authority and, in the case of a voluntary school, the managers of that school;

"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 scales of salary for full-time qualified teachers shall be those set out in the following table:—

Year of Service	MEN					WOMEN				
	I	II	III	IV	V	I	II	III	IV	V
	£	£	£	£	£	£	£	£	£	£
1	455	480	535	580	610	400	420	475	510	545
2	475	500	555	600	630	415	435	490	525	560
3	495	520	575	620	650	430	450	505	540	575
4	515	540	595	640	670	445	465	520	555	590
5	540	565	620	665	695	465	485	540	575	610
6	565	590	645	690	720	485	505	560	595	630
7	590	615	670	715	745	505	525	580	615	650
8	615	640	695	740	770	525	545	600	635	670
9	640	665	720	765	795	545	565	620	655	690
10	665	690	745	790	820	565	585	640	675	710
11	690	715	770	815	845	585	605	660	695	730
12	715	740	795	840	870	605	625	680	715	750
13	740	765	820	865	895	625	645	700	735	770
14	765	790	845	890	920	645	665	720	755	790
15	790	815	870	915	945	665	685	740	775	810
16	815	840	895	940	970	685	705	760	795	835
17	840	865	920	965	1005	705	725	780	815	860
18	865	890	945	990	1040	725	745	800	835	885
19	890	915	970	1015	1075	745	765	820	855	920
20	915	935	990	1040	1115	765				
21	935									

(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 teachers who have successfully completed an approved full-time three-year course of training at an approved training college.

Scale II shall also apply to:—

(*a*) teachers who have 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

(*b*) teachers who attended an approved course of training under the Emergency Training Scheme for persons who served during the 1939-45 War in H.M. Forces or the Merchant Navy 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 qualified 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 qualified 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.

5.—(1) The rate of salary payable to a teacher who satisfies the conditions prescribed in sub-paragraph (*a*) or (*b*) of paragraph (3) of Regulation 4 for admission to Scale II and who has in addition successfully completed a further year of approved 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 4 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 4 for admission to Scale IV or Scale V;

the rate of salary otherwise payable to him on 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 4 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 increment of £25 in the case of a man and £20 in the case of a woman.

(5) A teacher shall not receive more than two increments under the provisions of this Regulation.

Incremental Credit

6.—(1) A qualified full-time teacher shall be placed on the salary scale applicable to him and he shall receive credit in accordance with the provisions of the Schedule to these Regulations as if the scale had been in operation throughout the total period of such service.

(2) After a teacher's rate of salary has been determined subsequent increments in the scale shall, subject to the provisions of the General Regulations, be granted annually on the teacher's normal incremental date.

(3) Except in so far as he is entitled to a more favourable placing under these Regulations, an existing teacher shall be entitled to receive salary on the scale and at the point on the scale to which he would have been entitled under the existing Regulations if they had continued in force.

(4) In the case of a teacher who, before being employed in a primary school, was employed in another kind of recognised school or institution in Northern Ireland, incremental credit which was given under the Regulations relating to his salary in such other school or institution shall, to the extent to which such credit was granted to him for teaching service or on account of attendance at a course of training, be granted under these Regulations, in addition to such other incremental credit as may be given under these Regulations.

(5) Service in respect of which a teacher is entitled to receive salary at one-half of the full rate shall rank for increment as if salary were payable at the full rate.

7.—(1) Untrained teachers placed on Scale I in accordance with paragraphs (2) and (3) of Regulation 6 of the Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946(a), shall receive incremental credit at the rate of one increment for each three years of satisfactory service prior to 1st April, 1945, subject to a minimum period of three years: provided that in computing the service eligible for such incremental credit there shall first be deducted from the total number of years of satisfactory service given prior to 1st April, 1945, the number of years of incremental credit on Scale I given to the teacher at 1st April, 1945, in accordance with the said Regulations, plus 20 years.

(2) Untrained teachers placed on Scale I in accordance with paragraph (3) of Regulation 7 of the Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946, shall receive incremental credit at the rate of one increment for each three years (instead of one increment for each four years) of satisfactory service in excess of 20 years given prior to 1st April, 1945, subject to a minimum period of three years of such service.

(3) Untrained teachers placed on Scale I in accordance with sub-paragraph (*b*) of paragraph (4) of Regulation 7 of the Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946, shall receive incremental credit at the rate of one increment for each three years of satisfactory service prior to 1st October, 1947, subject to a minimum period of three years of such service.

Provided that in assessing each period of three years under this Regulation, a period which exceeds a multiple of three by not less than two shall be treated as if it were the next higher multiple of three.

8. A teacher shall not receive, in respect of teaching service given after the date of commencement of his period of probation, more than one increment on his appropriate scale until he has satisfactorily completed his period of probation.

9. A person who, before the completion of his period of probation as a teacher, undertook service which, under the provisions of the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland), 1939, was regarded as war service shall, if he has become or hereafter becomes employed in recognised or contributory service (as defined in the Teachers (Superannuation) Act (Northern Ireland), 1950), in a school before 1st April, 1960, be granted increments in respect of such war service as if it had been teaching service, subject to the following conditions:—

(a) S.R. & O. 1946, No. 5.

(1) In addition to such incremental credit as may be given under the provisions of these Regulations not more than one further increment shall be granted before the satisfactory completion of probation:

(2) On the satisfactory completion of probation, salary shall be re-calculated from the beginning of the period of probation as if probation had been completed at the date on which it would have been completed had the war service been recognised teaching service:

(3) If the war service was undertaken before the completion of training at a recognised training college, that part of the war service which fell before such date as the Ministry may determine to be the date on which training would have been completed but for the war service, shall be ignored:

(4) Paragraphs (1), (2) and (3) shall not apply to a person who has not satisfactorily completed a course of training as a teacher in a recognised training college, unless he was recognised as a teacher, other than a locum tenens teacher, in a public elementary school before 1st January, 1947.

Unqualified teachers

10. 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 with effect from the respective dates specified therein:—

Column 1	*Column 2*	*Column 3*
Years of recognised Service	*1st October, 1956*	*1st April, 1961*
	£	£
1	270	313
2	270	313
3	280	324
4	290	335
5	300	347
6	310	358
7	320	369
8	330	380
9	345	397
10	360	413
11	375	430
12	390	447
13	405	463
14	420	480

11. Unqualified teachers who were appointed in primary schools in Northern Ireland before 1st August, 1945, shall, after the completion of 20 years' satisfactory service, be placed on

Scale I at a point two increments above the minimum of the scale and shall thereafter be eligible to proceed to the maximum of the scale in the ordinary way.

12.—(1) With effect from the dates specified the following annual rates of salary shall be paid to full-time unqualified women teachers first appointed in primary schools in Northern Ireland 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:—

	Column 1 1st October, 1956 £	*Column 2 1st April, 1961* £
(*a*) If total recognised service is less than two years	220	260
(*b*) If total recognised service is not less than two years and		
(i) the teacher is under 21 years of age	235	275
(ii) the teacher has reached 21 years of age ...	265	305

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

	Men £	*Women* £
(*a*) If total recognised service is less than two years	250	210
(*b*) If total recognised service is not less than two years and		
(i) the teacher is under 21 years of age	265	225
(ii) the teacher has reached 21 years of age	280	240

13.—(1) A full-time unqualified teacher who holds a University degree (or other qualification adjudged by the Ministry to be equivalent thereto) which if he were qualified would be recognised for teaching purposes shall receive, in addition to the appropriate rate of salary under Regulation 10 or Regulation 12, an allowance in accordance with the following rates:—

	Men	*Women*
University degree with First or Second Class Honours	£115	£90
University degree other than a degree with First or Second Class Honours	£65	£50

(2) The total remuneration of a woman teacher under this Regulation, exclusive of any allowance payable to her as a temporary principal, shall not exceed £420 per annum.

Principals' Allowances

14.—(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 ended 31st December	Rate of allowance per annum from 1st April following
Not exceeding 40 pupils	£125
Exceeding 40 pupils but not exceeding 100	£155
„ 100 „ „ „ „ 200	£195
„ 200 „ „ „ „ 300	£235
„ 300 „ „ „ „ 450	£290
„ 450 „ „ „ „ 600	£355
„ 600 „ „ „ „ 750	£420
„ 750 „ „ „ „ 900	£485
Exceeding 900 pupils	£550

(2) 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, the principal of a school shall receive as principal's allowance the rate, subject to a maximum of £175, appropriate to the school in accordance with the table in paragraph (1) less £20:

Provided that, if a teacher has been holding a principalship for which he is eligible under the provisions of the General Regulations 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 Regulations, 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) 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.

(4) An unqualified teacher serving temporarily as principal teacher in a school shall, during such service, receive a principal's allowance in accordance with the following scale:—

Average daily enrolment of pupils for the preceding year ended 31st December	*Rate*
Not exceeding 25 pupils	£45
Exceeding 25 pupils but not exceeding 65 pupils	£70
Exceeding 65 pupils	£90

Other Allowances

15.—(1) The teacher holding the post of vice-principal of a school 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-third of the allowance normally payable to the principal of the school under paragraph (1) of Regulation 14.

Provided that on the application of the school authorities, and with the approval of the Ministry, the vice-principal's allowance may be increased to two-fifths of the corresponding principal's allowance, the difference between the increased vice-principal's allowance and one-third of the corresponding principal's allowance being deducted from the aggregate of the allowances available to the school for other posts of special responsibility under paragraph (2).

(2) A teacher holding a post of special responsibility other than that of vice-principal shall receive an allowance calculated in accordance with the following table:—

Points Score on 31st December	Maximum Aggregate Value of Allowances from 1st April following	Number of Posts
	£	
301 - 400	65	1
401 - 500	130	2
501 - 600	195	3
601 - 700	260	4
701 - 800	325	5
801 - 900	375	5
901 - 1000	440	6
1001 - 1100	505	7
1101 - 1200	620	8
1201 - 1300	685	9

Provided that the minimum value of any post allocated under the table above shall be £65 and the maximum value shall not exceed one-third of the corresponding principal's allowance.

For the purpose of this paragraph, the "points score" shall be determined in accordance with the General Regulations.

(3) In an amalgamated school in which a privileged assistant is recognised, the Ministry may, after such consultation with the school authorities 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.

16. A teacher of a special class of ascertained handicapped pupils who possesses approved qualifications may, at the discretion of the local education authority and with the approval of the Ministry, receive a special class allowance of £40 per annum in addition to any other allowances to which he may be entitled under these Regulations.

17. A teacher, who on the 30th September, 1956, 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.

18. 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 paid to him.

19.—(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 the result of full-time attendance at an approved university or college, shall receive in addition to the appropriate scale salary an annual allowance of £65 in the case of a man or £50 in the case of a woman:

Provided that if the sum of the teacher's scale salary and the allowance payable under this subparagraph exceeds the scale salary which the teacher would receive if eligible for admission to Scale IV, the said allowance 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 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 the result of full-time attendance at an approved university or college, shall receive in addition to the appropriate scale salary an annual allowance of £115 in the case of a man or £90 in the case of a woman:

(*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 the result of full-time attendance at an approved university or college, shall receive in addition to the salary under Scale IV an annual allowance of £50 in the case of a man or £40 in the case of a woman:

Provided that if the sum of the teacher's scale salary and the allowance payable under subparagraph (*b*) or (*c*) exceeds the scale salary

which the teacher would receive if eligible for admission to Scale V, the said allowance shall be reduced by the amount of the excess.

(2) 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 Regulations in force immediately prior to the date of these Regulations had elected to relinquish the allowance payable in respect of the aforesaid degree may abrogate his election by giving notice to the Ministry to that effect before such date as the Ministry may determine and thereupon with effect from 1st October, 1956, he shall be entitled to the appropriate allowance specified in paragraph (1) of this Regulation.

(3) A qualified teacher who has not abrogated his election in accordance with the provisions of paragraph (2) 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. After remaining for two years at that point, the teacher shall proceed by annual increments of £25 in the case of a man or of £20 in the case of a woman and in the case of a teacher on Scale I or Scale II a further annual increment of £30 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 thence by annual increments of £25 in the case of a man or of £20 in the case of a woman, and in the case of a teacher on Scale I or Scale II by a further annual increment of £30 to the maximum of Scale IV. After remaining for two years at that point, the teacher shall proceed by three annual increments of £25 in the case of a man or by two annual increments of £20 and a further annual increment of £25 in the case of a woman to the maximum of Scale V;

(*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. After remaining for two years at that point the teacher shall proceed by three annual increments of £25 in the case of a man or by two annual increments of £20 and a further annual increment of £25 in the case of a woman 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 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).

Equal Pay for men and women teachers

20.—(1) The sum shown opposite to each year of service of each of the scales for women teachers specified in Regulation 4 shall be augmented by the addition of the relevant proportion of the difference between the aforesaid sum and the sum shown opposite to the same year of service in the corresponding scale for men. Where the scale for women is shorter than the scale for men, the last amount in the scale for women shall be deemed to be repeated.

(2) Where in the case of a woman teacher the appropriate scale is extended by one increment under Regulation 5 such increment shall be augmented by the addition of the relevant proportion of the difference between that increment and the corresponding increment applicable to a man.

(3) The sum shown opposite to each year of service of the scale set out in Column 2 of Regulation 10 shall be augmented by the addition of the relevant proportion of the difference between that sum and the sum shown opposite to the same year of service of the scale set out in Column 3.

(4) Each of the rates of salary set out in Column 1 of paragraph (1) of Regulation 12 shall be augmented by the addition of the relevant proportion of the difference between that rate and the corresponding rate set out in Column 2.

(5) Each of the rates of salary for women teachers set out in paragraph (2) of Regulation 12 shall be augmented by the addition of the relevant proportion of the difference between that rate and the corresponding rate for men.

(6) The maximum rate of £420 per annum payable under paragraph (2) of Regulation 13 shall be augmented by the addition of the relevant proportion of the difference between that rate and the rate of £480 per annum.

(7) Each of the allowances specified for women teachers in paragraph (1) of Regulation 13 and in Regulation 19 shall be augmented by the addition of the relevant proportion of the difference between that allowance and the corresponding allowance applicable to a man.

21.—The relevant proportion for each period set out in Column (i) below shall be the proportion specified opposite in Column (ii).

Column (i) *Period*	*Column (ii)* *Proportion*
From 1st October, 1956, to 31st March, 1957	two-sevenths
„ 1st April, 1957, „ 31st March, 1958	three-sevenths
„ 1st April, 1958, „ 31st March, 1959	four-sevenths
„ 1st April, 1959, „ 31st March, 1960	five-sevenths
„ 1st April, 1960, „ 31st March, 1961	six-sevenths

Provided that where the amount of the addition includes a fraction of one pound the said fraction shall be ignored if it is under ten shillings and reckoned as one pound if it is ten shillings or over.

22.—(1) From 1st April, 1961, the salaries and allowances prescribed for full-time qualified men teachers shall apply equally to full-time qualified women teachers.

(2) From 1st April, 1961, the salaries and allowances prescribed for unqualified men teachers under paragraph (2) of Regulation 12 and paragraph (1) of Regulation 13 shall apply equally to the corresponding classes of women teachers under those paragraphs.

Locum Tenens and Substitute Teachers

23.—(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 employment 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 allowances payable in accordance with the provisions of these regulations) which would be payable if he were recognised permanently in the post in which he is employed.

(*b*) For employment 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*): 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 allowances payable in accordance with the provisions 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 allowances payable in accordance with the provisions 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 teacher's employment shall not be deemed to have lasted more than 50 working days unless the teacher has served uninterruptedly for more than 50 working days either as locum tenens teacher or as substitute or as both:

Provided that

(*a*) an interruption of employment of not more than three working days, or

(*b*) an interruption of such longer period as the Ministry may, in the circumstances of a particular case, allow,

shall be deemed not to have interrupted the period of employment.

(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 to 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-hundreth 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.

24. Notwithstanding anything contained in the foregoing Regulations:—

(*a*) a teacher may elect to be paid in accordance with—

(i) the salary scales and allowances and other conditions which were in force on 30th September, 1956, with respect to his remuneration; or

(ii) the salary scales and allowances and other conditions which, if he did not so elect, would be in force on 1st July, 1957, with respect to his remuneration;

and for the purposes of this paragraph the acceptance by a teacher of payment after 31st July, 1957, in accordance with the scales, allowances and conditions referred to in sub-paragraph (ii) shall be regarded as an election by such teacher to be paid in accordance with those scales, allowances and conditions.

(*b*) the salary scales, allowances and other conditions prescribed by these Regulations shall be subject to such modifications as may be hereafter prescribed by amending Regulations.

25. The Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1954(**a**), and the Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1955(**b**), shall be revoked as from 1st October, 1956.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 28th day of February, 1957, in the presence of

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

(**a**) S.R. & O. 1954, No. 52. (**b**) S.R. & O. 1955, No. 151.

SCHEDULE

SERVICE RECOGNISED FOR THE PURPOSE OF REGULATION 6

Credit for the following full-time service or employment shall be given for incremental purposes in the appropriate salary scale to the extent specified in the table:

Provided

(1) Service or employment given before attaining the age of 18 years shall not be counted;

(2) Teaching service given before the teacher possessed the qualifications required for recognition as a primary school teacher in Northern Ireland shall not, save as provided for in (*k*), be counted;

(3) Full-time teaching service shall be taken to include one-half of corresponding part-time teaching service of not less than 10 hours per week, unless such part-time service was concurrent with other service which is allowed to count in full.

Type of Service	Extent of Incremental Credit
(*a*) Teaching service in recognised schools or institutions in Northern Ireland.	Full credit.
(*b*) Teaching service in unrecognised schools in Northern Ireland.	To such extent as the Ministry may determine after such enquiry as it thinks fit.
(*c*) Teaching service in schools in Great Britain.	To such extent as the service would be admitted by the appropriate local education authority in Great Britain.
(*d*) Teaching service in schools in the British Commonwealth.	To such extent as the Ministry may determine after such enquiry as it thinks fit.
(*e*) Teaching service in schools in the Republic of Ireland.	Full credit if the schools are recognised by the Department of Education for the Republic.
(*f*) Teaching service in schools in other countries.	To such extent as the Ministry may determine.
(*g*) Service on the staffs of university institutions and training colleges in the British Commonwealth and the Republic of Ireland.	To such extent as the Ministry may determine.
(*h*) (i) Service with the forces of the Crown or Allied Powers, or internment in an enemy country as a civilian prisoner, during the European War, 1914/19.	Full credit.
(ii) War Service as defined by the Teachers' Salaries and Superannuation (War Service) Act (N.I.), 1939, and the Teachers' Salaries (War Service) (Amendment) Act (N.I.), 1946, provided that the teacher becomes employed in contributing service before 1st April, 1960.	
(iii) National Service under the provisions of the National Service Act, 1948, or any amendment of that Act.	

	Type of Service	Extent of Incremental Credit
(*j*)	Experience in industry or commerce or in research or professional work other than teaching after the teacher has attained the age of 21 years, where such experience is likely to be of value to the teacher in the performance of his duties.	At the discretion of the Ministry, full credit up to a maximum aggregate of 12 increments for (*j*) and (*k*): provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments.
(*k*)	In the case of a teacher who became qualified after attaining the age of 21 years, time spent in teaching, professional, clerical, social or other gainful employment prior to his becoming qualified.	One increment for each complete period of three years' employment up to a maximum aggregate of 12 increments for (*j*) and (*k*): provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments.
(*l*)	Satisfactory service given as a substitute or as a locum tenens teacher.	Full credit.
(*m*)	Such other service as in the opinion of the Ministry should be so recognised.	To such extent as the Ministry may determine.

REGULATIONS, DATED 28TH JUNE, 1957, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1956, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1957. No. 122. **[C]**

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.—(1) These Regulations may be cited as the Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), **1957.**

(2) Regulation 2 shall be deemed to have come into operation on 1st April, 1957.

(3) Regulation 3 shall come into operation on 1st August, 1957.

(4) Save as aforesaid these Regulations shall come into operation on the date hereof.

(5) In these Regulations the expression "the principal Regulations" means the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1957(a).

(6) These Regulations amend and shall be construed as one with the principal Regulations.

(a) S.R. & O., 1957, No. 38.