The Secondary School Grant Regulations, Northern Ireland, 1930, and the Amending Regulations No. 1, 1931, shall continue to apply to all questions in relation to the school year ending on the thirty-first day of July, 1935, but for all other purposes they are hereby revoked.

Given under the Seal of the Ministry of Education for Northern Ireland this seventh day of June, 1935.

(L.S.) *A. N. Bonaparte Wyse,*
Secretary.

Secondary Schools : Teachers.

REGULATIONS, DATED 26TH MARCH, 1935, MADE BY THE MINISTRY OF EDUCATION, NORTHERN IRELAND, UNDER SECTIONS 65, 69 AND 77 OF THE EDUCATION ACT (NORTHERN IRELAND), 1923 (13 & 14 GEO. 5, CH. 21), AFTER CONSULTATION WITH THE MINISTRY OF FINANCE AND LAID BEFORE PARLIAMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 99 (2) OF THE ACT AFORESAID.

1935. No. 47.

DEFINITIONS.

1. For the purpose of these regulations, unless otherwise stated or unless the context otherwise requires :—

(*a*) "The Act" is the Education Act (Northern Ireland), 1923 and any Act amending that Act.

(*b*) "The Ministry" is the Ministry of Education for Northern Ireland.

(*c*) An "education authority" is an education authority for the purposes of the Education Act (Northern Ireland), 1923, and includes any council of an urban county district acting as an education authority under Part IV of that Act and any committee of an education authority or of such council which has the power of appointment and employment of teachers in recognized preparatory, intermediate, secondary or technical schools.

(*d*) "Approved" means approved by the Ministry.

(*e*) "Recognized" means recognized by the Ministry.

(*f*) A "recognized class" is a class of one or more pupils recognized for the purposes of grants from the Ministry.

(*g*) "The grant regulations" are the regulations of the Ministry for the payment of grants to preparatory, intermediate and secondary schools.

(*h*) "Preparatory school," "intermediate school," and "secondary school" are as defined in the grant regulations.

(*i*) A "governing body" is the governing body or board of management of a recognized preparatory, intermediate or secondary school.

(*j*) A "principal" is a certified full-time teacher recognized as the headmaster or headmistress of a recognized school.

(*k*) A "school year" is an annual period beginning on 1st August and ending on 31st July following.

(*l*) "Increment grant" is the grant payable by the Ministry under these regulations to a governing body.

(*m*) "Pension Fund" means "The Teachers' Superannuation Fund" constituted under Section 1 (1) of the Teachers' Superannuation Act (Northern Ireland), 1926.

(*n*) "Superannuation scheme" means the appropriate superannuation scheme for teachers in force in Northern Ireland.

(*o*) A "secondary teacher" is a teacher who is employed, with the approval of the Ministry, in giving instruction in a recognized intermediate or secondary school.

(*p*) A "preparatory teacher" is a teacher who is employed, with the approval of the Ministry, in giving instruction in a recognized preparatory school.

(*q*) A "full-time teacher" is either a principal or, subject to Regulation 8 hereof, a teacher teaching recognized classes for at least 18 hours per week and employed by a single governing body or holding a joint appointment under Regulation 46 hereof; provided that, if a teacher teaches recognized classes for at least 10 hours per week and also performs approved duties of a secretarial or administrative character in connection with one or more recognized preparatory, intermediate or secondary schools, half the period spent by him weekly in such secretarial or administrative duties may be reckoned as time spent in teaching recognized classes for the purpose of this definition.

(*r*) A "part-time teacher" is a preparatory or secondary teacher who is not a full-time teacher.

GENERAL.

2. These regulations shall apply to teachers in recognized preparatory, intermediate and secondary schools; provided that the Ministry shall have power to exempt from the provisions of any or all of these regulations—

(*a*) teachers who are teaching solely with a view to fulfilling the conditions as to experience required for obtaining a certificate or diploma in education.

(*b*) foreign teachers who assist in the teaching of their native language in return for opportunities of enlarging their knowledge of English.

3. The appointment of a teacher shall not be recognized by the Ministry unless—

(*a*) he duly fulfils the statutory conditions with regard to the Oath or Declaration of Allegiance.

(*b*) his qualifications are approved by the Ministry, and

(*c*) if a full-time teacher (employed otherwise than as a substitute for a teacher who is on leave with full or half pay under these regulations) he fulfils the conditions as to age and physical fitness which are prescribed by the Superannuation Scheme as conditions for the admission of teachers to that Scheme.

4.—(*a*) Persons appointed as principals, in addition to possessing the academic qualifications necessary for certification, must be suitable in other respects for the position.

(*b*) Any person appointed after the date of these regulations to the position of principal of an intermediate or secondary school must have qualifications sufficient for certification as a secondary teacher.

5. It shall be the duty of the governing body to secure that any teacher, immediately after appointment, shall submit to the Ministry whatever evidence the Ministry may require for the purpose of considering whether the teacher complies with the conditions specified in Regulations 3 and 4 hereof.

6. All full-time teachers, other than interim or temporary teachers, shall be appointed under a written contract which shall provide that the contract may only be determined upon at least three months' notice in writing. Upon the completion of each such contract a properly executed copy thereof must be given to the teacher.

7. The Ministry may at any time require the governing body to furnish reports or other information in regard to any teacher.

8. In the case of a teacher whose normal duties involve giving instruction to recognized classes for less than 18 hours per week but who is required for limited periods to give such instruction for more than 18 hours per week, the Ministry may, at its discretion, decide that he is not to be considered as a full-time teacher for any part of the year.

9. A full-time teacher who is engaged partly in the preparatory and partly in the intermediate or secondary department of a recognized school or schools may be considered as a full-time secondary teacher, provided—

(i) that he is certified as a secondary teacher, and

(ii) that he is employed for at least 10 hours per week in teaching in the intermediate or secondary department.

In all other cases he shall be considered as a full-time preparatory teacher.

10. In any case where the governing body of a school has not been fully constituted and approved by the Ministry, the Ministry may recognize temporarily to act in place of the governing body under these regulations such person or persons as it may deem right.

Certification of Teachers.

11. Teachers in recognized schools who satisfy the requirements of the Ministry may be certified as qualified to give instruction in such subjects and in such divisions of the schools as the Ministry may in accordance with these regulations determine.

12. All teachers on appointment shall submit to the Ministry, on the prescribed form, full particulars of their qualifications in each of the subjects which they are required to teach, and may submit particulars with regard to any other subjects in which they desire certification.

13. A teacher will be regarded as being on probation for not less than two complete years' service in the school ; provided that the Ministry may waive part of or the whole of the probationary period in the case of teachers who have had teaching experience in approved schools and who produce satisfactory evidence of efficiency. While the teacher is on probation his certification will be provisional.

14. The Ministry's inspectors and (if the probationer be not himself a principal) the principal of each school in which a teacher on probation is engaged shall report to the Ministry at the end of each year of probationary service upon the manner in which the teacher has discharged his duties and upon his fitness for continued certification. After consideration of these reports the Ministry shall decide whether to grant full certification, to extend the probationary period, or to refuse further certification.

15. As a condition of certification in any subject a teacher must have qualifications as set forth in the schedule to these regulations, or such other qualifications as the Ministry may consider to be equivalent. Full certification as a teacher of Modern Languages will not be granted till the teacher produces evidence of having completed a course of study, approved by the Ministry, in the country (or, in the case of Irish, the district) in which the language is spoken. Approval of such course will not, as a rule, be given unless it has extended over at least three months.

16. The Ministry may, before granting full certification, and at any time, as a condition of continued certification require any teacher to attend further cases of study or to pass such examinations as it may determine.

17. Certification may be refused to any teacher who has not undergone a course of training in the theory and practice of teaching. For teachers in intermediate and secondary schools such training shall be attested by a recognized university diploma in education (taken after the completion of the course of general education necessary for the qualifications required by these regulations) or by such other evidence as the Ministry may require.

In certain cases in lieu of such diploma the Ministry may recognize for honour graduates a year's course of approved post graduate study or research.

18. Teachers who on the 14th November, 1923, were employed in teaching in a recognized intermediate or secondary school and whose names appear on the Register of Intermediate School Teachers in Northern Ireland on the 30th September, 1923, or on the Register of Science Teachers kept by the Ministry shall be recognized as qualified to teach such subjects as the Ministry may in pursuance of these regulations determine.

The Ministry may also in such cases and to such extent as it deems right waive the requirements of Regulations 15 and 17 in the case of teachers who have been employed before 1st August, 1925, in any school approved for this purpose.

19. The Ministry may on the grounds of misconduct or inefficiency refuse or withdraw certification.

20. The Ministry may, in exceptional circumstances, give permission to school authorities to employ as teacher of a subject a teacher who has not been certified in that subject. Such permission shall be subject to such limitations as the Ministry may consider necessary.

SCALES OF SALARY.

21. The scales of salaries prescribed in these Regulations shall remain in force until such time as they are varied by Regulations made by the Ministry after consultation with the Ministry of Finance.

22. That portion of the salary of any teacher upon an incremental salary scale prescribed under these regulations equivalent to the commencing rate in the appropriate scale shall be known as the "basic" portion, and the remainder of the prescribed salary as the "incremental" portion of such salary.

23. The minimum scales of salary for full-time certified teachers on the authorized staff shall be as set forth below; provided, however, that as from 1st August, 1931, the incremental portion of the salary of every teacher shall be reduced by an amount equal to the maximum annual increment awarded to him in accordance with these regulations.

I. *Ordinary Scale.*

Secondary Teachers.

Men .. £210 per annum rising by annual increments of £12 to £270 and thence by annual increments of £15 to £450.

Women .. £200 per annum rising by annual increments of £10 and one final increment of £5 to £325.

Preparatory Teachers.

Men .. £160 per annum rising by annual increments of £12 to £220, and thence by annual increments of £15 to £400.

Women .. £150 per annum rising by annual increments of £10 to £300.

II. *Honours Scale.*

In the case of full-time certified teachers on the authorized staff who have obtained, prior to or subsequent to entry upon the scales, a degree with first or second class honours in a British or Irish University, or who have obtained other qualifications judged by the Ministry as equivalent thereto, the minimum scales shall be :—

Secondary Teachers.

Men .. £210 per annum rising by annual increments of £12 to £270 and thence by annual increments of £15 and one final increment of £5 to £500.

Women .. £200 per annum rising by annual increments of £10 and one final increment of £5 to £375.

Preparatory Teachers.

Men .. £160 per annum rising by annual increments of £12 to £220 and thence by annual increments of £15 and one final increment of £5 to £450.

Women .. £150 per annum rising by annual increments of £10 to £350.

24. The minimum rates of remuneration of teachers not on the authorized staff shall be :—

I. *Full Time.*

Secondary Teachers.

Men .. £160 per annum.
Women .. £150 ,, ,,

Preparatory Teachers.

Men .. £150 per annum.
Women .. £140 ,, ,,

II. *Part Time.*

Secondary and Preparatory Teachers.

Men .. 5/- per hour.
Women .. 4/6 ,, ,,

Provided that—

(1) such teachers may, should the governing body so desire, be paid salaries in accordance with the minimum rates for full-time teachers not on the authorized staff ; and

(2) the Ministry may in the case of part-time music teachers, and other part-time teachers, whose classes as a rule consist of individual pupils, authorize lower rates of pay than the above.

25. In any case where a teacher receives free board or free lodging or both as part of his remuneration, a deduction may be made by the governing body, from the salary payable to him under Regulations 23 and 24, at a rate not exceeding £50 per annum in lieu of such board or lodging or both.

26. (*a*) An additional salary allowance, hereinafter referred to as " principal's grant," shall be paid to principals of recognized schools. Principal's grant shall be based on the number of pupils of six years of age and over on the roll of the school for the preceding school year, calculated as set forth in Regulation 42, and shall be calculated at the following annual rates :—

Number of Pupils on Roll.	*Rate of Grant.*
less than 80	£50
80 but less than 140	£100
140 ,, ,, ,, 200	£150
200 or more	£200

(*b*) Not more than one principal's grant shall be paid to any one school in any year, but in special cases with the approval of the Ministry the governing body may be permitted to divide the principal's grant between two or more persons.

(*c*) A school containing two or more departments, preparatory, intermediate or secondary, shall be regarded for the purposes of the principal's grant as a single school.

(*d*) No principal shall be eligible for more than one complete principal's grant in respect of any one school year.

(*e*) The scale of principal's grants shall be applicable to all schools whether preparatory, intermediate or secondary.

27. Subject to the provisions of section 84 of the Act the governing body, if its funds permit, may pay a higher salary or remuneration than the appropriate minimum rate prescribed under these regulations.

AWARD OF INCREMENTS AND PLACING OF TEACHERS AT THEIR APPROPRIATE POSITIONS ON THE SALARY SCALES.

28. During the period of probation of a teacher on the authorized staff no increment will be paid, but on the granting of full certification an increase of salary may be allowed.

The credit for incremental purposes which may be allowed to any teacher in respect of the probationary period of his service shall be determined by the Ministry, but shall not amount to more than one increment for each probationary year and in no case to more than two increments.

29. The Ministry may withhold one or more increments in respect of any teacher, if, in the judgment of the Ministry, such increments are not deserved either by reason of inefficiency or for any other reason.

30. When a teacher is placed or replaced on the scale of salaries for secondary teachers, the Ministry may, subject to Regulation 28 allow to count for the purposes of awarding increments all or any of the following :—

(*a*) His approved full-time secondary service given after 31st July, 1922, in the British Empire, including Egypt and the mandated areas together with one-half of his other approved full-time secondary service.

(*b*) The excess over five years of the sum of :—

(1) His approved full-time preparatory service given after 31st July, 1923, in the British Empire, including Egypt and the mandated areas, and

(2) One-half of his other approved full-time preparatory service.

(*c*) One-half of the period of his services with the forces of the Crown or Allied Powers, or of internment in an enemy country as a civilian prisoner of war, during the European War, 1914-1919.

(*d*) One-half of any period of disablement due to the war, which the Ministry at its discretion may allow to count.

31. When a teacher is placed or replaced on the scale of salaries for preparatory teachers, the Ministry may, subject to Regulation 28, allow to count for the purposes of awarding increments all or any of the following :—

(*a*) His approved full-time secondary service given after 31st July, 1922, in the British Empire, including Egypt and the mandated areas, and

(*b*) His approved full-time preparatory service given after 31st July, 1923, in the British Empire, including Egypt and the mandated areas, and

(*c*) One-half of his other approved full-time service.

(*d*) One-half of the period of his services with the forces of the Crown or Allied Powers, or of internment in an enemy country as a civilian prisoner of war, during the European War 1914-1919.

(*e*) One-half of any period of disablement due to the war, which the Ministry at its discretion may allow to count.

32. For the purposes of Regulations 30 and 31 approved full-time service shall be taken to include one-half of corresponding approved part-time teaching service of not less than ten hours a week.

Such part-time service shall be considered as secondary service if not less than 10 hours per week have been devoted to teaching in the intermediate or secondary department. In all other cases it shall be considered as preparatory service.

33. No service given before the age of eighteen shall be recognized.

34. For the purposes of Regulations 30 and 31 the following shall be recognized :—

(*a*) as secondary service :—

approved service :—

(i) in a technical, junior technical or secondary school (exclusive of the preparatory department, if any) in the British Empire including Egypt and the mandated areas during a period when it was recognized as efficient by or in respect of which it was in receipt of grants from the accredited educational authority ;

(ii) on the staffs of university institutions and training colleges in the British Empire including Egypt and the mandated areas as specially considered ;

(iii) such other service as, in the opinion of the Ministry, should be so recognized.

(*b*) as preparatory service :—

approved service :—

(i) in a preparatory school or preparatory department of an intermediate or secondary school in the British Empire including Egypt and the mandated areas during a period when it was recognized as efficient by or in respect of which it was in receipt of grants from the accredited educational authority ;

(ii) in an elementary school in the British Empire including Egypt and the mandated areas during a period when it was recognized by the accredited educational authority ;

(iii) such other service, as, in the opinion of the Ministry, should be so recognized.

35. In the calculation of full-time service which is not allowed to count in full for the purposes of Regulations 30 and 31 hereof and of full-time service given after the operative dates in schools not working under the Ministry's regulations,

(*a*) A teacher shall be regarded as having given a year's service—

(1) If he has been employed for a period of one year during which he has actually taught for at least thirty-five weeks ;

(2) If he has been employed for broken periods of not less than a total of forty weeks of actual teaching, provided that no period of less than ten continuous weeks exclusive of vacations may be taken into account ;

(*b*) After the devaluation required by Regulation 30 or 31, only complete quarter years may be taken into account ;

(*c*) Service in a university institution may be specially considered, if it is certified by the university authorities as full-time service;

(*d*) Service which has been broken owing to exceptional causes may be specially considered.

36. The Ministry shall have power in exceptional circumstances to allow a modification of all or any of Regulations 30 to 35 inclusive of these regulations where it is satisfied that their strict application would involve hardship to the teacher concerned.

37. No teacher shall be placed on the scale of salary at the point which would be appropriate in view of his past service unless the Ministry is satisfied as to his efficiency.

38. Teachers shall in all cases be allowed to retain credit for service which has already been recognized for the purpose of determining the award of increments under previous regulations.

PAYMENTS.

39. Subject to Regulations 49 to 57 a teacher who has done the work of a full-time teacher for the whole of that part of the school year during which the school is open shall be paid a full year's salary for that year, and for the purposes of probation and increment shall be regarded as having given a year's service.

If such teacher has been employed as a full-time teacher in more than one school during the school year the amount of salary payable to the teacher under these regulations for that year shall be paid by the several governing bodies by whom the teacher was employed in such proportion as may be agreed upon between the governing bodies, or, failing such agreement as may be decided by the Ministry.

Provided, however, that where, for any part of the school year, any such teacher has already been or is entitled to be paid salary as a full-time teacher in any recognized school or college other than a preparatory, intermediate or secondary school, then, in such case, the amount of salary payable to such teacher by the governing body and the amount of increment grant payable in respect of such teacher by the Ministry for that year under these regulations shall respectively be reduced by an amount proportionate to that portion of the year for which salary has been paid or is payable in respect of service in the other school.

40. (*a*) The governing body shall pay to each teacher in its employment the salary, including increments and allowances, prescribed by these regulations, but shall deduct therefrom such contributions as are payable by the teacher under the superannuation scheme.

(*b*) Where the governing body is an education authority, the said contributions, when deducted, shall be paid over forthwith by the education authority to the Ministry and the Ministry shall pay the contributions so received into the pension fund.

(*c*) Where the governing body is a body other than an education authority, the said contributions shall be retained by the governing body, but their amount shall be deducted by the Ministry from the grants payable to the governing body, as provided in Regulation 41 hereof.

41. (*a*) The Ministry shall, subject to any deductions to be made under paragraphs (*b*) and (*c*) of this regulation, pay to the governing body an amount equal to the principal's grant and increments granted under these regulations ; provided that in respect of any period of absence, for which, under Regulation 49, a teacher is paid less than his normal scale salary under these regulations, the increment grant payable by the Ministry in respect of him for that period shall bear the same proportion to the increment grant which would normally be payable as the salary paid under Regulation 49 bears to the salary which would normally be payable under these regulations.

(*b*) Where the governing body is a body other than an education authority, the Ministry shall deduct from these or other grants payable to the governing body the amount of the teachers' pension contributions retained by the governing body under Regulation 40 (*c*) hereof and shall pay the sums so deducted into the pension fund.

(*c*) Where the governing body is an education authority, the Ministry shall have power to deduct the amount of the teacher's pension contributions from the increment or other grants which would otherwise be payable to such education authority if, for any reason, the said amount be not paid over to the Ministry when due, and shall pay the sums so deducted into the pension fund.

Authorized Staff.

42. (*a*) In any recognized preparatory, intermediate or secondary school there shall be an "authorized staff" consisting of full-time, certified tecahers. The number of teachers, including the principal, on the authorized staff of any school shall be determined by the number of pupils of six years of age and over on the roll of that school for the preceding school year. The number of pupils on the roll of the school shall, for the purposes of this regulation, and of Regulation 26, be taken to be o e-third of the sum of the numbers of pupils whose names are on the roll on 1st October, 1st February and 1st May of the school year.

(*b*) The authorized staff shall be in accordance with the following scale :—

Number of pupils on the roll.	*Authorized Staff.*
Less than 40	2
40, but less than 60	3
60, but less than 80	4

and so forth, an extra teacher being allowed for each additional 20 pupils on the roll.

(*c*) In the case of a school not recognized in the preceding school year the number on the authorized staff shall be determined by the Ministry after consideration of the number of pupils on the roll of the school on a date selected by the Ministry at its discretion.

(*d*) The Ministry, in such exceptional circumstances as appear to it so to require, may decide that the proportion of authorized teachers to pupils, as set forth above, shall be increased or diminished in any particular school.

43. The nomination of full-time certified teachers to be members of the authorized staff shall be made by the governing body on the prescribed form supplied by the Ministry, but their appointment shall be subject to confirmation by the Ministry.

In deciding the confirmation or otherwise of a nomination the Ministry may take into consideration the number of hours during which the teacher is engaged in giving instruction to recognized classes in subjects for which he has received certification.

When there are vacancies on the authorized staff of a school for which no nominations have been received, or in respect of which the nominations have not been confirmed, the Ministry may regard as appointed to fill these vacancies any full-time certified teacher or teachers employed in the school.

44. A teacher shall not be appointed to the authorized staff unless the Ministry is satisfied that he is competent to give instruction in the subjects which he is required to teach in the school.

45. (*a*) When a staff of teachers has been authorized for any school the Ministry will not, merely on account of a diminution in the number of pupils, require the removal from the authorized staff of any member of that staff until all the circumstances shall have been fully considered and due notice given by the Ministry to the governing body.

(*b*) A teacher shall not, unless for exceptional reasons and with the approval of the Ministry, be removed from the authorized staff of a school so long as he continues to render efficient full-time service therein or is on leave with full or half pay under these regulations.

EMPLOYMENT OF A TEACHER IN MORE THAN ONE SCHOOL.

46. (*a*) Where a teacher is employed in two or more recognized preparatory, intermediate or secondary schools which are under the control of one governing body he shall be entitled to the appropriate salary on the same terms and conditions as if he were teaching in a single school.

(*b*) Where a teacher is employed in more than one recognized preparatory, intermediate or secondary school, or in one or more of these and also in one or more recognized technical schools or classes, the various governing bodies and managers may make a joint appointment of the teacher. In that case the teacher shall be entitled to the appropriate salary under these regulations on the same terms and conditions as if he were teaching in a single school, and his salary shall be paid in such proportions and in such manner as may be agreed upon between the bodies concerned with the approval of the Ministry.

(*c*) The Ministry shall in each case of a full-time teacher holding a joint appointment under this regulation in two or more schools consider whether the teacher should be placed on the authorized staffs of some or all of those schools or should not be placed on any authorized staff ; and, if placed on the authorized staff, he shall receive salary at the appropriate rate in the scale under Regulation 23, but shall be considered as supernumerary to the number of authorized teachers to which each school is entitled under Regulation 42.

47. Where a full-time technical teacher employed by an education authority, or by the managers of a recognized technical school is utilized to give instruction in a recognized preparatory, intermediate or secondary school, the governing body shall repay to the education authority or managers of the technical school such proportion of the basic salary of the teacher as a technical teacher as may be agreed upon between the governing body and the said education authority or managers, or, failing agreement, as may be decided by the Ministry. The education authority or managers shall in the first instance pay the whole salary of the teacher.

48. (*a*) A teacher who is employed by a governing body in teaching recognized preparatory, intermediate or secondary classes under their own control and is also engaged in teaching other recognized classes may, if the governing body so desire, be regarded as a full-time secondary or preparatory teacher as the case may be so long as he is teaching recognized classes for not less than 18 hours per week altogether.

(*b*) A teacher to whom the foregoing paragraph of this Regulation applies shall receive the whole of his salary from the governing body by whom he is in the first instance employed ; and the

managers of the recognized classes other than those controlled by that governing body shall recoup to the said body such part of the basic portion of the salary of the teacher as may be agreed upon between them and the governing body or failing agreement as may be decided by the Ministry.

Leave of Absence from Duty.

49. (*a*) A teacher shall, subject to these regulations, be entitled while absent owing to illness to receive full salary, provided that—

(1) within any period of twelve calendar months, he shall not be so entitled for more than thirteen weeks of working time, and

(2) within any period of four years he shall not be so entitled for more than twenty-six weeks of working time.

In addition to the leave granted on full salary under this regulation the governing body may, at its discretion, give on half pay further periods of leave owing to illness, provided that these do not in the aggregate exceed thirteen weeks of working time within any period of four years. For the purposes of this regulation working time shall be deemed not to include any period of ordinary school vacation of which the duration is one week or more, but to include all other times.

The Ministry may, in special circumstances, authorize payment during any further period of absence owing to illness at a rate not exceeding the amount of pension (if any) for which the teacher would have been qualified.

(*b*) In respect of a period of ordinary school vacation (during which the teacher would ordinarily have been on leave) occurring during or immediately following a period of absence owing to illness the teacher shall be entitled to receive salary at the rate appropriate to the period of absence owing to illness immediately prior to such school leave.

(*c*) Where a teacher is certified by his medical attendant as unfit for full-time duty but as fit for light duty only, a period of such light duty may be considered as leave under this Regulation.

50. If any one period of absence owing to illness extends to more than one week, a report accompanied by a medical certificate covering the entire period of such absence shall be submitted through the governing body to the Ministry.

51. After a teacher has been absent from duty owing to illness for more than ten days in the aggregate in any school year no payment of increment grant shall be made by the Ministry in respect

of that teacher, nor shall the teacher be entitled to salary in respect of any further period of absence unless a medical certificate is furnished.

52. Payment of full salary may be made to a teacher during a brief period of necessary absence due to infectious disease in his home or to the serious illness or death of a near relative.

53. Leave of absence with full pay for a period not exceeding three school days may, in special circumstances, be granted to a teacher by the governing body but, where the period of said leave of absence exceeds three school days, the approval of the Ministry thereto must be obtained.

54. Periods of absence, granted with full or half-pay, under these regulations, shall be regarded as service for the purpose of these regulations.

55. The governing body shall make adequate provision for the continuance of school work during the absence of any teacher on leave given under these regulations.

Interchange of Teachers.

56. (*a*) A teacher may with the consent of his Governing Body and the sanction of the Ministry interchange duty with a teacher from any part of His Majesty's Dominions or from any foreign country.

(*b*) The aforesaid sanction shall be subject to the fulfilment of such conditions as the Ministry may, in each case, deem necessary.

(*c*) In no case shall sanction be given to an interchange under this regulation for a period in excess of eighteen months.

57. Any teacher who interchanges duty in accordance with the foregoing Regulation hereof shall, during the period of such interchange, be paid by the said governing body salary in accordance with and subject to the provisions of these regulations as though he were performing his duties at the school under the said governing body, and such period shall count as service within the meaning and for the purposes of these regulations.

58. Regulations 49 to 57 hereof inclusive shall have reference and shall be applicable only to full-time teachers and during the currency of their agreements with the governing bodies of the schools in which they are employed.

Interpretation and Effect.

59. The Interpretation Act, 1921 (12 Geo. 5, Ch. 4) shall apply for the purpose of the interpretation of these regulations as it applies for the purpose of the interpretation of an Act of the Parliament of Northern Ireland.

60. In any case of doubt or difficulty as to the construction of these regulations or as to any claim, right, or liability thereunder, the decision of the Ministry shall be final.

61. These regulations shall take effect as from 1st August, 1935, and shall supersede all previous regulations dealing with salaries, certification and employment of teachers in preparatory, intermediate and secondary schools. They may be cited as the Regulations for Secondary Teachers, Northern Ireland, 1935.

Given under the Seal of the Ministry of Education for Northern Ireland, this 26th day of March, 1935.

(L.S.) *A. N. Bonaparte Wyse,*
Secretary.

SCHEDULE.

Qualifications of Teachers.

The following qualifications or others judged by the Ministry to be equivalent are required as a condition of provisional certification :—

For Secondary Teachers.

I.—Classics, English, History, Geography, Modern Languages, Mathematics and Science.

1. A university degree (or diploma) in Arts or Science approved by the Ministry, in respect of those subjects in which the courses studied at the university, the duration of the courses, and the examinations passed in them are considered satisfactory by the Ministry.

2. The Associateship of the Royal College of Science (London or Dublin), in respect of those subjects covered by the Associateship which may be accepted by the Ministry.

3. A recognized post-graduate course of study at some university, or equivalent institution recognized by the Ministry, in the subject of post-graduate study.

II.—Domestic Science.

1. The Teacher's Diploma awarded by the Municipal Domestic Economy Training College, Belfast.

2. A Teacher's Diploma awarded by an approved Training School of Domestic Science in respect of the subjects covered by the Diploma.

3. A Teacher's Certificate of the City and Guilds of London Institute in respect of Plain Needlework, or Dressmaking, or Millinery.

III.—Manual Instruction.

1. A First-Class Teacher's Certificate in Handicraft (Woodwork or Metalwork) of the City and Guilds of London Institute.

2. A teacher's Certificate in Manual Training (Woodwork) awarded by the Ministry.

IV.—Commercial Subjects.

(Excluding Modern Languages.)

1. An approved university degree in Commerce in respect of those subjects in which the courses studied at the university, the duration of the courses, and the examinations passed in them are considered satisfactory by the Ministry.

2. An approved post-graduate course of study at a university or equivalent institution in respect of the subject of post-graduate study.

3. A Full Course Certificate in the Technical School Examinations of the Ministry in respect of any of the subjects, Commerce, Accountancy (including Book-keeping) and Arithmetic, in which passes with distinction have been obtained in each examination subsequent to that of the first year.

4. A pass with distinction in the Honours Year in the Technical School Examinations of the Ministry in respect of the subject named in the Certificate.

5. A First-Class Certificate (Advanced Stage) of the Royal Society of Arts in respect of the subject named in the Certificate.

6. The Teacher's Diploma of the Faculty of Teachers in Commerce in respect of the subject named in the Certificate.

7. Pitman's Full Teacher's Certificate for Shorthand.

8. The Associateship, by examination, of the Chartered Institute of Secretaries, in respect of the subjects taken at the final examination.

9. The Associateship or Fellowship, by examination, of an approved society of accountants in respect of Book-keeping, Accountancy and Economics.

V.—Art.

1. The Associateship of the Royal College of Art.

2. The Art Teacher's Certificate of the Ministry.

3. For Drawing in classes up to Junior Certificate standard—The Secondary School Teacher's Drawing Certificate of the Ministry.

(This Certificate will not, however, be accepted as sufficient qualification for certification after 31st July, 1936.)

4. Specially qualified persons may be exceptionally recognized. Applications for such recognition must be accompanied by a complete detailed statement of the applicant's course of study and work.

VI.—Music.

For class singing and aural training and practical instruction in the particular subject covered by the diploma —

1. A university degree in Music.
2. Royal Schools of Music—Graduateship—(G.R.S.M.).
3. Royal College of Music—Associateship—(A.R.C.M.).
4. Royal Academy of Music—Licentiateship—(L.R.A.M.).
5. Royal College of Organists—Associateship—(A.R.C.O.).
6. Royal Irish Academy of Music—Licentiateship—(L.R.I.A.M.).
7. Royal Manchester College of Music—Associateship—(A.R.M.C.M.).
8. Trinity College of Music—Associateship—(A.Mus.T.C.L.)
   —Class Teacher's Certificate. (A.T.C.L.)
9. Guildhall School of Music—Licentiateship—(L.G.S.M.).
10. Tonic Solfa College—Fellowship—(F.T.S.C.).

Note.—More advanced Diplomas of the various examining bodies above mentioned are correspondingly acceptable.

For instruction to Preparatory classes only—

(*a*) Grade V of the Incorporated Society of Musicians.

(*b*) Advanced Grade of the Associated Board of the Royal Academy of Music and Royal College of Music.

(c) First Honours in the Honours Course, Grade V of the Royal Irish Academy of Music.

(d) Final Grade of the Trinity College of Music Local Centre Examinations.

(e) The Froebel Certificate, if music is specified thereon.

VII.—PHYSICAL EDUCATION.

The diploma of any institution approved by the Ministry.

For Preparatory Teachers.

For general preparatory teaching except in languages other than English :—

1. The full course of training in a training college recognized by the Ministry for public elementary school teachers in Northern Ireland.
2. The certificates as elementary teachers of the Board of Education, England, or the Scottish Education Department.
3. The teacher's certificate of the National Froebel Union.

Teachers possessing the qualifications required for secondary teachers may be certified to teach the same subjects in preparatory schools.

Technical Schools and Classes : Teachers.

REGULATIONS, DATED 3RD JUNE, 1935, MADE BY THE MINISTRY OF EDUCATION, NORTHERN IRELAND, UNDER SECTIONS 65, 69 AND 77 OF THE EDUCATION ACT (NORTHERN IRELAND), 1923, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE, NORTHERN IRELAND, AND DULY LAID BEFORE PARLIAMENT.

1935. No. 70.

1. These Regulations may be cited as "The Regulations for Technical Teachers, 1932, Amending Regulations, No. 2, 1935."

2. Regulation 20 of the Regulations for Technical Teachers, 1932 (hereinafter called the Principal Regulations), is hereby amended, the following clause being added thereto :—

" provided that where two or more teachers act as Assistants to the Principal the aggregate allowances which may be made to them under this Regulation shall not exceed a rate of £150 per annum."

3. These Amending Regulations shall take and have effect as from 1st August, 1935, and shall thenceforth be construed with and as forming part of the Principal Regulations.

Given under the Seal of the Ministry of Education for Northern Ireland this third day of June, 1935.

(L.S.) (Signed), *A. N. Bonaparte Wyse*,
Secretary.
