17. These Regulations shall take effect from 1st October, 1936. They may be cited as the "Nursery Schools Regulations, 1937."

Given under the Seal of the Ministry of Education for Northern Ireland this 14th day of April, 1937.

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

Preparatory, Intermediate and Secondary Schools: Teachers.

REGULATIONS, DATED 5TH MAY, 1937, 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.

1937. No. 37.

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 Act and includes any council of an urban county district acting as an education authority under Part IV of the 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, and any Act amending that Act.

(*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 Article 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 Article 47 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 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 Articles 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. All such contracts shall be deemed to include a clause providing that in every case where notice is given by a teacher after 1st May in any school year and accepted by the governing body of his school, such notice shall terminate at the end of that school year. 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 recognised 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 if a full-time teacher ; and for such period as the Ministry may determine, being not less than two complete years, if a part-time teacher ; 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 or courses of study, approved by the Ministry, in the country (or, in the case of Irish, the district) in which the language is spoken. Such approval will not, as a rule, be given unless the course or courses extend in the aggregate to 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 courses 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 Articles 15 and 17.

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. Subject to the following transitional provisions the scales of salary prescribed in Article 23 shall remain in force until such time as they are varied by Regulations made by the Ministry after consultation with the Ministry of Finance :—

(i) A teacher who on 1st August, 1936, would normally be entitled to be paid at the maximum of his scale shall receive from that date one half of the increment by which his salary was reduced on the scale operative prior to 1st August, 1936, and the remaining half from 1st August, 1937.

(ii) (*a*) A teacher who on 1st August, 1936, had not reached the maximum of his scale, and who would normally be entitled to an increment as from that date, shall receive such increment on the scale operative prior to the 1st August, 1936, together with one half of the increment by which his salary was reduced on that scale, and shall be placed as from 1st August, 1937, at the point on his scale set forth below to which his service entitles him ;

(*b*) A teacher who on 1st August, 1936, had completed his probationary period, but who had not reached the maximum of his scale, if he would not normally be entitled to an increment until a later date, shall receive as from 1st August, 1936, one half of the increment by which his salary was reduced on the scale operative prior to that date, and shall be placed at the point on his scale set forth below to which his service entitles him as from the later date upon which his increment is payable.

Provided, however, that a teacher referred to in (*a*) or (*b*) shall not receive a salary less than he would have received but for the formulation of these Regulations.

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, except that the " basic " portion shall in the case of Heads of Departments be taken to include any allowances paid in accordance with Article 27 and in the case of Principal Teachers the Governor's Grant made in accordance with Article 26. The " Incremental " portion shall be deemed to include the " Principal's Grant " in the case of Principal Teachers.

23. The minimum scales of salary for full time certified teachers on the authorised staff shall be as set forth below :—

I. *Ordinary Scale.*

Secondary Teachers :

Men : £210 per annum rising by annual increments of £10 to £260 and thence by annual increments of £15 and one final increment of £10 to £450.

Women : £200 per annum rising by annual increments of £8 to £232 and thence by annual increments of £10 and one final increment of £3 to £325.

Preparatory Teachers :

Men : £160 per annum rising by annual increments of £10 to £210 and thence by annual increments of £15 and one final increment of £10 to £400.

Women : £150 per annum rising by annual increments of £8 to £182 and thence by annual increments of £10 and one final increment of £8 to £300.

II. *Honours Scale.*

In the case of full-time certified teachers on the authorised 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 £10 to £260 and thence by annual increments of £15 to £500.

Women : £200 per annum rising by annual increments of £8 to £232 and thence by annual increments of £10 and one final increment of £3 to £375.

Preparatory Teachers :

Men : £160 per annum rising by annual increments of £10 to £210 and thence by annual increments of £15 to £450.

Women : £150 per annum rising by annual increments of £8 to £182 and thence by annual increments of £10 and one final increment of £8 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 Articles 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 recognised 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 Article 43, and shall be calculated at the following annual rates :—

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

(*b*) A further additional salary allowance, hereinafter referred to as " Governors' Grant," shall be paid to Principals of recognised schools. Governors' 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 Article 43, and shall be calculated at the following annual rates :—

Number of Pupils on Roll.	*Rate of Grant.*	
	Men.	*Women.*
80 but less than 140	£100	£100
140 ,, ,, ,, 200	£150	£150
200 ,, ,, ,, 300	£200	£200
300 and over	—	£300
300 but less than 500	£300	—
500 ,, ,, ,, 700	£450	—
700 and over	£550	—

(*c*) 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.

(*d*) In special cases where the Ministry has approved of the division of the Principal's Grant between two or more persons the Governors' Grant shall be divided in the same proportion as the Principal's Grant and between the same persons.

(*e*) A school containing two or more departments, preparatory, intermediate or secondary, shall be regarded for the purposes of the Principal's Grant and Governor's Grant as a single school.

(*f*) No principal shall be eligible for more than one complete Principal's Grant and Governor's Grant in respect of any one school year.

(*g*) The Principal's Grant and Governor's Grant, at the rates prescribed in this Article, shall be applicable to all schools whether preparatory, intermediate or secondary.

(*h*) In the case of a school not recognised in the preceding school year or of a school which has been formed by the amalgamation of two or more recognised schools the number of pupils on the rolls for the purpose of this Article and of Article 27 shall be determined by the Ministry after consideration of the number of pupils of six years of age and over on the roll of the school on a date or dates selected by the Ministry at its discretion.

27. In a school with 300 or more pupils of six years of age or over on the roll in the preceding school year (calculated as set forth in Article 43) and where the Governing Body has appointed an assistant teacher to be Head of one of the following Departments :—English, Classics, Modern Languages, Mathematics or Science, such teacher may be paid an additional allowance as Head of the Department, to be known as the " Departmental Allowance," as follows :—

In Girls' Schools of 300 or more pupils—£30 per annum.

In other Schools with 300 but less than 500 pupils—£30 per annum.

In other Schools with 500 but less than 700 pupils—£40 per annum.

In other Schools with 700 pupils and over—£50 per annum.

A teacher may not be allowed for any period a Departmental Allowance in respect of more than one department.

28. 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.

29. 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.

30. 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.

31. When a teacher is placed or replaced on the scale of salaries for secondary teachers, the Ministry may, subject to Article 29, 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, the mandated areas and the British Section of the International Settlement in Shanghai, 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, the mandated areas and the British Section of the International Settlement in Shanghai, and

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

(*c*) One-half of the period of his service 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.

32. When a teacher is placed or replaced on the scale of salaries for preparatory teachers, the Ministry may, subject to Article 29, 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, the mandated areas and the British Section of the International Settlement in Shanghai, and

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

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

(*d*) One-half of the period of his service 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.

33. For the purposes of Articles 31 and 32 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.

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

35. For the purposes of Articles 31 and 32 the following shall be recognized :—

(*a*) as secondary service :—
approved service :—
(i) in a technical, junior technical, junior commercial or secondary school (exclusive of the preparatory department, if any) in the British Empire including Egypt, the mandated areas and the British Section of the International Settlement in Shanghai, 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, the mandated areas and the British Section of the International Settlement in Shanghai, 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, the mandated areas and the British Section of the International Settlement in Shanghai, 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, the mandated areas and the British Section of the International Settlement in Shanghai, 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.

36. In the calculation of full-time service which is not allowed to count in full for the purposes of Articles 31 and 32 and of full-time service given after the operatives 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 Article 31 or 32, 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.

37. The Ministry shall have power in exceptional circumstances to allow a modification of all or any of Articles 31 to 36 inclusive of these Regulations, where it is satisfied that their strict application would involve hardship to the teacher concerned.

38. 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.

39. 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.

40. Subject to Articles 50 to 58 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.

41. (*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 Article 42 hereof.

42. (*a*) The Ministry, shall subject to any deductions to be made under paragraphs (*b*) and (*c*) of this Article, 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 Article 50, 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 Article 50 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 Article 41 (*c*), 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.

43. (*a*) In any recognized preparatory, intermediate or secondary school there shall be an "authorized staff" consisting of full-time, certified teachers. 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 Article, and of Articles 26 and 27, be taken to be one-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 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.

44. 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.

45. 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.

46. (*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.

47. (*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 Article in two or more schools consider whether the teacher should be placed on the authorized staffs of those schools. If placed on the authorized staff, the teacher shall receive salary at the appropriate rate in the scale under Article 23, but shall be considered as supernumerary to the number of authorized teachers to which each school is entitled under Article 43.

48. 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.

49. (*a*) A teacher who is employed by a governing body in teaching recognized preparatory, intermediate or secondary classes under its own control and is also engaged in teaching other recognized classes may, if the governing body so desires, 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 Article 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.

50. (*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 Article 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 article 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 Article.

51. 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.

52. 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.

53. 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.

54. 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.

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

56. 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.

57. (*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 Article for a period in excess of eighteen months.

58. Any teacher who interchanges duty in accordance with the foregoing Article 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.

59. Articles 50 to 58 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.

60. 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.

61. 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.

62. These Regulations shall take effect as from 1st February, 1937, 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, 1937.

Given under the Seal of the Ministry of Education for Northern Ireland, this 5th day of May, 1937.

(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. 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 successful completion of a course of training in a training college recognised 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.

REGULATIONS, DATED 17TH AUGUST, 1937, 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.

1937. No. 89.

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 Act and includes any council of an urban county district acting as an education authority under Part IV of the Act and any committee of an education authority or of such council which has the power of appointment and employment