**1965. No. 277** **[C]**

# EDUCATION

## Teachers' Salaries and Allowances

REGULATIONS, DATED 22ND DECEMBER, 1965, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1963.

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The Ministry of Education, hereinafter called "the Ministry", in pursuance of the powers vested in it by Sections 83 and 112 of the Education Act (Northern Ireland) 1947(a), hereinafter referred to as "the Act", and of all other powers enabling it in that behalf, and after consultation with the Ministry of Finance, hereby makes the following Regulations:—

## INTRODUCTION

*Citation and commencement*

**1.** These Regulations may be cited as the Teachers' Salaries Regulations (Northern Ireland) 1965, and shall be deemed to have come into operation on 1st April, 1965.

*Regulations revoked*

**2.** The Regulations set out in Schedule VI are hereby revoked.

*Definitions*

**3.**—(1) In these Regulations

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

"assistant teacher" means a qualified teacher who is not a principal;

"employing authority" means the local education authority or, in the case of a school not under the management of a local education authority, the managers of the school;

"qualified teacher" means a teacher who is recognised as a qualified teacher in the school in which he is employed;

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

"temporary teacher" means a full-time teacher in respect of whose employment an agreement is not required under Section 84 of the Act;

"unqualified teacher" means a teacher who is not eligible for recognition as a qualified teacher in the school in which he is employed; and

"working day" means a day on which a school is in operation or such other day as the Ministry may determine to be a working day for the purposes of these Regulations.

(2) In these Regulations, except where otherwise provided,

(*a*) "allowance" means an allowance payable under these Regulations;

(*b*) "salary" shall include an increase or addition under Regulations 7 or 8 but not allowances, or compensation allowances payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1965(b), or any Regulations superseding those Regulations; and

(*c*) the rates indicated for salaries and allowances are rates per annum.

(a) 1947. c. 3.

(b) S.R. & O. (N.I.) 1965, No. 278.

(3) A grammar school containing a preparatory department in addition to a secondary department shall be regarded as a single school for the purposes of these Regulations.

(4) Other expressions to which meanings have been assigned in the Nursery Schools Regulations (Northern Ireland) 1948(**a**), the Nursery Classes in Primary Schools Regulations (Northern Ireland) 1956(**b**), the Primary Schools (General) Regulations (Northern Ireland) 1961(**c**), the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1957(**d**), the Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1965(**e**), shall have for the purposes of these Regulations the same respective meanings in relation to the schools to which those Regulations respectively apply.

*Application*

**4.**—(1) These Regulations shall apply to teachers employed in grant-aided schools other than technical intermediate schools.

(2) In the Regulations which follow, except where otherwise indicated, "teacher" means a full-time qualified teacher.

SALARIES OF ASSISTANT TEACHERS

*Salary Scale*

**5.**—(1) Subject to the provisions of these Regulations the scale of salary for assistant teachers shall be as follows:—

| *Point on Scale* | *Rate* £ |
|---|---|
| 1 | 725 |
| 2 | 755 |
| 3 | 785 |
| 4 | 825 |
| 5 | 880 |
| 6 | 935 |
| 7 | 995 |
| 8 | 1,035 |
| 9 | 1,080 |
| 10 | 1,120 |
| 11 | 1,160 |
| 12 | 1,205 |
| 13 | 1,255 |
| 14 | 1,325 |
| 15 | 1,425 |

(2) An assistant teacher who has not successfully completed at least three years' approved full-time study or training shall be placed on the scale at the minimum or at one point below the point on which he would have been placed if paragraph (3) had applied, whichever is the higher: provided that an assistant teacher who has been placed at the minimum shall not proceed beyond the minimum until the extent of incremental credit given in accordance with the provisions of Schedule I amounts to two years.

(**a**) S.R. & O. (N.I.) 1948, No. 97; 1953, No. 12; 1953, No. 90; 1962, No. 228; 1963, No. 47; 1964, No. 124; 1965, No. 93.
(**b**) S.R. & O. (N.I.) 1956, No. 69.
(**c**) S.R. & O. (N.I.) 1961, No. 104; 1962, No. 12; 1962, No. 230; 1963, No. 48; 1964, No. 123; 1965, No. 39; 1965, No. 65.
(**d**) S.R. & O. (N.I.) 1957, No. 153; 1959, No. 83; 1962, No. 232; 1963, No. 49; 1965, No. 136.
(**e**) S.R. & O. (N.I.) 1965, No. 64.

(3) An assistant teacher who has successfully completed three years' approved full-time study or training shall be placed on the scale with such incremental credit (if any) as may be given in accordance with the provisions of Schedule I.

(4) An assistant teacher who has successfully completed at least four years' approved full-time study, training or research shall be placed on the scale with such incremental credit (if any) as may be given in accordance with the provisions of Schedule I, and in addition shall be granted increments in the scale as follows:—

(*a*) one increment where the aggregate of such full-time study, training or research is less than five years;

(*b*) two increments where the aggregate of such full-time study, training or research is at least five years but is less than six years;

(*c*) three increments where the aggregate of such full-time study, training or research is at least six years:

Provided that this paragraph shall not be so construed as to entitle the teacher to payment at a rate of salary in excess of the maximum of the scale.

(5) For the purposes of this Regulation a year of study or training shall not be counted unless the teacher had attained the age of eighteen years not later than the end of the first term of that year.

*Existing Teachers*

**6.**—(1) For the purposes of this Regulation "existing teacher" means an assistant teacher who before 23rd December, 1965, was placed on any of the Scales I to V of the Regulations which from time to time governed the salaries of teachers in recognised schools.

(2) An existing teacher shall be placed on the scale from 1st April, 1965, or from the effective date of appointment if later than 1st April, 1965, at the appropriate point determined as follows:—

(*a*) a teacher on Scale II, IV or V shall be placed on the scale at the point at which he was placed in Scale II, IV or V;

(*b*) a teacher on Scale III shall be placed on the scale at the point next above that at which he was placed in Scale III;

(*c*) a teacher on a point above the 14th point of Scale II, III, IV or V shall be placed on the scale at the maximum;

(*d*) a teacher on Scale I shall be placed on the scale at the point immediately below the point at which he was placed in Scale I:
Provided that

(i) a teacher on a point above the 16th point of Scale I shall be placed on the scale at the maximum;

(ii) a teacher at the minimum of Scale I shall be placed on the scale at the minimum and shall not proceed beyond the minimum until the extent of incremental credit given in accordance with the provisions of Schedule I amounts to two years;

(*e*) a teacher who before 23rd December, 1965, was placed on the maximum of Scale III shall receive an addition of £30 beyond the maximum of the scale from 1st April, 1965, or from the date on which he reached the maximum of Scale III, whichever is the later:
Provided that such addition shall not be payable to a teacher who qualifies for the additional allowance of £50 referred to in Regulation 8;

(*f*) a teacher on Scale IV or Scale V who before 23rd December, 1965, was in receipt of salary in excess of the maximum by reason of approved full-time study, training, advanced work or research shall receive by way of addition to his salary from 1st April, 1965, or from the date on which he became entitled to the excess, whichever is the later, a sum equal to the amount by which his rate of salary exceeded the maximum of the scale on which he was placed:
Provided that the additional sum payable shall be reduced by £30 where the teacher qualifies for the additional allowance of £50 referred to in Regulation 8.

*University Degrees (or equivalent)*

**7.**—(1) In the case of an assistant teacher, other than a teacher to whom paragraph (2) applies, who holds an approved university degree, or other qualification adjudged by the Ministry to be equivalent thereto, the salary scale shall be increased by £100 at each point.

(2) In the case of an assistant teacher who holds an approved university degree with first or second class honours, or other qualification adjudged by the Ministry to be equivalent thereto, the salary scale shall be increased by £220 at each point.

*Addition for Training or qualifications*

**8.**—(1) Where an assistant teacher has successfully completed a course of training or has obtained a qualification and the course or the qualification is approved by the Ministry for the purposes of this paragraph he shall receive an addition to his scale salary of £50.

(2) Where an assistant teacher is entitled to the increase of £100 or £220 prescribed in Regulation 7 and—

(*a*) (i) has successfully completed an approved full-time course of training; or

(ii) has obtained an approved university postgraduate certificate or diploma in education as a result of a part-time course of study; and

(*b*) the course does not form part of the teacher's qualifications entitling him to receive an increase under Regulation 7,

he shall receive an addition to his scale salary of £50.

(3) An assistant teacher shall not receive more than one addition of £50 under the provisions of this Regulation.

*Allowances for Teachers of Handicapped Pupils*

**9.**—(1) An assistant teacher in a special school shall receive, in addition to the salary and allowances otherwise payable under these Regulations, a special schools allowance of £120.

(2) An assistant teacher of a special class of handicapped pupils in a primary or secondary school may, at the discretion of the local education authority and with the approval of the Ministry, receive a special class allowance of £120 in addition to any other allowance to which he may be entitled under these Regulations.

(3) The addition under Regulation 8(1) shall be increased by £10—

(*a*) in the case of a teacher who is teaching deaf, partially-hearing, blind or partially-sighted pupils in a special school; or

(*b*) in the case of a teacher of a special class of partially-hearing, or partially-sighted pupils in a primary or secondary school:

Provided that in either case the teacher holds a qualification approved by the Ministry for the purposes of this paragraph.

SALARIES OF PRINCIPALS

*Scales and Allowances*

**10.**—(1) Subject to the provisions of these Regulations the scale of salary for a principal shall be determined by reference to the points score of the school in accordance with the provisions of Part I of Schedule II.

(2) A principal shall be placed on the scale applicable to him in accordance with Part II of Schedule II.

(3) If a teacher in a primary school holds a principalship for which he is eligible under the Primary Schools (General) Regulations (Northern Ireland) 1961, 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 as yet eligible under the said Regulations, the teacher shall nevertheless be entitled to be placed on the higher scale and, if he is employed in a permanent capacity, to remain so employed.

(4) The scales for principals of primary schools shall apply also to superintendent teachers in nursery schools.

(5) Subject to the provisions of Regulation 23, an unqualified teacher serving as principal—

(*a*) in a primary school, shall receive in addition to his salary under Regulation 23 or 25 an allowance of £100; and

(*b*) in a special school, shall receive in addition to his salary under Regulation 23 an allowance of such amount as the Ministry may approve.

INCREMENTS

*Award of annual increments*

**11.** After a teacher's rate of salary has been determined subsequent increments in the scale shall be granted annually on the teacher's normal incremental date: provided that

(*a*) the Ministry may at any time withhold an increment or require it to be withheld if a teacher's service, in the judgment of the Ministry, does not reach a satisfactory standard;

(*b*) if an increment is withheld at any incremental date or at any two or more successive incremental dates and if, at the next following incremental date, the teacher's service has, in the judgment of the Ministry, reached a satisfactory standard he may, at the discretion of the Ministry, be allowed two increments (instead of one increment) in the appropriate scale.

*Credit for periods of absence*

**12.**—(1) Periods of absence for which a teacher is entitled to full salary or salary at one-half of the full rate shall be regarded as teaching service for the purposes of these Regulations.

(2) Except as is otherwise provided in these Regulations a period of absence in respect of which salary is not paid shall not be regarded as teaching service for the purposes of these Regulations.

POINTS SCORE

*Determination of points score*

**13.**—(1) Except as provided in paragraphs (3) and (4) a points score shall be determined for each primary or secondary school in respect of each school year on the basis of the enrolment of pupils in each school, including pupils enrolled in nursery classes in primary schools, on the second Friday following the opening of the school for the second term in the preceding school year, the number of such pupils being classified according to their ages at 31st March following this opening as follows:—

| | |
|---|---|
| Each pupil under 13 years of age | 1 point |
| „ „ aged 13 and under 15 years of age | 2 points |
| „ „ „ 15 „ „ 16 „ „ „ | 4 points |
| „ „ „ 16 „ „ 17 „ „ „ | 6 points |
| „ „ „ 17 and over | 10 points. |

(2) A points score shall be determined for each special school in respect of each school year on the basis of the number of pupils enrolled in the school on the second Friday following the opening of the school for the second term in the preceding school year, the number of pupils thus ascertained being classified according to the type or types of special educational treatment provided for them as follows:—

| | |
|---|---|
| Delicate pupils | 2 points |
| Educationally sub-normal, epileptic and physically handicapped pupils; pupils attending hospital schools | 3 points |
| Blind, partially-sighted and maladjusted pupils | 4 points |
| Deaf and partially-hearing pupils | 6 points. |

(3) For the purpose of determining the principal's scale or the amount of the vice-principal's allowance in a primary school the points score of the school shall be that which the school would have if all pupils in the school at any relevant time were under 13 years of age.

(4) In the case of a school not recognised for the preceding school year, or of a school which is formed by the amalgamation of two or more grant-aided schools, or in a primary school which has been affected by a rearrangement of the educational facilities in the district which it serves, or in other exceptional circumstances, the Ministry may determine a points score for the school for any particular purpose of these Regulations.

ALLOWANCES FOR ASSISTANT TEACHERS

*Acting Principals*

**14.** If (*a*) the principalship of a school is vacant or the principal is absent on leave without pay; or

(*b*) the principal of a school in which there is no vice-principal is absent on leave with pay,

the Ministry may, where it considers it reasonable, approve the appointment of an acting principal; and an acting principal so appointed may be paid an allowance of such amount as the Ministry may approve.

*Vice-principals*

**15.**—(1) A vice-principal shall be appointed in a primary or secondary school with a points score exceeding 200, and in a special school with a points score exceeding 180.

(2) A vice-principal shall be appointed in a primary school with a points score exceeding 100 but not exceeding 200 if there were included in the enrolment on the basis of which the points score was determined both pupils whose age was such that by 31st March next following the date by reference

to the enrolment on which the points score was determined they would not attain the age of eight years and pupils whose age was such that by the said 31st March they would have attained that age.

(3) Subject to the provisions of paragraph (2), in a primary or secondary school with a points score exceeding 164 but not exceeding 200, and in a special school with a points score exceeding 139 but not exceeding 180, a vice-principal may be appointed if the Ministry so approves.

(4) In addition to his salary under these Regulations a vice-principal shall receive a vice-principal's allowance determined by reference to the points score of the school in accordance with Schedule III: provided that in a secondary school where the services of a principal are shared with an institution of further education the vice-principal's allowance shall be determined by the Ministry.

(5) For the purposes of paragraph (2) the points score taken into account in determining whether a school has a points score exceeding 100 shall be that which the school would have if all pupils in the school at any relevant time were under 13 years of age.

*Posts of second master or second mistress*

**16.**—(1) In a secondary school which is a school for both boys and girls and has a points score exceeding 1,000, a teacher of the opposite sex to that of the vice-principal may, with the approval of the Ministry, be designated as second master or mistress as the case may be.

(2) A teacher so designated shall receive such allowance not exceeding four-fifths of the vice-principal's allowance as the Ministry may approve.

*Graded Allowances*

**17.**—(1) The value of each graded allowance held by a teacher at any time during the period from 1st April, 1965, to 31st December, 1965, shall be increased to the value shown in Schedule IV.

(2) With effect from 1st January, 1966, and subject to the provisions of these Regulations, there may be paid to assistant teachers in a school allowances (hereinafter referred to as "graded allowances") in respect of such number of posts and of such maximum aggregate value as are indicated in Schedule V as appropriate to the points score of the school and the type of school: provided that, if a school authority so desires, graded allowances may continue to be paid in respect of the period from 1st January, 1966, to a date not later than 31st July, 1966, to such teachers as were in receipt of allowances at 31st December, 1965, and at the value (increased in accordance with paragraph (1)) which applied at that date in each case.

The teachers to whom such allowances may be paid shall, without prejudice to the power of the employing authority to pay such allowances to other teachers in special circumstances, include heads of departments and teachers undertaking special responsibility or special work of an advanced character.

(3) The value of each grade of graded allowance shall be as follows:—

| *Grade of Allowance* | *Value of Allowance* |
|---|---|
| 1 | £120 |
| 2 | £155 |
| 3 | £200 |
| 4 | £240 |
| 5 | £300 |
| 6 | £420 |
| 7 | £540 |
| 8 | £660 |

(4) Subject to the provisions of these Regulations, and in the case of teachers in primary schools to the provisions of the Primary Schools (General) Regulations (Northern Ireland) 1961, the employing authority shall determine the grade of each such allowance, the duties to be attached to each post carrying such an allowance and the teacher to be appointed thereto.

(5) The maximum graded allowance payable to a teacher shall not exceed:—

(*a*) in a primary or special school . . . . £200

(*b*) in any school—the allowance payable to the vice-principal of the school.

(6) A teacher shall not receive more than one graded allowance at any time, or receive a graded allowance at any time when he is entitled to an allowance under Regulations 14 to 16.

*Vice-principals and graded posts—Miscellaneous*

**18.**—(1) The allowances payable in accordance with these Regulations to vice-principals and to teachers who hold graded allowances shall for any school year be those appropriate to the points score of the school for the same school year.

(2) In a primary school in which, in addition to a post of vice-principal, one or more graded allowances are authorised, either the post of vice-principal or one of the posts to which a graded allowance is attached shall, unless the Ministry otherwise approves, be held by a woman, and in a primary school in which the points score exceeds 500 either the post of vice-principal or one of the graded allowances shall normally be held by a woman in charge of the infants' department.

ABSENCES OF TEACHERS

*Definitions*

**19.** In Regulations 20 to 22

"teacher" means a teacher in respect of whose employment an agreement is required under Section 84 of the Act; and

"salary" includes any allowances to which the teacher is entitled hereunder and any compensation allowance payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1965, or any compensation allowances payable under any Regulations superseding those Regulations.

*Absence due to illness*

**20.**—(1) A teacher shall, subject to the provisions of these Regulations, be entitled, while absent because of illness, to receive salary at the full rate for a period not exceeding six months and thereafter salary at one-half of the full rate for a further period not exceeding six months, in any period of four years' service.

For the purposes of this paragraph six months shall be taken as 183 days.

(2) A teacher who has been absent because of illness for an aggregate of twelve months in any period of four years' service shall not, within that period, be entitled to salary for any further period of absence from duty because of illness.

(3) A teacher who is absent because of illness and who does not resume his teaching duties for ten successive working days immediately before, or immediately after, or immediately before and after a period of school vacation

shall be regarded as absent because of illness for that period of vacation: provided that this paragraph shall not apply to any period of vacation, or to any part of such period, if the teacher satisfies the Ministry that during such period, or such part of such period as the case may be, he was in all respects fit to undertake teaching duties.

(4) A teacher who is absent because of illness shall not be entitled to salary—

(*a*) for more than three successive working days, or

(*b*) for more than ten working days in all in any year ending 31st December,

unless a medical certificate, specifying the nature of the illness and certifying the incapacity of the teacher for the performance of duty, is furnished through the employing authority to the Ministry or, in the case of a teacher in a primary school, is furnished to the Ministry.

*Absence for other causes*

**21.** Full salary may be paid to a teacher—

(*a*) for a brief period of necessary absence due to infectious disease in his home or to the serious illness or death of a near relative;

(*b*) for a period of absence not exceeding three working days, due to special circumstances; or

(*c*) with the approval of the Ministry, for a period of absence exceeding three working days, due to special circumstances.

*Leave for other purposes*

**22.**—(1) Subject to the approval of the Ministry a teacher may be granted leave of absence by the employing authority, with or without pay as may be approved by the Ministry, to attend an approved course of study or training or for such other purposes as the Ministry may approve.

(2) A period of such absence shall, unless the Ministry otherwise determines, rank for increment except where the completion of a course would qualify the teacher for higher remuneration.

UNQUALIFIED TEACHERS

*Minimum Salary*

**23.** The minimum rate of remuneration of full-time unqualified teachers shall be £475: provided that a full-time unqualified teacher who possesses qualifications entitling him to recognition as a qualified teacher in another type of school or in an institution of further education shall be paid salary at the rate at which he would be paid as a qualified assistant teacher or principal, as the case may be.

*Appointed in primary schools before 1st August, 1945*

**24.** Unqualified teachers in primary schools who were appointed in primary schools before 1st August, 1945, shall, after the completion of 20 years' satisfactory service, be placed on the salary scale set forth in Regulation 5 at a point one increment above the minimum of the scale and shall thereafter be eligible to proceed to the maximum of the scale in the ordinary way.

*Women in primary schools appointed before 1st January, 1947*

**25.** The rate of salary payable to full-time unqualified women teachers in primary schools who were appointed as unqualified teachers (other than as locum tenens or substitute teachers) in primary schools before 1st January, 1947, shall be £725.

TEMPORARY TEACHERS

*Remuneration*

**26.**—(1) A temporary teacher, including an unqualified teacher, shall be remunerated for each working day at the rate of 1/200th of the annual salary which he would receive if he were employed in a permanent capacity: provided that such a teacher may with the approval of the Ministry be paid salary as though he were employed in a permanent capacity.

(2) In the case of any teacher to whom, in respect of any period of service, remuneration is paid on a daily basis in accordance with the provisions of paragraph (1) each working day shall, for the purposes of increment if he is being paid on an incremental scale, and for such other purposes as the Ministry may determine, be reckoned as 1/200th 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 teacher may perform during that time shall not be reckoned as more than one year of service.

(3) For the purposes of this Regulation

(*a*) not more than five working days shall be counted in any one week; and

(*b*) "salary" includes any allowances to which the temporary teacher is entitled hereunder and any compensation allowances payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1965, or any Regulations superseding those Regulations.

PART-TIME TEACHERS

*Remuneration*

**27.** The minimum rate of remuneration of part-time teachers shall be 13s. 3d. per hour with effect from 1st August, 1965: provided that

(*a*) such teachers may, in such circumstances as the Ministry may approve, be paid salary in accordance with the appropriate scale for full-time teachers; and

(*b*) the Ministry may authorise lower rates of pay in the case of part-time teachers of music or other subjects where the classes consist of individual pupils.

MISCELLANEOUS

*Deductions for board and lodging*

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

*Deductions for compensation awarded under the Government of Ireland Act*

**29.** The rate of salary otherwise payable under these Regulations to a teacher to whom compensation has been awarded by the Civil Service Committee under the provisions of the Government of Ireland Act 1920(a), 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 shall be reduced by an amount equivalent to the rate of compensation payable.

(a) 10 & 11 Geo. 5, c. 67.

*Safeguarding of existing salaries*

**30.** A teacher in recognised teaching service on 31st March, 1965, shall not receive by reason of the operation of these Regulations a lesser rate of salary than he received under the Regulations in force on that date.

*Payment of Salaries*

**31.**—(1) Subject to the deduction of any sums properly deductible therefrom and to the provisions of paragraph (2) the Ministry shall pay to teachers appointed to primary, intermediate (excluding technical intermediate) and special schools in accordance with the Ministry's Regulations the salaries and allowances to which they are entitled under these Regulations and any other Regulations applicable thereto.

(2) This Regulation does not apply to salaries and allowances paid by a local education authority in respect of which grant is payable under Section 104(1)(*b*) of the Act.

(3) In this Regulation "teachers" includes unqualified teachers and part-time teachers.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 22nd day of December, nineteen hundred and sixty-five, in the presence of

(L.S.) *J. M. Benn,*
Secretary.

## SCHEDULE I

**Service and employment recognised for the purposes of Regulation 5**

Credit for the following full-time service and employment shall be given for incremental purposes in the salary scale as if it were teaching service to the extent specified in the table:

Provided that

(1) service and 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 admission to the salary scale shall not, save as provided for in (*k*), be counted; and

(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. | Credit in full. |
| (*b*) Teaching service in unrecognised schools in Northern Ireland. | To such extent as the Ministry may determine. |
| (*c*) Teaching service in schools in Great Britain. | |
| (*d*) Teaching service in schools elsewhere in the British Commonwealth. | |
| (*e*) Teaching service in schools in the Republic of Ireland. | |
| (*f*) Teaching service in schools in other countries. | |
| (*g*) Service on the staffs of university institutions and training colleges in the British Commonwealth or the Republic of Ireland. | |
| (*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, 1914/1919. | Credit in full. |
| (ii) War Service as it was defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939. | |
| (iii) National Service under the provisions of the National Service Act 1948, or any amendment of that Act. | |
| (*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, 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. |

| Type of Service | Extent of Incremental Credit |
| --- | --- |
| (*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: | At the rate of one increment for each 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*) Such other service or employment as in the opinion of the Ministry should be recognised. | To such extent as the Ministry may determine. |
| (*m*) In the case of a teacher recognised as qualified under the Primary Schools (General) Regulations (Northern Ireland) 1961, satisfactory service given as a substitute or as a locum tenens teacher. | Credit in full. |

Regulation 10

## SCHEDULE II

### PART I

**Salary scales for principals**

Primary and Secondary Schools

| Points Score | Point on Scale | | | | |
|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 |
| Not exceeding 40<br>41 - 100 | £ | £ | see note below<br>£ | £ | £ |
| 101 - 200 | 1650 | 1700 | 1750 | 1800 | — |
| 201 - 300 | 1720 | 1780 | 1840 | 1900 | — |
| 301 - 500 | 1810 | 1870 | 1930 | 1990 | 2050 |
| 501 - 700 | 1925 | 2000 | 2075 | 2150 | 2225 |
| 701 - 1000 | 2125 | 2200 | 2275 | 2350 | 2425 |
| 1001 - 1300 | 2325 | 2400 | 2475 | 2550 | 2625 |
| 1301 - 1800 | 2525 | 2600 | 2675 | 2750 | 2825 |
| 1801 - 2400 | 2750 | 2825 | 2900 | 2975 | 3050 |
| 2401 - 3300 | 2950 | 3025 | 3100 | 3175 | 3250 |
| 3301 - 4600 | 3150 | 3225 | 3300 | 3375 | 3450 |
| 4601 - 6000 | 3350 | 3450 | 3550 | 3650 | — |
| over 6000 | 3550 | 3650 | 3750 | 3850 | — |

Special Schools

| Points Score | Point on Scale | | | | |
|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 |
| Not exceeding 60 | £ | £ | see note below<br>£ | £ | £ |
| 61 - 180 | 1730 | 1780 | 1830 | 1880 | 1930 |
| 181 - 360 | 1810 | 1870 | 1930 | 1990 | 2050 |
| 361 - 600 | 1960 | 2020 | 2080 | 2140 | 2200 |
| 601 - 900 | 2110 | 2170 | 2230 | 2290 | 2350 |
| 901 - 1260 | 2250 | 2325 | 2400 | 2475 | 2550 |
| over 1260 | 2400 | 2475 | 2550 | 2625 | 2700 |

NOTE:

1. The commencing salary of the principal of a primary or secondary school with a points score (*a*) not exceeding 40 and (*b*) of 41 - 100 shall be determined in accordance with the relevant paragraphs of Part II of this Schedule, and he shall proceed by increments of £50 to a maximum of—

(i) £1,600, where the points score does not exceed 40;

(ii) £1,700, where the points score is 41 - 100.

2. The commencing salary of a principal of a special school with a points score not exceeding 60 shall be determined in accordance with the relevant paragraphs of Part II of this Schedule and he shall proceed by increments of £50 to a maximum of £1,830.

3. Where a principal's salary falls short of the appropriate maximum by less than £50 the final increment shall be the amount required to increase the salary to that maximum.

PART II

A principal shall be placed on the scale applicable to him as follows:—

1. If appointed as principal for the first time on or after 22nd December, 1965—

(*a*) Primary and secondary schools with a points score not exceeding 40:

At a point equal to his salary as an assistant teacher at the date of appointment as principal together with the amount of any allowance (excluding an allowance for acting as principal) held immediately prior to the appointment as principal, and an addition of £200, subject to the maximum of the scale not being exceeded.

(*b*) Primary and secondary schools with a points score of 41 - 100 and special schools with a points score not exceeding 60:

As in (*a*) but substituting "£250" for "£200".

(*c*) All schools other than those provided for at (*a*) and (*b*):

At the minimum, provided that where he is appointed from service in a recognised school and the sum of his salary as an assistant teacher in the former post and any allowance (excluding an allowance for acting as principal) at the date of appointment equals or exceeds the minimum, he shall be placed on the scale at the point next above such sum, subject to the maximum of the scale not being exceeded.

2. If serving as a principal in a recognised school on 31st March, 1965—

(*a*) Primary and secondary schools with a points score not exceeding 40:

At a point equal to the salary to which he would have been entitled as an assistant teacher at 1st April, 1965, together with an amount to be determined by the Ministry in respect of any graded post or post of responsibility (other than a post of special responsibility—not being a vice-principalship—held prior to 1st April, 1951) held immediately prior to the appointment as principal, and an addition of £200, subject to the maximum of the scale not being exceeded.

(*b*) Primary and secondary schools with a points score of 41 - 100 and special schools with a points score not exceeding 60:

As in (*a*) but substituting "£250" for "£200" and including any allowance under Regulation 9.

(*c*) All schools other than those provided for at (*a*) and (*b*) above:

At the minimum, provided that where the sum of the salary and any allowance under Regulation 9 to which he would have been entitled as an assistant teacher at 1st April, 1965, and the principal's allowance paid to him at that date, equals or exceeds the minimum, he shall be placed on the scale at the point next above such sum, subject to the maximum of the scale not being exceeded.

3. If appointed as principal for the first time on or after 1st April, 1965, but not later than 21st December, 1965—

(*a*) Primary and secondary schools with a points score not exceeding 40:

At a point equal to his salary as an assistant teacher at the date of appointment as principal together with the amount of any allowance (excluding an allowance for acting as principal) held immediately prior to the appointment as principal, together with an addition of £200, subject to the maximum of the scale not being exceeded.

(*b*) Primary and secondary schools with a points score of 41 - 100 and special schools with a points score not exceeding 60:
As in (*a*) but substituting "£250" for "£200".

(*c*) All schools other than those provided for at (*a*) and (*b*):
At the minimum, provided that where he was appointed from service in a recognised school and the sum of his salary and any allowance under Regulation 9 as an assistant teacher at the date of appointment and the principal's allowance paid to him at that date equals or exceeds the minimum, he shall be placed on the scale at the point next above such sum, subject to the maximum of the scale not being exceeded.

4. On becoming entitled to salary on a different principal's scale—

(*a*) Primary and secondary schools with a points score of 41 - 100 or special schools with a points score not exceeding 60 where the new scale exceeds the old scale—
(i) as in 3(*b*); or
(ii) at a point equal to his salary on the old scale at the date on which the new scale became applicable (excluding any addition under paragraph 5) together with an addition of £50 where the old scale related to a school with a points score not exceeding 40,
whichever is the greater.

(*b*) All schools other than those provided for at (*a*):
Where the new scale is higher than the old scale—
At the minimum, provided that where his salary on the old scale at the date on which the new scale became applicable (excluding any addition under paragraph 5) equals or exceeds the minimum, he shall be placed on the new scale at the point next above such salary.

(*c*) Where the new scale is lower than the old scale—
At a point equal to his salary on the old scale at the date on which the new scale became applicable (excluding any addition under paragraph 5) provided that the maximum of the new scale is not thereby exceeded.

5. Subject to the maximum of the appropriate scale not being exceeded a principal shall be entitled to an addition to the salary determined under paragraphs 2 and 4 of one increment on the appropriate scale in respect of each period of five years' service as a qualified principal to 31st March, 1965: provided that service as a principal taken into account for the purposes of this paragraph shall not be excluded in the assessment of salary as an assistant teacher for the purposes of paragraph 2.

6. A principal who before his appointment has been employed as a teacher outside Northern Ireland and has not subsequently been employed as a teacher in a recognised school shall be placed on the appropriate scale at a point determined by the Ministry having regard to his previous service.

7. A principal to whom paragraphs 1, 2, 3 and 6 do not apply shall be placed on the scale applicable to him at a point determined by the Ministry.

8. A teacher serving as a principal on 31st March, 1965, or appointed as principal after that date and not later than 22nd December, 1965, shall not, by reason of the operation of these Regulations, receive a lesser rate of salary from 1st April, 1965, or the date of appointment if later, than the rate of salary and allowances which he would have been eligible to receive under the provisions of the Regulations then operative, together with an addition of £150 so long as he continues to serve as principal in a recognised school: provided that in the case of a principal serving in or appointed to a special school the addition shall be £190 for so long as he continues as principal of a special school.

Regulation 15

## SCHEDULE III

### Vice-Principals' Allowances

Primary and Secondary Schools

| Points Score | Vice-Principal's Allowance |
|---|---|
| | £ |
| 101 - 200 | 120 |
| 201 - 300 | 140 |
| 301 - 500 | 205 |
| 501 - 700 | 275 |
| 701 - 1000 | 360 |
| 1001 - 1300 | 455 |
| 1301 - 1800 | 545 |
| 1801 - 2400 | 635 |
| 2401 - 3300 | 725 |
| 3301 - 4600 | 815 |
| 4601 - 6000 | 905 |
| over 6000 | 1000 |

Special Schools

| Points Score | Vice-Principal's Allowance |
|---|---|
| | £ |
| 140 - 180 | 120 |
| 181 - 360 | 150 |
| 361 - 600 | 225 |
| 601 - 900 | 300 |
| 901 - 1260 | 400 |
| over 1260 | 500 |

Regulation 17

## SCHEDULE IV

### Graded Allowances

| Former Value | Value from 1st April, 1965 |
|---|---|
| £ | £ |
| 110 | 120 |
| 140 | 155 |
| 180 | 200 |
| 215 | 240 |
| 250 | 300 |
| 280 | 300 |
| 385 | 420 |
| 485 | 540 |
| 590 | 660 |

## SCHEDULE V

### Graded Allowances

Primary Schools

| Points Score | Maximum Aggregate Value of Allowances £ | Number of Posts |
|---|---|---|
| 301 - 500 | 240 | 2 |
| 501 - 700 | 480 | 4 |
| 701 - 1000 | 835 | 6 |
| 1001 - 1300 | 1195 | 9 |
| over 1300 | 1470 | 11 |

In a primary school with a points score exceeding 264 but not exceeding 300 one Grade 1 allowance may be allocated by the employing authority with the approval of the Ministry.

Secondary Schools

The entitlement for secondary schools shall be the sum of three elements A, B and C based on the points score as prescribed in Regulation 13:

Element A—for all pupils;

Element B—for all pupils apart from those enrolled in a preparatory department;

Element C—for pupils aged 16 years and over;

as set out in the following table:—

| Points Score for Element A (all pupils) | Element A | Points Score for Element B (Secondary pupils) | Element B | Points Score for Element C (pupils 16 years and over ) | Element C |
|---|---|---|---|---|---|
| | £ | | £ | | £ |
| 201 - 300 | 120 | 201 - 400 | 120 | 101 - 200 | 300 |
| 301 - 500 | 240 | 401 - 600 | 240 | 201 - 400 | 600 |
| 501 - 700 | 480 | 601 - 900 | 500 | 401 - 600 | 900 |
| 701 - 1000 | 800 | 901 - 1100 | 700 | 601 - 800 | 1200 |
| 1001 - 1300 | 1100 | 1101 - 1200 | 900 | 801 - 1000 | 1500 |
| 1301 - 1800 | 1600 | 1201 - 1600 | 1100 | 1001 - 1200 | 1800 |
| 1801 - 2400 | 2200 | 1601 - 2000 | 1300 | 1201 - 1600 | 2400 |
| 2401 - 3300 | 3200 | 2001 - 2200 | 1400 | 1601 - 2000 | 3000 |
| 3301 - 4600 | 4400 | 2201 - 2700 | 1600 | 2001 - 2600 | 3700 |
| 4601 - 6000 | 5800 | 2701 - 3300 | 1800 | over 2600 | 4400 |
| over 6000 | 7700 | 3301 - 4100 | 2000 | | |
| | | 4101 - 5100 | 2200 | | |
| | | 5101 - 6000 | 2400 | | |
| | | over 6000 | 2600 | | |

The number of graded posts in a secondary school shall be determined by the employing authority.

Special Schools

| Points Score | Maximum Aggregate Value of Allowances £ | Maximum Number of Posts |
|---|---|---|
| 361 - 600 | 240 | 2 |
| 601 - 900 | 480 | 4 |
| 901 - 1260 | 720 | 6 |
| over 1260 | 960 | 8 |

In a special school with a points score exceeding 299 but not exceeding 360 a Grade 1 allowance may be allocated by the employing authority with the approval of the Ministry. In a special school with a points score exceeding 360 a Grade 1 allowance additional to those for which the foregoing table provides may be allocated by the employing authority with the approval of the Ministry.

Regulation 2

SCHEDULE VI

**Revocations**

(1) The Teachers' Salaries Regulations (Northern Ireland) 1961(a).

(2) The Teachers' Salaries Amending Regulations (Northern Ireland) 1963(b).

(3) The Teachers' Salaries Amending Regulations (Northern Ireland) 1963, No. 2(c).

(4) The Teachers' Salaries Amending Regulations (Northern Ireland 1964(d).

(5) The Teachers' Salaries Amending Regulations (Northern Ireland) 1964, No. 2(e).

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## EXPLANATORY NOTE

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

These Regulations introduce from 1st April, 1965, revised scales of salaries and allowances for teachers in primary schools, intermediate schools (other than technical intermediate schools), grammar schools and special schools.

(a) S.R. & O. (N.I.) 1961, No. 249.
(b) S.R. & O. (N.I.) 1963, No. 99.
(c) S.R. & O. (N.I.) 1963, No. 146.
(d) S.R. & O. (N.I.) 1964, No. 56.
(e) S.R. & O. (N.I.) 1964, No. 194.