1972. No. 30 [C]

EDUCATION

Teachers' Salaries and Allowances

REGULATIONS, DATED 14TH FEBRUARY 1972, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1971.

ARRANGEMENT OF REGULATIONS

INTRODUCTION

1. Citation and commencement
2. Regulations revoked
3. Definitions
4. Application

PLACING OF TEACHERS ON THE SALARY SCALES

5. Salary scales
6. Existing teachers
7. Teachers other than existing teachers
8 to 11. Teachers appointed to a post on any of the scales 2 to 5
12. Rate of salary

PRINCIPALS

13. Additional provisions relating to scales and allowances

VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES

14. Definition
15. Posts of vice-principal
16. Posts of second master or second mistress

POINTS AVERAGE, POINTS SCORE, POINTS CATEGORY, SCALE SCORE

17. Points average
18. Determination of points score
19. Points category
20. Scale scores

ALLOWANCES

21. Allowance for teachers of handicapped pupils
22. Acting allowances

INCREMENTS

23. Award of increments
24. Credit for periods of absence

ABSENCES OF TEACHERS

25. Definitions
26. Absence due to illness
27. Absence for other causes
28. Leave for other purposes

UNQUALIFIED TEACHERS

29. Minimum salary
30. Appointed in primary schools before 1st January 1947

TEMPORARY TEACHERS

31. Remuneration

PART-TIME TEACHERS

32. Remuneration

MISCELLANEOUS

33. Re-assessment of salary following incorrect placing
34. Deductions for board and lodging
35. Deductions for compensation awarded under the Government of Ireland Act
36. Safeguarding of existing salaries
37. Payment of salaries

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) 1972 and shall be deemed to have come into operation on 1st April 1971.

Regulations revoked

2. The Regulations set out in Schedule 7 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;

(a) 1947. c. 3.

"existing teacher" means an assistant teacher or a principal who was in full-time service in a recognised school on 1st April 1971;

"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;

"reorganisation" means rearrangement of educational facilities carried out with the approval of the Ministry by the local education authority or the managers of a school or schools;

"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;

"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;

"1969 Salaries Regulations" means the Teachers' Salaries Regulations (Northern Ireland) 1969(**b**);

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

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

(*b*) "salary" shall not, except in Regulations 26 to 28 and 31, include any allowance under Regulations 21 or 22 or compensation allowances payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972(**c**) or any Regulations superseding those Regulations; and

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

(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(**d**), the Nursery Classes in Primary Schools Regulations (Northern Ireland) 1956(**e**), the Primary Schools (General) Regulations (Northern Ireland) 1961(**f**), the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1957(**g**), the Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1965(**h**), shall have for the purposes of these Regulations the same respective meanings in relation to the schools to which those Regulations respectively apply.

(**b**) S.R. & O. (N.I.) 1969, No. 183; 1970, No. 86; 1970, No. 148; 1971, No. 306.
(**c**) S.R. & O. (N.I.) 1972, No. 31.
(**d**) S.R. & O. (N.I.) 1948, No. 97; 1951, No. 83; 1953, No. 12; 1953, No. 90; 1962, No. 228; 1963, No. 47; 1964, No. 124; 1965, No. 93; 1967, No. 193; 1969, No. 93.
(**e**) S.R. & O. (N.I.) 1956, No. 69; 1969, No. 95.
(**f**) 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; 1966, No. 120; 1966, No. 157; 1967, No. 192; 1968, No. 185; 1969, No. 179.
(**g**) S.R. & O. (N.I.) 1957, No. 153; 1959, No. 83; 1961, No. 154; 1962, No. 232; 1963, No. 49; 1965, No. 136; 1967, No. 190.
(**h**) S.R. & O. (N.I.) 1965, No. 64; 1966, No. 49; 1966, No. 121; 1966, No. 156; 1967, No. 191; 1967, No. 316; 1968, No. 149; 1968, No. 178; 1969, No. 178; 1970, No. 149.

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.

PLACING OF TEACHERS ON THE SALARY SCALES

Salary scales

5. The scales of salaries for teachers shall be those set out in Schedule 2.

Existing teachers

6. An existing teacher shall be placed on the appropriate scale as set out in Schedule 4 in accordance with the provisions of Part I of Schedule 5, provided that an existing teacher appointed on or after 1st January 1972 as a second vice-principal, second master/mistress or to any of the scales 2 to 5, or an existing teacher, other than one to whom paragraph 12 of Part I of Schedule 5 applies, who is re-appointed after the date of these Regulations, shall be placed on the appropriate scale in accordance with Part II of Schedule 5.

Teachers other than existing teachers

7. A teacher other than an existing teacher shall be placed on the appropriate salary scale in accordance with the provisions of Part II of Schedule 5 subject to the following:—

(1) the scale of salary of a principal shall be determined in accordance with Regulation 19 and Part III of Schedule 2;

(2) the scale of salary of a vice-principal or second master/mistress shall be determined in accordance with Regulation 19 and Part II of Schedule 2;

(3) the scale of salary of a teacher who at any time after 1st April 1971 held a graded allowance awarded under the 1969 Salaries Regulations shall be the same scale as that on which an existing teacher would have been placed by virtue of holding a graded allowance of the same value;

(4) subject to the provisions of sub-paragraph (3) of this paragraph an assistant teacher, other than a vice-principal or second master/mistress, who has not been appointed to a post on any of the scales 2 to 5 shall be paid on scale 1.

Teachers appointed to a post on any of the scales 2 to 5

8. Without prejudice to the power of an employing authority to appoint subject to the provisions of these Regulations other teachers in special circumstances to any of the assistant teacher scales 2 to 5, the teachers who may be appointed to any of these scales shall include heads of departments and teachers undertaking special responsibility or special work of an advanced character.

9. 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 on which of the assistant teacher scales 2 to 5 a teacher shall be placed, and the duties which may be attached to each post carrying any such scale.

10. Unless the Ministry shall approve otherwise the employing authority of a school shall appoint to a post on one of the scales 2 to 5 where a post on

one of these scales has become vacant, a teacher serving in the school who is in receipt of a compensation allowance under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972 or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969(i) or any Regulations superseding those Regulations.

11. The number of teachers in a school who may be paid on any of the scales 2 to 5 shall be determined in accordance with the provisions of Regulation 20 in relation to scale scores, and

(1) the scale score for primary schools and special schools shall be used in respect of a distribution of posts on scales 2 to 5 as set out in Part I or Part II, as appropriate, of Schedule 3;

(2) the limitation indicated in Part III of Schedule 3 as to the scales on which assistant teachers, other than vice-principals and second masters/mistresses, in secondary schools may be paid shall apply, provided however that a teacher who at the date of these Regulations is on a scale above the highest scale to which the school is entitled by virtue of its points category shall continue on that scale so long as he continues in the same post.

Rate of salary

12. When a teacher's rate of salary has been determined as provided elsewhere in these Regulations, the amount thus determined shall where necessary be rounded to the nearest whole pound, an amount of 50p being rounded up.

PRINCIPALS

Additional provisions relating to scales and allowances

13.—(1) 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.

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

(3) Subject to the provisions of Regulation 29 an unqualified teacher serving as principal—

(*a*) in a primary school, shall receive in addition to his salary under Regulation 29 or 30(1) an allowance of £125,

(*b*) in a special school, shall receive in addition to his salary under Regulation 29 an allowance of such amount as the Ministry may approve.

VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES

Definition

14. For the purposes of Regulation 15 and 16 'points category' means the points category as determined in accordance with Regulation 19.

(i) S.R. & O. (N.I.) 1969, No. 182; 1969, No. 276.

Posts of vice-principal

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

(2) A vice-principal shall be appointed in a primary school with a points category exceeding 150 but not exceeding 200, if there were included in the enrolment on the basis of which each of the points scores used 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) In a special school with a points category exceeding 139 but not exceeding 180, a vice-principal may be appointed if the Ministry so approves.

(4) A second vice-principal shall be appointed from a date not earlier than 1st January 1972 in a primary or secondary school where the points category exceeds 2700.

(5) In a secondary school where the services of a principal are shared with an institution of further education the vice-principal's scale shall be determined by the Ministry.

(6) In a primary school for both boys and girls in which, in addition to the post of vice-principal, one or more teachers other than the principal hold posts on any of the scales higher than scale 1, a teacher of the opposite sex to that of the vice-principal shall hold one of such posts in the school unless the Ministry otherwise approves.

Posts of second master or second mistress

16.—(1) In a primary or secondary school which is a school for both boys and girls and has a points category exceeding 1000, a teacher shall be designated as second master or second mistress as the case may be.

(2) The second master or second mistress shall be of opposite sex to the vice-principal but in a school where there are two vice-principals of opposite sex either a man or a woman may be appointed.

POINTS AVERAGE, POINTS SCORE, POINTS CATEGORY, SCALE SCORE

Points average

17. The points average of a school for the period 1st April 1971 to 31st July 1973 shall be the points average as determined under the 1969 Salaries Regulations for the triennial period 1st August 1970 to 31st July 1973.

Determination of points score

18.—(1) A points score shall be determined for each primary or secondary school in respect of each school year, commencing with the school year 1969/70, 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	1½ points
„ „ 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, commencing with the school year 1969/70, 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 being classified according to the following:—

	Each pupil
Delicate or educationally sub-normal pupils . .	5½ points
Blind, partially-sighted, epileptic or physically handicapped pupils	7 points
Deaf, partially-hearing, maladjusted or pupils suffering from speech defect	8 points

provided that where a pupil has multiple handicaps, the handicap from which he is suffering which attracts the highest points value shall count for this purpose.

(3) The points score for the school year 1968/69 and for previous school years shall be determined in accordance with the provisions of the Teachers' Salaries Regulations (Northern Ireland) 1967(j), or previous superseded Teachers' Salaries Regulations as appropriate to the years for which a points score is being determined.

Points category.

19.—(1) The points category for the period 1st April 1971 to 31st July 1973 for the purposes of parts II and III of Schedule 2 and for Schedules 3 and 4 shall be determined as follows:—

(*a*) in a primary or secondary school, by reference to the points average for the triennial period 1st August 1970 to 31st July 1973 or to the points score for the school year 1969/70 whichever is the greater provided that if such points average or points score as the case may be is in a lower category than the points average for the triennial period 1st August 1967 to 31st July 1970 the school shall be deemed to be in the next higher category;

(*b*) in a special school, by reference to the points score for the school year 1969/70 or to the average of the points scores determined for the school years 1969/70 and 1970/71 whichever is the greater.

(2) In the case of a school not recognised in each year of a triennial period, or of a school which has been directly affected by reorganisation, or in such other circumstances as the Ministry may deem proper, the Ministry may determine a points category for the purpose of these Regulations in respect of part or the whole of any triennial period.

(3) Where a fraction occurs in the points average or the points score as the case may be which is used to determine the points category, a fraction of one-half or more than one-half shall be counted as a unit, and a fraction of less than one-half shall not be counted.

(j) S.R. & O. (N.I.) 1967, No. 291; 1968, No. 148; 1968, No. 214.

Scale scores

20.—(1) With effect from 1st January 1972, a scale score shall be allocated to each school and shall be the scale score as set out in Schedule 3 related to the points category of the school. The scale score for secondary schools shall be the sum of scale score I and scale score II.

(2) In determining the number of teachers to be placed on scale 2 and above, the scale score for a school shall be used as follows:—

each teacher on scale 2 shall count 1
each teacher on scale 3 shall count 2
each teacher on scale 4 shall count 3
each teacher on scale 5 shall count 4

(3) Subject to the provisions of sub-paragraphs (4) and (5) of this paragraph the aggregate of scale score points used in respect of posts in a school shall not exceed the scale score for the school as determined under sub-paragraph (1).

(4) A teacher who at the date of these Regulations is on scale 2, 3, 4 or 5 or who subsequently is placed on any of these scales shall not be paid on a lower scale so long as he continues in the same post.

(5) Where the scale score of a school is less than the aggregate of the scale score points in respect of posts on scales 2 to 5 in the school as at the date of these Regulations, including the points for any post on these scales which may be vacant at that date, no further teachers shall be placed on any of the scales 2 to 5 until the scale score of the school permits;

Provided however that the employing authority with the approval of the Ministry may, notwithstanding the provisions of sub-paragraphs (1) and (3), allow for the period up to 31st July 1972 posts in the school with an aggregate of scale score points above the scale score of the school but not exceeding the aggregate of such points in respect of posts as at the date of these Regulations.

ALLOWANCES

Allowance for teachers of handicapped pupils

21.—(1) An assistant teacher in a special school who is not a vice-principal shall receive in addition to his salary on the appropriate scale a special schools allowance of £160.

(2) An assistant teacher of a special class of handicapped pupils in a primary or secondary school who is not a vice-principal or second master/mistress may, at the discretion of the local education authority and with the approval of the Ministry, receive in addition to his salary on the appropriate scale a special class allowance of £160.

Acting allowances

22.—(1) The Ministry may, where it considers it reasonable:

(*a*) approve the appointment of an acting principal if

(i) the principalship of a school is vacant or in the prolonged absence of the principal or if the principal is absent on leave without pay; or

(ii) the principal of a school in which there is no vice-principal is absent on leave with pay;

(*b*) approve of an assistant teacher other than a vice-principal or second master/mistress assuming the duties of another assistant teacher in the prolonged absence of that teacher, or pending the permanent appointment of a new teacher.

(2) Where after the date of these Regulations a teacher carries out the duties of acting principal or those of another teacher under the provisions of sub-paragraphs (1)(*a*) or (1)(*b*), he shall be paid an allowance of such amount as is necessary to ensure that during the period the teacher assumes the duties, he shall receive the same rate of salary as he would receive if he were appointed to the particular post.

INCREMENTS

Award of increments

23. After a teacher's rate of salary has been determined subsequent increments in the scale shall be granted in accordance with approved arrangements: 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

24.—(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 unless the Ministry shall determine otherwise.

ABSENCES OF TEACHERS

Definitions

25. In Regulations 26 and 27 "teacher" means a teacher in respect of whose employment an agreement is required under Section 84 of the Act and "temporary teacher" means a teacher who in accordance with paragraph (2) of Regulation 31 is paid salary as though he were employed in a permanent capacity.

Absence due to illness

26.—(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) Any absence owing to illness during a period of temporary service to which paragraph (2) of Regulation 31 applies shall not be counted as absence for the purpose of paragraph (2) of this Regulation.

(4) A temporary teacher who in accordance with paragraph (2) of Regulation 31 is paid salary as though he were employed in a permanent capacity shall subject to the provisions of these Regulations be entitled while absent owing to illness to receive salary at the full rate in accordance with Schedule 6.

(5) A teacher or temporary teacher who is absent because of illness and who does not resume his teaching duties for ten successive working days immediately before, or imediately 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 or temporary 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.

(6) A teacher or temporary 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 or temporary teacher in a primary school, is furnished to the Ministry.

Absence for other causes

27. 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

28.—(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.

UNQUALIFIED TEACHERS

Minimum salary

29. The minimum rate of remuneration of full-time unqualified teachers shall be £775, 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 which he would be paid as a qualified assistant teacher or principal as the case may be.

Appointed in primary schools before 1st January 1947

30.—(1) 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 £1,055.

(2) Unqualified teachers in primary schools who were appointed in primary schools before 1st January 1947 shall, after the completion of 20 years' satisfactory service, be placed on salary scale 1 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.

TEMPORARY TEACHERS

Remuneration

31.—(1) A temporary teacher, including an unqualified teacher, shall except as provided in paragraph (2) 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.

(2) A temporary teacher who is appointed for a period of not less than one year during the absence of a teacher

(*a*) to whom leave of absence has been granted under paragraph (1) of Regulation 28, or

(*b*) who has been seconded under the Secondment of Teachers Overseas Regulations (Northern Ireland) 1961(**k**),

shall be paid salary as though he were employed in a permanent capacity.

(3) 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.

(4) 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) 1972 or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969, or any Regulations superseding those Regulations.

(**k**) S.R. & O. (N.I.) 1961, No. 163.

PART-TIME TEACHERS

Remuneration

32. The minimum rate of remuneration of part-time teachers shall be £1.00 per hour: 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

Re-assessment of salary following incorrect placing

33.—(1) Where evidence becomes available that a teacher's placing on the salary scales is incorrect and a re-assessment of his salary is carried out with the result that the rate of salary falls to be increased, the revised rate shall come into operation from a date not earlier than 1st April 1971:

Provided that the Ministry may determine otherwise where it is satisfied that the need for re-assessment did not arise because of the teacher's failure to supply in writing for the purposes of determination of his rate of salary and allowances under the provisions of the Regulations which from time to time governed the salaries of teachers in recognised schools, full and correct information:—

(*a*) when the initial assessment was made or within three months thereafter; or

(*b*) at a time when the teacher was replaced for salary purposes following a general revision of teachers' salaries and allowances or within three months thereafter; or

(*c*) at the time of a re-assessment following a break in service or within three months thereafter.

(2) For the purposes of this Regulation "salary" includes any allowance properly payable to the teacher under the provisions of the Regulations which from time to time governed the salaries of teachers in recognised schools.

Deductions for board and lodging

34. 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

35. 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(I), 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.

(I) 10 & 11 Geo. 5. c. 67.

Safeguarding of existing salaries

36. A teacher in recognised teaching service on 31st March 1971 who continues in the same post 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, nor shall an existing teacher who is replaced on a scale of salary under the provisions of paragraph 5 of Part I of Schedule 5 receive a lesser rate of salary than he received on his last day of service prior to being replaced under the provisions of that paragraph.

Payment of salaries

37.—(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 14th day of February 1972 in the presence of

(L.S.)

P. Shea,
Secretary.

SCHEDULE 1 Regulations 6 and 7

Service, employment, study, training and research recognised for the purposes of incremental credit on Scale 1

1. Credit for the following full-time service, employment, study, training and research shall be given for incremental purposes where provided in these Regulations as if it were teaching service to the extent specified in the table:

Provided that

(1) service, employment, study, training and research undertaken 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) War Service as it was defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939. (ii) National Service under the provisions of the National Service Act 1948, or any amendment of that Act.	Credit in full.
(*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.

2.—(1) Subject to the maximum of the scale not being exceeded, an assistant teacher who has successfully completed at least four years' approved full-time study, training or research shall be allowed increments for the purposes of determining a salary placing 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.

(2) For the purposes of this paragraph 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, the Spring, Summer and Autumn terms being deemed to end on 30th April, 31st August and 31st December respectively.

3. A teacher who is entitled to three increments under the terms of paragraph 2 above may be allowed subject to the maximum of the scale not being exceeded, a further increment in respect of each year of study, training or research in excess of six years where the Ministry so determines, subject to not more than two further increments being allowed.

4. Incremental credit allowed under the terms of paragraphs 1 to 3 above shall be calculated according to whether it is in respect of service, employment, study, training or research undertaken before 1st April 1971 or after that date and counted on the following basis:—

(*a*) subject to the provisions of paragraph 5, experience gained before 1st April 1971 shall be counted for increments as set out below:

1st increment 2nd increment	shall each be £33
3rd increment 4th increment 5th increment 6th increment 7th increment 8th increment 9th increment 10th increment	shall each be £60.50

11th increment 12th increment 13th increment 14th (final) increment	shall each be £66

(*b*) service, employment, study, training or research undertaken after 1st April 1971 shall count for increments on scale 1 according to the incremental pattern of that scale, provided however that:

(i) a year of study, training or research accepted for incremental purposes under paragraph 2 shall be regarded as experience before 1st April 1971 where such year was entered upon before 1st April 1971 and ended after that date;

(ii) in the case of a period accepted under paragraph 1(*k*) for incremental purposes the whole period shall be treated as experience before 1st April 1971 where one half or more of the period was before that date.

5. Where a teacher who has not successfully completed at least three years' approved full-time study or training has incremental credit assessed under this schedule in respect of service and employment given before 1st April 1971

(1) the amount of such credit shall be reduced by one year for the purposes of determining a salary placing on scale 1 where such credit amounts to one year or more;

(2) the amount of such credit shall be ignored for the purposes of determining a salary placing on scale 1 where such credit is less than one year.

6.—(1) Where a teacher is placed or replaced on any of the salary scales set out in Schedule 2 after the date of these Regulations and his service and experience is assessed or re-assessed under the provisions of this Schedule for salary placing purposes, the aggregate of any service and experience given after 1st April 1971 shall be counted for incremental purposes in complete years and complete calendar months, a period of 15 days or more being allowed to count as a full calendar month and a period of less than 15 days not being counted.

(2) A teacher appointed on any of the salary scales set out in Schedule 2 after the date of these Regulations who has no previous service or experience at the date of appointment shall, subject to satisfactory continuous full-time service, qualify in the following year for the award of his first increment on the first of the month corresponding to that in which he was appointed provided at that date his service amounts to at least 11 months and 15 days, but if at that date his service amounts to 11 months and a lesser number of days than 15, the increment will normally become due on the first day of the following month.

SCHEDULE 2 Regulations 5, 6, 7, 8 and 19

Scales of Salaries for Teachers

PART I

ASSISTANT TEACHERS OTHER THAN VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES

Point on scale	*Scales*				
	1	2	3	4	5
	£	£	£	£	£
1	1,055	1,195	1,460	1,850	2,229
2	1,131	1,271	1,546	1,936	2,326
3	1,207	1,347	1,632	2,022	2,423
4	1,283	1,423	1,718	2,108	2,520
5	1,359	1,499	1,804	2,194	2,617
6	1,435	1,575	1,890	2,280	2,714
7	1,511	1,651	1,976	2,366	2,811
8	1,587	1,727	2,062	2,452	2,908
9	1,663	1,803	2,148	2,538	3,005
10	1,739	1,879	2,234	2,624	—
11	1,815	1,955	2,320†	2,710	—
12	1,891	2,031	—	—	—
13	1,990*	2,107	—	—	—
14	1,990	2,206†	—	—	—
15	1,990	—	—	—	—
16	2,090	—	—	—	—

*Where a teacher paid on scale 1 is entitled to be classed as a graduate with first or second class honours or equivalent qualification for salary purposes, the salary rates from scale point 13 shall be as follows:

Point on scale	*Salary rate*
	£
14	2,066
15	2,142
16	2,142
17	2,142
18	2,242

†Where a teacher paid on scales 2 or 3 is likewise entitled to be classed as a graduate with first or second class honours or equivalent qualification for salary purposes, the appropriate scale shall be extended by two increments of £76 per annum as follows:

Scale	
2	3
£	£
2,282	2,396
2,358	2,472

PART II

VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES

(*a*) PRIMARY AND SECONDARY SCHOOLS

Point on scale	*Points category*						
	151-200	201-300	301-500	501-700	701-1000	1001-1300	1301-1800
	£	£	£	£	£	£	£
1	1,335	1,385	1,626	1,948	2,436	2,586	2,726
2	1,411	1,461	1,712	2,034	2,522	2,672	2,812
3	1,487	1,537	1,798	2,120	2,608	2,758	2,898
4	1,563	1,613	1,884	2,206	2,694	2,844	2,984
5	1,639	1,689	1,970	2,292	2,780	2,930	3,070
6	1,715	1,765	2,056	2,378	—	—	—
7	1,791	1,841	2,142	2,464	—	—	—
8	1,867	1,917	2,228	2,550	—	—	—
9	1,943	1,993	2,314	—	—	—	—
10	2,019	2,069	2,400	—	—	—	—
11	2,095	2,145	—	—	—	—	—
12	2,190	2,245	—	—	—	—	—

Point on scale	*Points category*					
	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
	£	£	£	£	£	£
1	2,916	3,076	3,211	3,356	3,481	3,621
2	3,002	3,162	3,297	3,442	3,567	3,707
3	3,088	3,248	3,383	3,528	3,653	3,793
4	3,174	3,334	3,469	3,614	3,739	3,879
5	3,260	3,420	3,555	3,700	3,825	3,965

(*b*) SPECIAL SCHOOLS

Point on scale	*Points category*							
	140-180	181-360	361-600	601-900	901-1200	1201-1500	1501-1800	Over 1800
	£	£	£	£	£	£	£	£
1	1,493	1,708	1,921	2,374	2,564	2,714	2,864	3,024
2	1,569	1,784	2,007	2,460	2,650	2,800	2,950	3,110
3	1,645	1,860	2,093	2,546	2,736	2,886	3,036	3,196
4	1,721	1,936	2,179	2,632	2,822	2,972	3,122	3,282
5	1,797	2,012	2,265	2,718	2,908	3,058	3,208	3,368
6	1,873	2,088	2,351	—	—	—	—	—
7	1,949	2,164	2,437	—	—	—	—	—
8	2,025	2,240	2,523	—	—	—	—	—
9	2,101	2,316	—	—	—	—	—	—
10	2,177	2,392	—	—	—	—	—	—
11	2,253	—	—	—	—	—	—	—
12	2,348	—	—	—	—	—	—	—

PART III

PRINCIPALS

(*a*) PRIMARY AND SECONDARY SCHOOLS

Point on scale	*Points category*					
	0-100	101-200	201-300	301-500	501-700	701-1000
	£	£	£	£	£	£
1	2,030	2,150	2,280	2,436	2,656	2,926
2	2,106	2,226	2,356	2,522	2,742	3,012
3	2,182	2,302	2,432	2,608	2,828	3,098
4	2,258	2,378	2,508	2,694	2,914	3,184
5	2,334	2,454	2,584	2,780	3,000	3,270

Point on scale	*Points category*					
	1001-1300	1301-1800	1801-2400	2401-3300	3301-4600	4601-6000
	£	£	£	£	£	£
1	3,196	3,451	3,736	4,016	4,296	4,575
2	3,282	3,537	3,822	4,102	4,382	4,690
3	3,368	3,623	3,908	4,188	4,468	4,805
4	3,454	3,709	3,994	4,274	4,554	4,920
5	3,540	3,795	4,080	4,360	4,640	—

Point on scale	*Points category*	
	6001-7600	*Over* 7600
	£	£
1	4,855	5,135
2	4,970	5,250
3	5,085	5,365
4	5,200	5,480

(*b*) SPECIAL SCHOOLS

Point on scale	*Points category*							
	0-180	181-360	361-600	601-900	901-1200	1201-1500	1501-1800	*Over* 1800
	£	£	£	£	£	£	£	£
1	2,318	2,473	2,629	2,879	3,139	3,414	3,614	3,798
2	2,394	2,549	2,715	2,965	3,225	3,500	3,700	3,888
3	2,470	2,625	2,801	3,051	3,311	3,586	3,786	3,978
4	2,546	2,701	2,887	3,137	3,397	3,672	3,872	4,068
5	2,622	2,777	2,973	3,223	3,483	3,758	3,958	4,158

SCHEDULE 3 Regulations 11, 19 and 20

SCALE SCORES

PART I

PRIMARY SCHOOLS

Points category	*Scale score*	*Number of posts*			
		Scale 2	*Scale 3*	*Scale 4*	*Scale 5*
*301- 400	2	2	—	—	—
*401- 500	4	4	—	—	—
501- 600	7	5	1	—	—
601- 700	10	6	2	—	—
701- 800	12	7	1	1	—
801- 900	14	7	2	1	—
901-1,000	15	6	3	1	—
1,001-1,100	17	8	3	1	—
1,101-1,200	19	8	4	1	—
1,201-1,300	21	8	5	1	—
1,301-1,400	23	10	5	1	—
1,401-1,600	26	13	5	1	—
1,601-1,800	32	14	6	2	—
1,801-2,000	38	16	6	2	1
2,001-2,200	46	17	8	3	1

*Where a graded allowance of £222 was payable under the 1969 Salaries Regulations immediately prior to the date of these Regulations to a teacher in a primary school in a points category less than 501 no additional teachers may be appointed on or after 1st January 1972 to scale 2 until the scale score of the school permits.

PART II

SPECIAL SCHOOLS

Points category	*Scale score*	*Number of posts*		
		Scale 2	*Scale 3*	*Scale 4*
241- 360	1	1	—	—
361- 500	3	3	—	—
501- 600	4	2	1	—
601- 700	6	4	1	—
701- 800	7	5	1	—
801- 900	8	4	2	—
901-1,000	10	6	2	—
1,001-1,200	13	6	2	1
1,201-1,400	17	8	3	1
1,401-1,600	19	8	4	1
1,601-1,800	23	9	4	2
1,801-2,000	27	10	4	3
2,001-2,200	31	12	5	3

NOTE: Teachers (other than principals and vice-principals) in primary schools with a points category of less than 301 and in special schools with a points category of less than 241 shall not be placed on scales higher than scale 1.

PART III

SECONDARY SCHOOLS

Points category for score I (all pupils)	*Scale score I*	*Points category for score II (pupils 16 years and over)*	*Scale score II*	*Scales for assistant teachers (other than vice-principals and second masters/ mistresses)*	
				Points category (all pupils)	*Scale limitation*
301- 400	3	101- 200	1	Up to 300	Scale 1 only
401- 500	6	201- 400	2	301-700	Not higher than Scale 3
501- 600	9	401- 600	3		
601- 700	11	601- 800	4		
701- 800	13	801-1,000	6	701-1,800	Not higher than Scale 4
801- 900	15	1,001-1,200	7		
901-1,000	17	1,201-1,400	8		
1,001-1,100	20	1,401-1,600	9		
1,101-1,200	22	1,601-1,800	10	Over 1,800	No limitation
1,201-1,300	25	1,801-2,000	11		
1,301-1,400	28	2,001-2,300	12		
1,401-1,600	32	2,301-2,600	13		
1,601-1,800	37	2,601-2,900	14		
1,801-2,000	42	2,901-3,200	15		
2,001-2,200	49	3,201-3,500	16		
2,201-2,400	57	3,501-4,000	17		
2,401-2,700	65	4,001-4,500	18		
2,701-3,000	70	4,501-5,000	19		
3,001-3,300	75	5,001-5,500	20		
3,301-3,700	80	5,501-6,000	21		
3,701-4,100	85	6,001 +	22		
4,101-4,600	90				
4,601-5,100	98				
5,101-5,600	108				
5,601-6,100	118				
6,101-6,600	128				
6,601-7,100	138				
7,101-7,600	148				
7,601-8,100	158				
8,101-8,600	168				

SCHEDULE 4 Regulations 6 and 19

The transfer of teachers who were in service on 1st April 1971 to the appropriate scales shall be in accordance with the following table:

Position under the Teachers' Salaries Regulations (Northern Ireland) 1969	*Scale applicable under these Regulations*
(*a*) Teachers other than those specified in sub-paragraphs (*b*) to (*j*) hereunder.	Scale 1
(*b*) Holder of graded post value £132	Scale 2
(*c*) Holder of graded post value £169 Holder of graded post value £222 Holder of graded post value £265	Scale 3
(*d*) Holder of graded post value £334 Holder of graded post value £472	Scale 4
(*e*) Holder of graded post value £604 Holder of graded post value £742	Scale 5
(*f*) Second master/mistress	The vice-principal scale appropriate to the points category of the school.
(*g*) Vice-principal	The vice-principal scale for the points category corresponding to that of the allowance formerly received, save that a vice-principal in a special school with a vice-principal allowance under the 1969 Salaries Regulations related to the "over 1620" points category shall be placed on the highest scale for vice-principals of special schools.
(*h*) Principal of a primary or secondary school, points category 0-40 or 41-100	The principal's scale for a primary or secondary school in points category 0-100.
(*i*) Principal of a special school, points category 0-60 or 61-180	The principal's scale for a special school in points category 0-180.
(*j*) Principal, other than those coming under (*h*) and (*i*) above	The principal's scale for the points category corresponding to that of the scale formerly received, save that a principal placed under the 1969 Salaries Regulations on the scale related to the "over 1620" points category for special schools shall be placed on the highest scale for principals of special schools.

SCHEDULE 5 Regulations 6, 7 and 36

PLACING OF TEACHERS ON THE SALARY SCALES

PART I

Placing of existing teachers on the salary scales at 1st April 1971 and of such teachers, other than those excepted by Regulation 6, who had changes in remuneration before the date of these Regulations, or who after that date obtained certain qualifications or completed certain courses of study or training

1. For the purposes of this part of this Schedule:

(*a*) "1969 Regulations" means the Teachers' Salaries Regulations (Northern Ireland) 1969 as amended by the Teachers' Salaries Amending Regulations (Northern Ireland) 1970 and by the Teachers' Salaries Amending Regulations (Northern Ireland) 1970, No. 2;

(*b*) "remuneration" means the scale salary together with any allowance, increase or addition payable under the 1969 Regulations as defined under (*a*).

2. Subject to the provisions of paragraph 3, an assistant teacher shall enter the appropriate scale from 1st April 1971:

(1) at the minimum; or

(2) at the rate determined by taking his remuneration at that date under the 1969 Regulations, but excluding any payments made under Regulations 9, 10(5) and 15 of those Regulations and adding thereto 10%, plus, up to the maximum of the scale:

(*a*) £51 where the teacher holds an approved university degree with first or second class honours, or other qualification adjudged by the Ministry to be equivalent thereto;

(*b*) £36.50 where the teacher holds an approved university degree or other qualification adjudged by the Ministry to be equivalent thereto, other than a teacher to whom sub-paragraph (*a*) applies;

(*c*) £21 where the teacher qualifies under Regulation 8 of the 1969 Regulations for a £50 addition;

whichever is the higher.

3. A vice-principal or a second master/mistress to whom an allowance was payable under Regulation 9(1) or 9(2) of the 1969 Regulations shall not have this allowance excluded from his remuneration as at 1st April 1971 for the purpose of the calculation under paragraph 2(2).

4. A principal shall enter the appropriate scale from 1st April 1971:

(1) at the minimum; or

(2) at the rate determined by taking his remuneration at 1st April 1971 under the 1969 Regulations and adding thereto 10%;

whichever is the higher.

5. If a teacher became entitled after 1st April 1971 and before the date of these Regulations to higher remuneration under the 1969 Regulations other than as the result of the award of his annual increment, his salary on the appropriate scale from the date of such entitlement shall be calculated subject to the provisions of paragraph 8 and shall be determined as follows:

(1) under the provisions of paragraphs 2 or 4 applied from the date on which the teacher became entitled to such higher remuneration; or

(2) as under paragraphs 1, 3 or 7 as appropriate of Part II of this Schedule;

whichever is the higher.

6. If a principal became entitled after 1st April 1971 and before the date of these Regulations to remuneration on a lower principal's scale under the 1969 Regulations, he shall be placed on the new scale subject to the maximum not being exceeded, and subject to the provisions of paragraph 8, in accordance with the terms of paragraph 4 applied from the date on which the principal became entitled to the lower scale.

7. If an assistant teacher became entitled after 1st April 1971 and before the date of these Regulations to lower remuneration under the 1969 Regulations (any annual increment awarded at the date of the change having been excluded), his salary on the appropriate scale shall, subject to the maximum not being exceeded, and subject to the provisions of paragraph 8 be determined in accordance with the terms of paragraph 2 applied from the date on which he became entitled to such lower remuneration.

8. For the purposes of the calculation under paragraphs 5(1), 6 and 7 the rate of remuneration under the 1969 Regulations at the date on which the teacher became entitled to the higher or lower remuneration as appropriate shall not include for the purposes of the addition of 10% the amount of any annual increment awarded under those Regulations after 1st April 1971, and when the 10% calculation has been carried out, the amount of the excluded increment shall be restored provided that where an increment of £100 has been awarded to an assistant teacher on the salary scale set out in Regulation 5 of those Regulations the amount of such increment to be restored shall be limited to £76.

9. An existing teacher, other than a teacher to whom paragraph 5 applies, who before the date of these Regulations is re-appointed following a break in service to the scale last applicable to him shall be replaced on that scale and have his salary determined in accordance with the provisions of paragraphs 2 or 4, as appropriate, applied in relation to the teacher at the date of re-appointment;

Provided that:

(1) where an increment of £100 has been awarded after 1st April 1971 to an assistant teacher on the salary scale set out in Regulation 5 of the 1969 Regulations such increment shall be excluded for the purposes of the addition of 10% and when the 10% addition has been made, an amount of £76 shall be restored;

(2) on re-appointment a teacher shall not receive a lesser rate of salary than he received immediately before the break in service occurred.

10. An existing teacher who at 1st April 1971 was placed on the minimum of the scale set out in Regulation 5(1) of the 1969 Salaries Regulations under the provisions of Regulation 5(2) of those Regulations shall, subject to satisfactory service, be eligible to receive an increment when one year's incremental credit has been accrued;

provided that in assessing this period of one year, the period to be allowed in respect of service and employment given before 1st April 1971 shall be the excess (if any) over one year of the incremental credit assessed in respect of such service and employment under paragraph 1 of Schedule 1.

11. An allowance paid under Regulations 10(5) or 15 of the 1969 Regulations in respect of any period between 1st April and the date of these Regulations shall be increased by 10%.

12. An assistant teacher who is an existing teacher and who has been placed on a scale in accordance with any of the above paragraphs, as appropriate, and who after the date of these Regulations would have become entitled to an increase under Regulation 7 or an addition under Regulation 8 of the 1969 Salaries Regulations if the provisions of these Regulations had still been operative, shall have his rate of salary as from the date on which he would have become entitled to the increase or addition under those Regulations, determined as follows:

(1) (*a*) Under the provisions of paragraph 2 but for the purposes of (2) of that paragraph, the amount to which the 10% shall be added shall be the rate at 1st April 1971 as determined therein plus the amount to which the teacher would subsequently have become entitled under Regulations 7 or 8 of the 1969 Regulations had these Regulations still been in force;

(*b*) To the amount determined under sub-paragraph 1(*a*) there shall be added normal annual increments accrued subsequently on the appropriate scale in respect of satisfactory service and approved experience; or

(2) Under the provisions of paragraphs 1, 2 or 3 as appropriate of Part II of this Schedule, or in the case of a vice-principal under paragraph 7 of Part II of this Schedule but with the calculation under sub-paragraph 7(2) related to the date on which the vice-principal would have qualified for the increase or addition under the 1969 Salaries Regulations had these Regulations still been in force;

whichever is the higher.

13. In cases where the provisions of paragraphs 2, 4, 5, 6, 7, 9 and 12 of this part of the Schedule do not apply, or in such other cases as the Ministry may deem proper the teacher shall be placed on the appropriate scale at a rate determined by the Ministry.

PART II

Salary placing of teachers other than those to whom Part I of this Schedule applies

1. An assistant teacher who is placed on scale 1 shall be placed on the scale with such incremental credit (if any) as may be given in accordance with Schedule 1, and shall receive any additions as appropriate under sub-paragraphs (1) to (3), subject to the maximum of the scale not being exceeded:

(1) in the case of an assistant teacher other than a teacher to whom sub-paragraph (2) applies, who holds an approved university degree, or other qualification adjudged by the Ministry to be equivalent thereto, an addition of £152;

(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, an addition of £304;

(3) (*a*) in the case of an assistant teacher who 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 sub-paragraph, an addition of £76;

(*b*) in the case of an assistant teacher who is entitled to the addition of £152 or £304 prescribed in sub-paragraphs 1(1) and 1(2) and—

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

(*b*) who has obtained an approved university post-graduate certificate or diploma in education as a result of a part-time course of study; and

(ii) the course does not form part of the teacher's qualifications entitling him to receive an amount under sub-paragraphs 1(1) or 1(2),

an addition of £76.

(*c*) an assistant teacher shall not receive more than one addition of £76 under the provisions of sub-paragraph 1(3).

2. An assistant teacher who is placed on scale 1 on appointment or re-appointment immediately following teaching service in a recognised institution of further education or college of education shall be placed on the scale in accordance with the provisions of paragraph 1 or at the rate of salary applicable to him in the former post whichever is the higher, subject to the maximum of the scale not being exceeded.

3. A teacher who is placed on scale 2, 3, 4 or 5 shall enter the appropriate scale, subject to the maximum of the scale not being exceeded:

(1) at the minimum; or

(2) at the rate of salary that he would have received on scale 1 together with a promotion increase determined in accordance with paragraph 4; or

(3) in the case of a teacher placed on a scale following service on a lower scale under these Regulations at the salary applicable in the former post, together with a promotion increase determined in accordance with paragraph 4; or

(4) in the case of a teacher appointed or re-appointed immediately following teaching service in a recognised institution of further education or college of education at the salary applicable in the former post;

whichever is the highest.

4.—(1) The promotion increase for assistant teachers placed on scales 2, 3, 4 or 5 shall be as follows:

Promotion		*Increase*
From	*To*	£
Scale 1	Scale 2	152
Scale 2	Scale 3	172
Scale 3	Scale 4	172
Scale 4	Scale 5	194

(2) Where a teacher receives a promotion increase, it shall be subject to the maximum of the appropriate scale not being exceeded.

(3) Where a teacher is placed on a scale other than that next above the scale previously applicable to him, he shall be moved up one scale at a time for salary placing purposes, and the appropriate promotion increase shall be applied at each step and shall be subject to the maximum of each intervening scale not being exceeded.

5. An assistant teacher who is not a vice-principal or second master/mistress, other than an existing teacher to whom paragraph 9 of Part I of this Schedule applies, who is re-appointed following a break in service to the scale last applicable to him and who has not since the date of these Regulations obtained additional qualifications or satisfactorily completed an approved course of study which, in either case, would entitle him to higher salary under these Regulations, shall be replaced:

(1) at the rate of scale salary last applicable to him with an allowance towards his next annual increment of such incremental credit as may have accrued at the date on which the break in service commenced; or

(2) in accordance with paragraph 1 or paragraph 3(2) as appropriate;

whichever is the higher.

6. An assistant teacher who is not a vice-principal or second master/mistress, other than an existing teacher to whom paragraph 7 of Part I of this Schedule applies, who is appointed to a scale lower than that previously applicable to him, shall be placed:

(1) subject to the maximum of the scale not being exceeded, at the rate of salary previously applicable less an amount equal to the sum of two increments on the scale previously applicable and two increments on each of the intervening scales, if any; or

(2) at the rate of salary calculated in accordance with paragraphs 1 to 4 as appropriate of this part of the Schedule;

whichever is the higher.

7. An assistant teacher appointed as a principal, or a principal re-appointed as a principal after a break in service, or a teacher on any of the assistant teacher scales 1 to 5 appointed as a vice-principal or second master/mistress, shall be placed on the appropriate scale, subject to the maximum of the scale not being exceeded:

(1) at the minimum; or

(2) at the rate of salary he would have received on scale 1 at the date of appointment or re-appointment, plus a promotion increase which shall be the sum the teacher would receive under paragraph 4 of this part of the Schedule had he been placed on the highest assistant teacher scale appropriate to the particular school, plus an additional amount of £160 if the school is a special school or where a teacher appointed immediately following service in his former post held an allowance of £160 under Regulation 21 at the date of leaving that post; or

(3) in the case of an assistant teacher appointed immediately following service in a recognised school, at the salary applicable in the former post plus

(*a*) the promotion increase prescribed in paragraph 12 where the appointment is to a post with a higher salary scale, and

(*b*) if the appointment is to a special school or the teacher held an allowance of £160 under Regulation 21 at the date of leaving the former post, an additional amount of £160, except where a vice-principal of a special school is appointed as a principal;

whichever is the highest;

Provided however that:

(*a*) where a principal is re-appointed as principal of a school in a points category with a scale not lower than the scale on which he received salary as principal at the date of leaving his former post, his rate of salary on re-appointment shall be not less than the rate last received as principal; and

(*b*) where an assistant teacher is appointed as a principal, his rate of salary on the principal's scale shall, subject to the maximum of the scale not being exceeded, be not less than the amount received at the date of leaving his former post provided the principal's scale to which he is appointed is a higher scale than his assistant teacher's scale in the former post.

8. A principal, vice-principal or second master/mistress who while continuing in the same capacity becomes entitled to salary in a points category with a higher scale shall be placed on that scale:

(1) at the minimum; or

(2) at the salary applicable on the former scale together with the appropriate promotion increase prescribed in paragraph 12;

whichever is the higher.

9. A principal, vice-principal or second master/mistress re-appointed immediately in the same capacity in a school in the same points category as his former school, shall be placed on the scale at the same salary as he received at the date of leaving his previous post.

10. A principal, vice-principal or second master/mistress who while continuing in the same capacity becomes entitled to salary in a points category with a lower scale shall be placed on that scale subject to the maximum of the scale not being exceeded:

(1) at the rate of salary on the former scale less an amount equal to the promotion increase under paragraph 12 that would apply between the lower scale and the higher scale; or

(2) at the rate of salary determined in accordance with paragraph 7(1) or 7(2);

whichever is the higher.

11. A principal appointed as a vice-principal or second master/mistress, or a vice-principal or second master/mistress re-appointed in either capacity after a break in service shall be placed on the appropriate scale subject to the maximum of the scale not being exceeded:

(1) at the minimum; or

(2) as under paragraph 7(2); or

(3) in the case of a principal appointed as a vice-principal or second master/mistress immediately following service in a recognised school, at the salary applicable in the former post plus

(*a*) the promotion increase prescribed in paragraph 12, where the appointment is to a post with a higher salary scale, and

(*b*) an amount of £160 if the appointment is to a special school and the former post was in a school other than a special school;

whichever is the highest:

Provided however that where a vice-principal or second master/mistress is re-appointed in either capacity:

(1) in a school in a points category with a scale not lower than the scale on which he received salary as vice-principal or second master/mistress at the date of leaving his former post, his rate of salary on re-appointment shall be not less than the rate last received as vice-principal or second master/mistress;

(2) and is an existing teacher who, since the date of leaving his last appointment obtained additional qualifications or followed an approved course of study which in either case would have entitled him to higher remuneration under Regulation 7 or Regulation 8 of the 1969 Salaries Regulations had those Regulations still been in operation, his rate of salary shall be determined in accordance with paragraph 12 of Part I of this Schedule and shall also be subject to proviso (1) of this paragraph.

12. The promotion increases for teachers appointed as principals, vice-principals or second masters/mistresses shall be as follows:

	Increase	
	Principals	*Vice-principals and second masters/ mistresses*
(1) Promotion to any of the following points categories or from one of these categories to one with a higher scale in this group: (*a*) Schools other than special schools: 0-100; 101-200; 201-300 (*b*) Special schools: 0-180; 181-360	£ 152	£ 152
(2) Promotion to any of the following points categories or from one of these categories to one with a higher scale in this group, or from any of the categories under sub-paragraph (1) or (3) to a category in this group with a higher scale: (*a*) Schools other than special schools: 301-500; 501-700; 701-1000; 1001-1300; 1301-1800; 1801-2400; 2401-3300; 3301-4600 (*b*) Special schools: 361-600; 601-900; 901-1200; 1201-1500; 1501-1800	172	172
(3) Promotion to a special school with a points category 'over 1800' or from any of the categories under sub-paragraphs (1) or (2) with a lower scale, to this points category	180	172
(4) Promotion to any of the following points categories or from one of these categories to one with a higher scale in this group or from any of the categories under sub-paragraphs (1), (2) or (3): Schools other than special schools: 4601-6000; 6001-7600; over 7600	230	172

13. An assistant teacher on scale 1, not being an existing teacher, who after the date of these Regulations obtains for the first time any of the qualifications or satisfactorily completes an approved course of study which would have entitled him to a higher salary were he then being placed on scale 1 under the provisions of paragraph 1 shall be replaced accordingly on this scale as from the date of attainment of the qualification or satisfactory completion of the course.

14. An assistant teacher on any of the scales 2 to 5, not being an existing teacher, who after the date of these Regulations obtains for the first time any of the qualifications or satisfactorily completes an approved course of study which would have entitled him to a higher salary if he had been placed on scale 1 under the provisions of paragraph 1 shall have his salary re-calculated from the date of attainment of the qualification or the completion of such course as set out under the provisions of paragraph 3 based on service and experience as at the date of appointment to the post occupied, to which amount shall be added normal annual increments accrued on the appropriate scale for satisfactory service and experience given subsequently to the date of appointment to the post.

15. In cases where the provisions of the above paragraphs in this part of the Schedule do not apply, or in such other circumstances as the Ministry may deem proper the teacher shall be placed on the appropriate scale at a rate determined by the Ministry.

SCHEDULE 6 Regulation 26

The period for which a temporary teacher may receive salary under the provisions of Regulation 26 shall be determined by the length of service completed within the current period of temporary service as follows:—

Duration of service	*Period for salary*
Less than 1 month	Nil
1 month but less than 2 months	7 days
2 months but less than 3 months	14 days
3 months but less than 4 months	21 days
4 months but less than 5 months	28 days
5 months but less than 6 months	35 days
6 months but less than 7 months	42 days
7 months but less than 8 months	49 days
8 months and over	56 days

SCHEDULE 7 Regulation 2

Revocation

The Teachers' Salaries Regulations (Northern Ireland) 1969

EXPLANATORY NOTE

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

These Regulations introduce from 1st April 1971 a new salary structure for teachers in primary schools, secondary schools (other than technical intermediate schools) and special schools.