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EDUCATION

Teachers' Salaries and Allowances

REGULATIONS, DATED 17TH AUGUST 1973, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1971.

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The Ministry of Education, hereinafter called "the Ministry", on behalf of the Secretary of State and 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) 1973 and shall be deemed to have come into operation on 1st April 1973.

Regulations revoked

2. The Regulations set out in Schedule 6 are hereby revoked.

Definitions

3.—(1) In these Regulations

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

(a) 1947. c. 3.

"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;

"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;

"1972 Salaries Regulations" means the Teachers' Salaries Regulations (Northern Ireland) 1972(**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 30 to 32 and 35, include any allowance under Regulations 24 or 25 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, allowances and increments 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.) 1972, No. 30; 1972, No. 245; 1973, No. 90.
(**c**) S.R. & O. (N.I.) 1972, No. 31; 1972, No. 93.
(**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.

Placing on scales

6. A teacher shall be placed on the appropriate salary scale in accordance with the provisions of Schedule 4, and Part II of this Schedule shall apply to a teacher who does not come within the provisions of Part I of the Schedule.

Appropriate salary scales

7. The appropriate salary scale—

(*a*) for a principal shall subject to the provisions of Regulation 13 be determined in accordance with Regulation 21 and Part III of Schedule 2;

(*b*) for a vice-principal or second master/mistress shall subject to the provisions of Regulation 13 be determined in accordance with Regulation 21 and Part II of Schedule 2;

(*c*) for an assistant teacher, other than a vice-principal, a second master/mistress, a senior teacher, or a teacher appointed to a post on any of the scales 2 to 5, shall be scale 1.

Teachers appointed to a post on any of the scales 2 to 5 or as senior teachers

8. The number of teachers in a school who may be paid on any of the scales 2 to 5 and on the senior teacher scale shall be determined in accordance with the provisions of Regulation 22, and also, in the case of senior teachers, in accordance with the provisions of Regulation 18, provided however that:

(*a*) 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;

(*b*) subject to the provisions of Regulation 22(6), 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.

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 may appoint to any of the assistant teacher scales 2 to 5 heads of departments, teachers undertaking special responsibility or special work of an advanced character and other teachers in special circumstances, and 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. Where a teacher is appointed to a post of senior teacher in accordance with the provisions of these Regulations, the employing authority shall determine the duties which shall be attached to each such post.

11. 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) 1972(i) or any Regulations superseding those Regulations.

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, VICE-PRINCIPALS, SECOND MASTERS/MISTRESSES AND SENIOR TEACHERS

Salary protection for certain teachers

13. Where a points category determined in accordance with sub-paragraph (1)(*b*) or 1(*c*) of Regulation 21 places a school in a lower category than that applicable in the immediately preceding period, a principal, vice-principal or second master/mistress employed in such school and who was employed in the school in the same capacity in the immediately preceding period shall be paid on the scale appropriate to the points category immediately above the lower category for so long as the school remains in that lower category.

Principals: Additional provisions relating to scales and allowances

14.—(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 33 an unqualified teacher serving as principal—

(*a*) in a primary school, shall receive in addition to his salary under Regulation 33 or 34(1) an allowance of £150,

(*b*) in a special school, shall receive in addition to his salary under Regulation 33 an allowance of such amount as the Ministry may approve.

Definition

15. For the purposes of Regulations 16 to 18 "points category" means the points category as determined in accordance with Regulation 21.

(i) S.R. & O. (N.I.) 1972, No. 279.

Vice-principals

16.—(1) A vice-principal shall be appointed in a primary, secondary or special school with a points category exceeding 150.

(2) In a special school with a points category exceeding 139 but not exceeding 150, a vice-principal may be appointed if the Ministry so approves.

(3) A second vice-principal shall be appointed in a primary or secondary school where the points category exceeds 2700.

(4) 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.

(5) 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.

Second masters and second mistresses

17.—(1) In a primary or secondary school which is a school for both boys and girls and has a points category exceeding 1,000, 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.

(3) Where a second master or second mistress is in post and subsequently a vice-principal of the same sex as the second master or second mistress is appointed, the second master or second mistress shall continue to be employed in this capacity notwithstanding the provisions of paragraph (2) above.

Senior teachers

18. Subject to the provisions of these Regulations, there shall be designated in primary and secondary schools senior teachers as follows:—

(*a*) Schools in points categories 2401-3300 —1 senior teacher

(*b*) Schools in points categories 3301-4600 —2 senior teachers

(*c*) Schools in points categories 4601 and above—3 senior teachers.

Points Average, Points Score, Points Category, Scale Score

Points average

19.—(1) The points average of a school for the period 1st April 1973 to 31st July 1973 shall be the points average for the triennial period 1st August 1970 to 31st July 1973, as determined under the 1972 Salaries Regulations.

(2) For each triennial period of school years, commencing with the period 1st August 1973 to 31st July 1976, a points average shall be determined, being the average of the points scores determined in each year of the immediately preceding triennial period.

Determination of points score

20.—(1) A points score shall be determined for each primary or secondary school in respect of each school year, commencing with the school year 1973/74, 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

provided however that the points score prescribed in paragraph (2) shall apply to each handicapped pupil in a special class, consisting wholly or mainly of handicapped pupils, where this gives a higher points score than that applicable by reference to the age of the pupil.

(2) A points score shall be determined for each special school in respect of each school year, commencing with the school year 1973/74, 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 1972/73 shall be determined in accordance with the provisions of the 1972 Salaries Regulations, and for previous school years in accordance with the provisions of previous superseded Teachers' Salaries Regulations as appropriate to the years for which a points score is being determined.

Points category

21.—(1) The points category for the purposes of Parts II and III of Schedule 2 and for Schedule 3 shall be determined as follows:—

(*a*) For the period 1st April 1973 to 31st July 1973—

(i) 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;

(ii) 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.

(*b*) For the year 1st August 1973 to 31st July 1974:
in the case of a primary, secondary or special school, by reference to the points average for the triennial period 1st August 1973 to 31st July 1976 or the estimated points score for the school year 1974/75 whichever is the greater.

(*c*) For the two years 1st August 1974 to 31st July 1976:
in the case of a primary, secondary or special school, by reference to the points average for the triennial period 1st August 1973 to 31st July 1976 or the points score for the school year 1974/75 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 any 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.

Scale scores

22.—(1) Subject to the provisions of Regulation 23(2), 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
each teacher on the senior teacher scale shall count 4.

(3) Subject to the provisions of paragraphs (4), (5) and (7) 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 paragraph (1).

(4) A teacher who at the date of these Regulations is on scale 2, 3, 4, 5 or on the senior teacher scale 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 and on the senior teacher scale 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 or on the senior teacher scale 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 paragraphs (1) and (3), allow for the period up to 31st July 1974 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.

(6) Where an appointment is made under the proviso to paragraph (5), 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 may be paid may, with the approval of the Ministry, be waived where it is necessary to do so provided however that the existing number of posts with scales above the limitation shall not be exceeded.

(7) Where the organisation of secondary education in a particular area is based on junior and senior secondary schools and two or more of the schools are regarded as a unit in which normally all the pupils from the junior schools proceed to the senior school, other than those who proceed to an institution of further education, the scale score for any school in such a unit may, with the approval of the Ministry, be increased beyond its scale score entitlement provided that the total of the scale scores used in the unit does not exceed the combined scale scores applicable to the schools.

SCHOOLS OF EXCEPTIONAL DIFFICULTY

Designation and scale score

23.—(1) A local education authority shall designate in relation to the schools in its area in accordance with arrangements approved by the Ministry certain schools which are to be regarded as schools of exceptional difficulty.

(2) Where a school has been designated as a school of exceptional difficulty in accordance with paragraph (1) the scale score of the school as determined in accordance with the provisions of Regulation 22 may be increased to such extent as the Ministry shall approve.

ALLOWANCES

Allowance for teachers of handicapped pupils

24.—(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 £175.

(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 £175.

Acting allowances

25.—(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 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

26. 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;

(*c*) a teacher's annual incremental date shall fall on the first day of a calendar month;

(*d*) a teacher appointed on any of the salary scales set out in Schedule 2 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 that 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;

(*e*) where the aggregate of any periods of absence without pay of a teacher from his teaching post in a period of twelve months terminating on his normal incremental date:

(i) amounts to fifteen days or less it shall be counted as teaching service for the purpose of the award of increments;

(ii) amounts to more than fifteen days but less than thirty days the teacher's incremental date shall be retarded by one month;

(iii) amounts to thirty days or more the teacher's incremental date shall be retarded by one month for each complete period of thirty days and by a further month where the residue of the period amounts to more than fifteen days but less than thirty days.

Adjustment of incremental dates

27. A teacher in service on 1st April 1973 or appointed after that date and before the date of these Regulations whose incremental date is not already on the first day of a month shall have his normal incremental date advanced to the first day of the month in which his increment would normally become due.

Credit for periods of absence

28.—(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

29. In Regulations 30 and 31 "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 35 is paid salary as though he were employed in a permanent capacity.

Absence due to illness

30.—(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 35 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 35 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 5.

(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 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 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

31. 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

32.—(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

33. The minimum rate of remuneration of full-time unqualified teachers shall be £977, 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

34.—(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 £1,306.

(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

35.—(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 32 or

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

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

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

(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) 1972, or any Regulations superseding those Regulations.

(5) A temporary 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) shall have his rate of salary determined on 1st April 1973 and on each subsequent 1st April if employed on that day, or at the date of first employment after each 1st April, and the rate so determined shall, notwithstanding the provisions of these Regulations, be the teacher's rate of salary for any periods of service until the following 31st March.

Part-time Teachers

Remuneration

36.—(1) The hourly rates of remuneration for part-time teaching shall be such as are approved by the Ministry, provided that such teachers may, in such circumstances as the Ministry may approve, be paid salary in accordance with the appropriate scale for full-time teachers;

(2) The Ministry may authorise lower rates of pay than the hourly rates approved in accordance with paragraph (1) 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

37.—(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 1973:

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.

Additional qualifications or approved courses

38. A teacher who on or after 1st April 1972 has been placed on any of the scales set out in Schedule 2 of the 1972 Salaries Regulations or on any of the scales set out in Schedule 2 of these Regulations and who subsequently 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 shall have his rate of salary from the date of obtaining the qualification or the completion of such course—

(1) re-calculated in accordance with the terms of paragraph 1 of Part II of Schedule 4 in the case of a teacher on scale 1; or

(2) increased by:

(*a*) £78 where the qualification or course would entitle the teacher to this amount were he an assistant teacher being placed on scale 1 in accordance with the terms of paragraph 1 of Part II of Schedule 4;

(*b*) £156 where a teacher, other than a teacher to whom (*c*) or (*d*) hereunder applies, has obtained an approved university degree or other qualification adjudged by the Ministry to be equivalent thereto;

(*c*) £312 where a teacher, other than a teacher to whom (*d*) hereunder applies, has obtained an approved university degree with first or second class honours, or other qualification adjudged by the Ministry to be equivalent thereto;

(*d*) £156 where the teacher, already being the holder of an approved university degree or other approved equivalent qualification not accepted as a degree or equivalent qualification of first or second class honours standard, has obtained an approved university degree with first or second class honours or other qualification adjudged by the Ministry to be equivalent thereto,

in the case of a teacher on scale 2 or a higher scale, subject to the maximum of the scale not being exceeded.

Deductions for board and lodging

39. 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

40. 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(k), 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.

Safeguarding of existing salaries

41. A teacher in recognised teaching service on 31st March 1973 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.

Payment of salaries

42.—(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 17th day of August 1973 in the presence of

(L.S.)

J. Finney,
Deputy Secretary.

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

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.	Credit in full.
(ii) National Service under the provisions of the National Service Act 1948, or any amendment of that Act.	

Type of service	*Extent of incremental credit*
(*j*) Experience in industry or commerce or in research or professional work other than teaching after the teacher has attained the age of 21 years, where such experience is likely to be of value to the teacher in the performance of his duties.	At the discretion of the Ministry, credit up to a maximum aggregate of 12 increments for (*j*) and (*k*); provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments.
(*k*) In the case of a teacher who became qualified after attaining the age of 21 years, time spent in teaching, professional, clerical, social or other gainful employment.	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 £36
3rd increment 4th increment 5th increment 6th increment 7th increment 8th increment 9th increment 10th increment	shall each be £66
11th increment 12th increment 13th increment 14th (final) increment	shall each be £72

(*b*) service, employment, study, training or research undertaken on or 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. Where a teacher is placed or replaced on any of the salary scales set out in Schedule 2 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 the purpose of that placing or replacing 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.

SCHEDULE 2 Regulations 5, 7, 8, 9, 11, 21 and 38

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	*Senior teachers*
	£	£	£	£	£	£
1	1,306	1,446	1,718	2,143	2,556	2,768
2	1,384	1,524	1,812	2,237	2,662	2,874
3	1,462	1,602	1,906	2,331	2,768	2,980
4	1,540	1,680	2,000	2,425	2,874	3,086
5	1,618	1,761	2,094	2,519	2,980	3,192
6	1,696	1,844	2,188	2,613	3,086	3,298
7	1,774	1,927	2,282	2,707	3,192	3,404
8	1,857	2,010	2,376	2,801	3,298	3,510
9	1,940	2,093	2,470	2,895	3,404	3,616
10	2,023	2,176	2,564	2,989		
11	2,106	2,259	2,658†	3,083		
12	2,189	2,342				
13	2,297*	2,425				
14	2,297	2,533†				
15	2,297					
16	2,406					

*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	2,380
15	2,463
16	2,463
17	2,463
18	2,572

†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 2 increments of £83 per annum as follows:

Scale	
2	3
£	£
2,616	2,741
2,699	2,824

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	1596	1660	1932	2293	2815	2969	3111
2	1679	1743	2026	2387	2909	3063	3205
3	1762	1826	2120	2481	3003	3157	3299
4	1845	1909	2214	2575	3097	3251	3393
5	1928	1992	2308	2669	3191	3345	3487
6	2011	2075	2402	2763			
7	2094	2158	2496	2857			
8	2177	2241	2590	2951			
9	2260	2324	2684				
10	2343	2407	2778				
11	2426	2490					
12	2530	2599					

Point on scale	*Points category*					
	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
	£	£	£	£	£	£
1	3313	3488	3635	3793	3929	4082
2	3407	3582	3729	3887	4023	4176
3	3501	3676	3823	3981	4117	4270
4	3595	3770	3917	4075	4211	4364
5	3689	3864	4011	4169	4305	4458

(*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	1768	2011	2254	2758	2955	3108	3262	3431
2	1851	2094	2348	2852	3049	3202	3356	3525
3	1934	2177	2442	2946	3143	3296	3450	3619
4	2017	2260	2536	3040	3237	3390	3544	3713
5	2100	2343	2630	3134	3331	3484	3638	3807
6	2183	2426	2724					
7	2266	2509	2818					
8	2349	2592	2912					
9	2432	2675						
10	2515	2758						
11	2598							
12	2702							

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	1001-1300
	£	£	£	£	£	£	£
1	2348	2483	2635	2815	3065	3349	3634
2	2431	2566	2718	2909	3159	3443	3728
3	2514	2649	2801	3003	3253	3537	3822
4	2597	2732	2884	3097	3347	3631	3916
5	2680	2815	2967	3191	3441	3725	4010

Point on scale	*Points category*						
	1301-1800	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
	£	£	£	£	£	£	£
1	3902	4207	4512	4818	5122	5427	5732
2	3996	4301	4606	4912	5247	5552	5857
3	4090	4395	4700	5006	5372	5677	5982
4	4184	4489	4794	5100	5497	5802	6107
5	4278	4583	4888	5194			

(*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	2667	2846	3026	3308	3582	3871	4079	4275
2	2750	2929	3120	3402	3676	3965	4173	4373
3	2833	3012	3214	3496	3770	4059	4267	4471
4	2916	3095	3308	3590	3864	4153	4361	4569
5	2999	3178	3402	3684	3958	4247	4455	4667

SCHEDULE 3 Regulations 8, 18, 21, 22 and 23

Scale scores

PART I

PRIMARY SCHOOLS

Points category	*Scale score*	*Number of posts*			
		Scale 2	*Scale 3*	*Scale 4*	*Scale 5*
*245- 300	1	1	—	—	—
*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 Teachers' Salaries Regulations (Northern Ireland) 1969(I) immediately prior to 14th February 1972 to a teacher in a primary school in a points category less than 501 no additional teachers may be appointed 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 245 and in special schools with a points category of less than 241 shall not be placed on scales higher than scale 1.

(I) S.R. & O. (N.I.) 1969, No. 183; 1970, No. 86; 1970, No. 148; 1971, No. 306.

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*
245- 300	1	101- 200	1	Up to 244	Scale 1 only
301- 400	3	201- 400	2	245-300	Not higher than Scale 2
401- 500	6	401- 600	3		
501- 600	9	601- 800	4	301-700	Not higher than Scale 3
601- 700	11	801-1,000	6		
701- 800	13	1,001-1,200	7	701-1300	Not higher than Scale 4
801- 900	15	1,201-1,400	8		
901-1,000	17	1,401-1,600	9		
1,001-1,100	20	1,601-1,800	10	1,301-2,400	Not higher than Scale 5
1,101-1,200	22	1,801-2,000	11		
1,201-1,300	25	2,001-2,300	12	2,401-3,300	No limitation but not more than one senior teacher allowed
1,301-1,400	28	2,301-2,600	13		
1,401-1,600	32	2,601-2,900	14		
1,601-1,800	37	2,901-3,200	15		
1,801-2,000	42	3,201-3,500	16		
2,001-2,200	49	3,501-4,000	17	3,301-4,600	No limitation but not more than two senior teachers allowed
2,201-2,400	57	4,001-4,500	18		
2,401-2,700	65	4,501-5,000	19		
2,701-3,000	70	5,001-5,500	20		
3,001-3,300	75	5,501-6,000	21		
3,301-3,700	80	6,001 +	22	Over 4,600	No limitation but not more than three senior teachers allowed
3,701-4,100	85				
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, 7 and 38

Placing of teachers on the salary scales

PART I

SALARY PLACING OF TEACHERS ENTERING OR RE-ENTERING A SCALE PREVIOUSLY APPLICABLE

1. Subject to the provisions of paragraph 3, a teacher who was in full-time service in a recognised school on 1st April 1973 and who as from that date is entitled to receive salary on a scale corresponding to one on which he was placed on 31st March 1973 shall be placed on 1st April 1973 on the appropriate scale set out in Schedule 2 at the position corresponding to that on which he would have received salary had the scales of salary and salary placing arrangements in force immediately before 1st April 1973 continued to apply.

2. A teacher who on or after 1st April 1973 is re-appointed to, or reverts to a scale corresponding to one on which he was placed at any time during the period 1st April 1971 to 31st March 1973 shall be placed at the date of such re-appointment or reversion on the appropriate scale set out in Schedule 2 at the position corresponding to that on which he would have received salary had the scales of salary and salary placing arrangements in force immediately before 1st April 1973 continued to apply, or where applicable, at the salary determined in accordance with paragraph 10 of Part II of this Schedule, whichever is the higher.

3. A teacher who immediately prior to 1st April 1973 was in receipt of salary in excess of the maximum of the scale applicable to him and who continues on the same scale shall be paid in respect of any service on the same scale given on and after 1st April 1973 the rate per annum by which the said salary exceeded that maximum, in addition to the maximum of the scale set out in Schedule 2 corresponding to the scale applicable to him on 31st March 1973.

PART II

SALARY PLACING OF TEACHERS TO WHOM PART I DOES NOT APPLY OR HAS CEASED TO APPLY

1. An assistant teacher who is placed on scale 1 on or after 1st April 1973 shall be placed on the scale with such incremental credit (if any) as may be given in accordance with Schedule 1, and shall receive additions as appropriate under sub-paragraphs (1) to (4), 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 £156;

(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 £312;

(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 £78;

(*b*) in the case of an assistant teacher who is entitled to the addition of £156 or £312 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, not being a course leading to a degree of Bachelor of Education or other approved university degree the course for which contains approved teacher training to an extent acceptable to the Ministry, does not form part of the teacher's qualifications entitling him to receive an amount under sub-paragraph 1(1) or 1(2),

an addition of £78;

(*c*) an assistant teacher shall not receive more than one addition of £78 under the provisions of sub-paragraph 1(3).

2. An assistant teacher who is placed on scale 1 following service on a higher scale on or after 1st April 1973 under these Regulations shall be placed on the scale at the rate determined in accordance with the provisions of paragraph 1 or paragraph 10 whichever is the higher, subject to the maximum of the scale not being exceeded.

3. 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 at the rate of salary determined 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.

4. A teacher who is placed on scale 2, 3, 4 or 5 or on the senior teacher scale for the first time on or after 1st April 1973 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 receive if placed on scale 1 in accordance with the provisions of paragraph 1 together with a promotion increase determined in accordance with paragraph 5; or

(3) at the rate of salary determined in accordance with paragraph 10 where the teacher is placed on the scale following service on or after 1st April 1973 on another scale under these Regulations; 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 rate of salary applicable in the former post,

whichever is the highest.

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

Promotion		*Increase*
From	*To*	£
Scale 1	Scale 2	166
Scale 2	Scale 3	188
Scale 3	Scale 4	188
Scale 4	Scale 5	212
Scale 5	Senior teacher	212

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

(3) Where an assistant 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 subject to the maximum of each intervening scale not being exceeded.

6. An assistant teacher, not being a vice-principal or second master/mistress, who after 1st April 1973 is re-appointed to the scale last applicable to him shall be replaced subject to the maximum of the scale not being exceeded:

(1) at the rate of scale salary last applicable to him; or

(2) in accordance with paragraph 1 or paragraph 4(2) as appropriate; whichever is the higher.

7.—(*a*) An assistant teacher appointed as a principal, or

(*b*) a principal re-appointed as a principal after a break in service, or as principal of another school in a different points category, or

(*c*) a principal appointed as a vice-principal or second master/mistress, or

(*d*) a vice-principal or second master/mistress re-appointed in either capacity after a break in service, or in either capacity to another school in a different points category, or

(*e*) a teacher on any of the assistant teacher scales 1 to 5 or on the senior teacher scale who is appointed as a vice-principal or second master/mistress

on or after 1st April 1973 shall, subject to the maximum of the scale not being exceeded, be placed on the appropriate scale:

(1) at the minimum; or

(2) at the rate of salary he would have received on scale 1 in accordance with the provisions of paragraph 1 at the date of appointment or re-appointment, plus an increase which shall be either:

(*a*) the sum the teacher would receive under paragraph 5 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 £175 per annum if the school is a special school; or

(*b*) the promotion increase prescribed in paragraph 9, the maximum of the scale previously applicable being taken for this purpose as the maximum of scale 1, plus an additional amount of £175 per annum where the school is a special school;

whichever is the greater; or

(3) at the rate of salary determined in accordance with paragraph 10 where the teacher is placed on the scale following service on or after 1st April 1973 on another scale under these Regulations plus an additional amount of £175 per annum where the appointment is to a special school and the service in the previous post was not as principal or vice-principal of a special school; or

(4) in the case of a teacher appointed or re-appointed as a principal, a vice-principal or as a second master/mistress immediately following teaching service in a recognised institution of further education or college of education, at the rate of salary applicable in the former post plus, in any case where the maximum of the scale to which the teacher is appointed exceeds the maximum of the scale applicable in the former post by £100 or more, the promotion increase prescribed in paragraph 9,

whichever is the highest:

Provided however that where after a break in service

(*a*) a principal is re-appointed as a principal to a school in the same points category, or

(*b*) a vice-principal or second master/mistress is re-appointed in either capacity to a school in the same points category,

the rate of salary on re-appointment shall be not less than the rate last received as principal, vice-principal or second master/mistress as the case may be.

8.—(*a*) A principal re-appointed immediately as principal, or

(*b*) a vice-principal or second master/mistress re-appointed immediately in either capacity

to a school in the same points category as his former school, shall be placed on the appropriate salary scale at the same rate of salary as he received at the date of leaving his former post.

9. The promotion increase for a teacher appointed as a principal, vice-principal or as a second master/mistress shall be awarded in accordance with the provisions of these Regulations for the purposes of a calculation made under sub-paragraph 7(2)(*b*) or when the maximum of the scale to which the teacher is promoted is greater than the maximum of the scale previously applicable by £100 or more, and shall be as set out in the table hereunder:

	Increase	
	Principals	*Vice-principals and second masters/ mistresses*
	£	£
(1) Promotion to any of the following points categories or from one of these categories to another in this group where the condition set out above in this paragraph has been met: (*a*) Schools other than special schools: 0-100; 101-200; 201-300 (*b*) Special schools: 0-180; 181-360	166	166
(2) Promotion to any of the following points categories or from one of these categories to another in this group or from any of the categories in sub-paragraphs (1) or (3) to a category in this group where the condition set out above in this paragraph has been met: (*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	188	188
(3) Promotion to a special school with a points category "over 1800" or from any of the categories in sub-paragraphs (1) or (2) to this points category where the condition set out above in this paragraph has been met	196	188
(4) Promotion to any of the following points categories or from one of these categories to another in this group or from any of the categories in sub-paragraphs (1), (2) or (3) Schools other than special schools: 4601-6000; 6001-7600; over 7600	250	188

10.—(1) Where on or after 1st April 1973 a teacher has been placed on one of the scales set out in Schedule 2 and subsequently is placed on another of these scales, such movement between scales shall be deemed to be a promotion or a demotion, as the case may be, according as the maximum of the new scale to which the teacher is transferred is greater or less than the maximum of the scale previously applicable by £100 or more.

(2) Subject to the provisions of paragraphs 2, 4, or 7 as the case may be where these apply, a teacher who after 1st April 1973 moves from one scale to another where the difference in the maxima of the scales is £99 or less, shall be placed on the new scale at the rate of salary applicable to him on his previous scale.

(3) Subject to the provisions of paragraphs 2, 4, or 7 as the case may be where these apply, a teacher who after 1st April 1973 has been promoted or demoted within the meaning of sub-paragraph (1) above shall be placed on the appropriate scale to which he has been promoted or demoted in accordance with the following arrangements provided that the maximum of the scale is not exceeded:

(*a*) an assistant teacher, other than a vice-principal or second master/mistress, who is promoted to any of the scales 2 to 5 or to the senior teacher scale, shall be placed on the scale to which he has been promoted at the rate of salary applicable to him on his previous scale plus a promotion increase determined in accordance with paragraph 5;

(*b*) a principal, or a vice-principal or second master/mistress who is promoted to any of the scales 2 to 5 or to the senior teacher scale shall be placed on the scale to which he has been promoted, subject to receiving not less than the minimum of such scale, at the rate of salary applicable to him on the previous scale plus an amount equivalent to two increments on the scale to which he has been promoted;

(*c*) (i) an assistant teacher who is promoted to one of the scales for principals or to one of the scales for vice-principals and second masters/mistresses, or

(ii) a principal who is promoted as a principal, or to one of the scales for vice-principals and second masters/mistresses, or

(iii) a vice-principal or second master/mistress who is promoted as vice-principal or second master/mistress or to a post in either capacity,

shall be placed on the scale to which he has been promoted, subject to receiving not less than the minimum of such scale, at the rate of salary applicable on the previous scale plus a promotion increase determined in accordance with paragraph 9;

(*d*) an assistant teacher, other than a vice-principal or second master/mistress, who is demoted to any of the scales 1 to 5 shall be placed on the scale to which he has been demoted at the rate of salary applicable to him on his previous scale less an amount equivalent to two increments on the scale previously applicable and two increments on each of any intervening scales, an increment on scale 2 being deemed to be £83 per annum for this purpose;

(*e*) a principal, or a vice-principal or second master/mistress who is demoted to the senior teacher scale, or to any of the scales 1 to 5 shall be placed on the scale to which he has been demoted at the rate of salary applicable to him on his previous scale less an amount equivalent to two increments on the scale previously applicable;

(*f*) a principal, or an assistant teacher who is demoted to any of the scales for principal, vice-principal or second master/mistress, shall be placed on the scale to which he has been demoted at the rate of salary applicable to him on his previous scale less an amount equivalent to two increments on the scale previously applicable;

Provided however that a teacher to whom sub-paragraph 3(*d*), 3(*e*) or 3(*f*) applies and who is demoted to a scale on which he previously received salary, shall not receive a lesser rate of salary than he would have received had he remained on that scale.

11. Where in the opinion of the Ministry the circumstances of a particular case are not covered by either Part 1 or Part 2 of this Schedule, 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 5 Regulation 30

The period for which a temporary teacher may receive salary under the provisions of Regulation 30 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 6 Regulation 2

Revocation

Teachers' Salaries Regulations (Northern Ireland) 1972

EXPLANATORY NOTE

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

These Regulations introduce from 1st April 1973 revised scales of salary for teachers in primary schools, secondary schools (other than technical intermediate schools) and special schools.