1976 No. 128

EDUCATION

Teachers' Salaries Regulations (Northern Ireland) 1976

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The Department of Education(a), hereinafter called "the Department", in pursuance of the powers vested in it by Articles 57 and 125 of the Education and Libraries (Northern Ireland) Order 1972(b), hereinafter referred to as "the Order" and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(c) and of all other powers enabling it in that behalf, and after consultation with the Department of Finance, hereby makes the following regulations:

(a) Formerly the Ministry of Education; *see* 1973 c. 36 Sch. 5 para. 8(1)
(b) S.I. 1972/1263 (N.I. 12)
(c) 1962 c. 7 (N.I.)

INTRODUCTION

Citation and commencement

1. These regulations may be cited as the Teachers' Salaries Regulations (Northern Ireland) 1976 and shall come into operation on 29th April 1976 and shall have effect from 1st April 1976.

Regulations revoked

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

Definitions

3.—(1) In these regulations—

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

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

"board" means an education and library board established under Article 3 of the Order;

"employing authority" means an education and library board or, in the case of a school not under the management of an education and library board, the managers of the school;

"incremental point" means the rate of salary related to any of the points on the scales as shown in Schedule 2;

"peripatetic teacher" shall have the meaning assigned to it by Article 53(2)(*a*) of the Order;

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

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

"reorganisation" means rearrangement of educational facilities carried out with the approval of the Department by the education and library board or the managers of a school or schools;

"supply teacher" shall have the meaning assigned to it by Article 53(2)(*b*) of the Order;

"temporary teacher" means a full-time teacher in respect of whose employment an agreement is not required under Article 58 of the Order;

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

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

"1974 Salaries Regulations" means the Teachers' Salaries Regulations (Northern Ireland) 1974(**d**);

"1975 Salaries Regulations" means the Teachers' Salaries Regulations (Northern Ireland) 1975(**e**).

(d) S.R. 1974 No. 87 (I, p. 253), as amended by S.R. 1974 Nos. 137 (I, p. 477) and 228 (I, p. 951)

(e) S.R. 1975 No. 59 as amended by S.R. 1975 No. 267

(2) In these regulations, except where otherwise provided—

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

(*b*) "salary" shall not, except in regulations 32 to 34, include any allowance under regulations 23(2), 25 or 26, or salary supplement under regulation 28, or compensation allowances payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972(**f**) 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) 1973(**g**), the Nursery Classes in Primary Schools Regulations (Northern Ireland) 1973(**h**), the Primary Schools (General) Regulations (Northern Ireland) 1973(**i**), the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1973(**j**), the Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1973(**k**), shall have for the purposes of these regulations the same respective meanings in relation to the schools to which those regulations respectively apply.

Application

4.—(1) These regulations shall apply to teachers employed in grant-aided schools other than technical intermediate schools and to peripatetic and supply teachers.

(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 10 be determined in respect of a primary or secondary school in accordance with regulation 18 and Part III of Schedule 2, and in respect of a special school in accordance with regulation 20, Schedule 5 and Part III of Schedule 2;

(**f**) S.R. & O. (N.I.) 1972 No. 31 (p. 142), as amended by S.R. & O. (N.I.) 1972 No. 93 (p. 358)
(**g**) S.R. & O. (N.I.) 1973 No. 400 (p. 2307), as amended by S.R. 1974 No. 104 (I, p. 344)
(**h**) S.R. & O. (N.I.) 1973 No. 401 (p. 2313)
(**i**) S.R. & O. (N.I.) 1973 No. 402 (p. 2316), as amended by S.R. 1974 No. 105 (I, p. 346)
(**j**) S.R. & O. (N.I.) 1973 No. 390 (p. 2175), as amended by S.R. 1974 No. 81 (I, p. 243)
(**k**) S.R. & O. (N.I.) 1973 No. 403 (p. 2327), as amended by S.R. 1974 Nos. 107 (I, p. 350) and 302 (II, p. 1411); S.R. 1975 No. 183 and S.R. 1976 No. 77

(*b*) for a vice-principal or second master/mistress shall subject to the provisions of regulation 10 be determined in respect of a primary or secondary school in accordance with regulation 18 and Part II of Schedule 2, and in respect of a special school in accordance with regulation 20, Schedule 5 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 4, 2(S) or 3(S), shall be scale 1.

Teachers appointed to a post on any of the scales 2 to 4, 2(S) or 3(S) or as senior teachers

8.—(1) The number of teachers in a primary or secondary school who may be paid on any of the scales 2 to 4 and on the senior teacher scale shall be determined in accordance with the provisions of regulation 19, and also, in the case of senior teachers, in accordance with the provisions of regulations 15(1) and 15(2) and the employing authority shall determine the duties which may be attached to any such post to which it has appointed a teacher provided however that:

(*a*) the scale score for primary schools shall as from the date of these regulations be used in respect of a distribution of posts on scales 2 to 4 as set out in Part I of Schedule 3;

(*b*) subject to the provisions of regulation 19(6), the limitation indicated in Part II 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 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.

(2) The number of teachers in a special school who may be paid on the scales 2(S) and 3(S) shall be determined in accordance with the provisions of regulation 21, and the number of teachers who may be paid on the senior teacher scale shall be determined in accordance with the provisions of regulation 15(3), and the employing authority shall determine the duties which may be attached to any such post to which it has appointed a teacher.

9. Unless the Department shall approve otherwise, the employing authority of a school shall appoint to a post on one of the scales 2 to 4, 2(S) or 3(S) 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.

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

Salary protection for certain teachers

10.—(1) Where a points category is determined for a primary or secondary school in accordance with sub-paragraph 1(*a*) or 1(*b*) of Regulation 18, or a school group is determined for a special school in accordance with Regulation 20 and Schedule 5, a principal, vice-principal or second master/

(I) S.R. & O. (N.I.) 1972 No. 279 (p. 1466)

mistress in service in a school at the date from which the new points category or school group takes effect and who was employed in the same school in the same capacity in the period immediately preceding this date shall, subject to the provisions of paragraphs (2) and (3), have his salary safeguarded and shall not be paid on a scale below that on which he was receiving salary immediately prior to the said date.

(2) A principal, vice-principal or second master/mistress who is under 55 years of age at the date referred to in paragraph (1) and who would be entitled to safeguarding of his salary by the operation of that paragraph, shall however only be entitled to such safeguarding provided he gives to the Department an undertaking to take reasonable steps from time to time as opportunity arises to obtain a teaching post in respect of which there would be payable a salary on a scale higher than the scale related to the points category of his school.

(3) Where the Department is of opinion that the teacher has failed to take such reasonable steps as aforesaid or where it appears to the Department, after consultation with the appropriate school authorities, that the teacher has unreasonably refused to accept an alternative teaching post the Department may if it considers it proper to do so determine that the safeguarding of his salary as provided for by paragraph (1) shall no longer apply.

Principals: Additional provisions relating to scales and allowances

11.—(1) The scales for principals of primary schools shall apply also to principal teachers in nursery schools.

(2) Where the services of a principal are shared between two secondary schools, his salary scale shall be determined by the Department.

(3) Subject to the provisions of regulation 35, an unqualified teacher serving as principal—

(*a*) in a primary school, shall receive in addition to his salary under regulation 35 or 36(1) an allowance of £222;

(*b*) in a special school, shall receive in addition to his salary under regulation 35 an allowance of such amount as the Department may approve.

Definition

12. For the purposes of regulations 13 to 15 "points category" means the points category as determined in accordance with regulation 18.

Vice-principals

13.—(1) In a primary or secondary school a vice-principal appointed where the points category exceeds 150, and a second vice-principal appointed where the points category exceeds 2700, shall be paid on the appropriate scale as determined under paragraph (*b*) of regulation 7 so long as he carries out the duties of vice-principal.

(2) 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 Department.

(3) 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 Department otherwise approves.

Second masters and second mistresses

14.—(1) In a primary or secondary school which is a school for both boys and girls and where the points category exceeds 1000 a teacher shall be paid as second master or second mistress as the case may be on the appropriate scale as determined under paragraph (*b*) of regulation 7 so long as he carries out the duties of second master or second mistress.

(2) The second master or second mistress in a primary or secondary school 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 in a primary or secondary school 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.

(4) In a special school in group 7(S) or higher, a teacher shall be paid as second master or second mistress as the case may be on the appropriate scale as determined under paragraph (*b*) of regulation 7 so long as he carries out the duties of second master or second mistress.

Senior teachers

15.—(1) Subject to the provisions of these regulations, there shall be designated in primary and secondary schools senior teachers as shown in the following table:

Schools in points categories as determined for purposes of Schedule 2	*Number of senior teachers to be designated*
2401-3300	1
3301-4600	2
4601 and above	3

(2) An employing authority may with the approval of the Department designate in primary and secondary schools, where the scale score of the school permits, senior teachers additional to those under paragraph (1) as follows:

Schools in points categories as determined for purposes of Schedule 2	*Number of senior teachers additional to those under paragraph* (1)
2401-3300	2
3301-4600	2
4601-6000	1
6001 and above	2

(3) In special schools in group 9(S) there may with the approval of the Department be designated for the purposes of these regulations posts of senior teacher up to a limit of 10% of the number of approved full-time teaching posts in the school other than those of principal, vice-principal and second master/mistress.

Points Average, Points Score, Points Category, Scale Score

Points average

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

Determination of points score

17. A points score shall be determined for each primary or secondary school in respect of each school year, commencing with the school year 1971/72, 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 14 years of age	— 2 points
„ „ aged 14 and under 15 years of age	— 3 points
„ „ „ 15 „ „ 16 „ „ „	— 4 points
„ „ „ 16 „ „ 17 „ „ „	— 6 points
„ „ „ 17 and over	— 8 points

except in the case of handicapped pupils where the board has decided that special educational treatment is required, when the points count prescribed above shall be increased for each handicapped pupil by 3 points.

Points category

18.—(1) The points category for the purposes of Parts II and III of Schedule 2 and for Schedule 3 shall be—

(*a*) for the period 1st April 1976 to 31st July 1976 inclusive:
determined 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;

(*b*) for the period 1st August 1976 to 31st July 1979 inclusive:
determined by reference to the points average for the triennial period 1st August 1976 to 31st July 1979.

(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 Department may deem proper, the Department 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 a fraction of more than one-half shall be counted as a unit, and a fraction of less than one-half shall not be counted.

Scale scores

19.—(1)(*a*) Subject to the provisions of sub-paragraph (*b*) and of regulation 22(2), a scale score shall be allocated to each primary and secondary 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;

(*b*) In such cases as the Department may deem proper the scale score of the school as determined in accordance with sub-paragraph (*a*) may be increased to such extent as the Department shall approve.

(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 the senior teacher scale shall count 3

(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, 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 4 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 4 or on the senior teacher scale until the scale score of the school permits.

(6) The limitation indicated in Part II 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 Department, be waived where it is necessary to do so provided however that the number of posts with scales above the said limitation already existing at the date of these regulations in a school 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 a technical intermediate school, the scale score for any school in such a unit may, with the approval of the Department, 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.

Special Schools

Determination of school group

20.—(1) The group of a special school for the purpose of determining the salary scale for a principal, vice-principal and second master/mistress shall be derived in accordance with the table in Schedule 5 from the approved staffing of the school together with the number of pupils enrolled, as at the second Friday following the opening of the school for the second term in each school year and the group thus determined shall apply from 1st April following.

(2) Where a special school is directly affected by reorganisation or is newly opened, the Department shall determine the group of the school for part or the whole of any year beginning on the 1st April for the purposes of deciding the salary scales for the principal and vice-principal and for the second master or second mistress (if any), and shall base this determination on its estimate of the numbers of staff and pupils likely to be reached four years after the date of reorganisation or opening.

Determination of number of posts on scales 2(S) and 3(S)

21.—(1) Subject to paragraph (2) the number of teachers who shall be paid on scales 2(S) and 3(S) shall be determined in relation to the number of approved full-time teaching posts in the school, exclusive of the posts of principal, vice-principal and second master/mistress, in accordance with approved arrangements having regard to the extent to which the pupils in the school have multiple handicaps and shall be:

(*a*) for scale 2(S) not less than 30% or more than 66⅔% of the said teaching posts, and

(*b*) for scale 3(S) not less than 5% or more than 15% of the said teaching posts,

any fraction being rounded to the nearest whole number of teachers, a fraction of one-half being rounded up.

(2) No teacher shall be placed on scale 3(S) in a school in a group below 6(S).

(3) Where the Department is satisfied that the needs of a particular school so justify, the maximum percentages specified in paragraph (1) for posts on scales 2(S) or 3(S) may, with its approval, be exceeded.

(4) A teacher who under these regulations is placed on scale 2(S), 3(S) or on the senior teacher scale shall not be paid on a lower scale so long as he continues in the same post.

(5) A teacher in a special school shall not be paid on a scale higher than scale 1 until he has satisfactorily completed the probation requirements of the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1973.

Schools of Exceptional Difficulty

Designation and scale score

22.—(1) A board shall designate for the purposes of these regulations in relation to the schools in its area in accordance with arrangements approved by the Department 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 19 may be increased to such extent as the Department shall approve.

(3) Where additional scale score points are awarded under the provisions of paragraph (2) these points may be used—

(*a*) to create additional posts on scale 2 in respect of schools which are for the purposes of Schedule 2 in points categories up to 700 points;

(*b*) to create additional posts on scale 2 and/or scale 3 in respect of schools which are for the purposes of Schedule 2 in points categories 701 to 1300 points;

(*c*) to create additional posts on scale 2, scale 3 and/or scale 4 in respect of schools which are for the purposes of Schedule 2 in points categories over 1300 points.

PERIPATETIC AND SUPPLY TEACHERS

Salaries

23.—(1) The scales of salary for qualified peripatetic and supply teachers shall be the scales for assistant teachers, other than for vice-principals, second masters/mistresses and senior teachers as set out in Schedule 2 and the board shall determine in accordance with arrangements approved by the Department the scale to which each such teacher shall be appointed.

(2) A qualified peripatetic or supply teacher who is placed on scale 1 and who is employed for all his teaching duties as a teacher of special classes consisting mainly of handicapped pupils in a primary or secondary school or otherwise employed in teaching handicapped pupils may at the discretion of the board and with the approval of the Department receive in addition to his salary on scale 1 an allowance of £351.

(3) A qualified peripatetic or supply teacher who is placed on scale 1 shall be entitled to proceed one increment beyond the maximum of that scale provided that he fulfils the requirements of regulation 24.

SPECIAL PROVISION FOR CERTAIN TEACHERS OF HANDICAPPED PUPILS

Extension of scales

24. A teacher, other than a peripatetic or supply teacher paid on a salary scale higher than scale 1, who holds such qualifications as the Department may approve—

(*a*) for the teaching of the blind and who is engaged in teaching blind children; or

(*b*) for the teaching of the deaf and who is engaged in teaching deaf or partially hearing children,

shall, while so engaged, be entitled to proceed by one increment beyond the maximum of the salary scale as set out in Schedule 2 on which he is paid, the value of such increment beyond the maximum to be equal to the value of the last increment on that scale.

ALLOWANCES

Allowance for teachers of handicapped pupils

25.—(1) An assistant teacher on scale 1 in a special school shall receive in addition to his salary on the appropriate scale a special schools allowance of £351.

(2) An assistant teacher, other than a peripatetic or supply teacher paid on a salary scale higher than scale 1, of a special class of handicapped pupils in a primary or secondary school who is not a vice-principal or second master/mistress or a senior teacher may, at the discretion of the board and with the approval of the Department, receive in addition to his salary on the appropriate scale a special class allowance of £351.

Acting allowances

26. Where the Department has considered it reasonable—

(*a*) to 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*) to 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,

the teacher carrying out the duties of acting principal or those of another teacher under the provisions of (*a*) or (*b*) above may 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.

Salary Supplement

Definition

27. For the purposes of regulations 28 and 29(*g*) "remuneration", in relation to any person, includes any benefit, facility or advantage, whether in money or otherwise, provided by the employer or by some other person under arrangements with the employer, whether for the first mentioned person or otherwise, by reason of the fact that the employer employs him, and any reference to the payment of remuneration shall be construed accordingly.

Increase in remuneration

28.—(1) Subject to paragraph (2), a full-time teacher and a full-time unqualified teacher, other than a temporary teacher remunerated in accordance with the provisions of regulation 37(1), shall, with effect from 1st April 1976, receive an additional payment at the rate of £312 per annum unless his existing rate of remuneration as defined in regulation 27 is £8,500 or more per annum.

(2) If such payment would increase the rate of remuneration in any case beyond £8,500 per annum, such part only shall be paid as will increase the rate of remuneration to that amount.

(3) Any payment under this regulation and any like payment made to a teacher as part of his remuneration for teaching service in an institution of further education or college of education, shall be disregarded for the purposes of determining the salary placing position of the teacher on any of the scales set out in these regulations.

Increments

Award of increments

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

(*a*) The Department may at any time withhold an increment or require it to be withheld if a teacher's service, in the judgment of the Department, 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 Department, reached a satisfactory standard he may, at the discretion of the Department, be allowed two increments (instead of one increment) in the appropriate scale;

(*c*) a teacher's normal 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 a teacher is placed or replaced on any of the salary scales set out in Schedule 2 and for this purpose his past service and experience is assessed under Schedule 1, the date on which the next complete year of service would be attained shall be calculated and if the following day falls on any of the first fifteen days of a month, his increment shall be awarded from the first day of that month but otherwise from the first day of the following month subject to satisfactory continuous full-time service in the meantime;

(*f*) 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;

(*g*) an increment which if awarded to a teacher on his salary scale would increase his remuneration as defined in regulation 27 to a rate in excess of £8,500 per annum shall be restricted to such amount as will increase his remuneration to £8,500 per annum, and an increment on his salary scale shall not be awarded to a teacher in any case where the rate of remuneration payable is already £8,500 per annum or more.

Credit for periods of absence

30.—(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 Department shall determine otherwise.

ABSENCES OF TEACHERS

Definition

31. In regulations 32 and 33 "teacher" means a full-time teacher other than a temporary teacher who is paid in accordance with paragraph (1) of regulation 37.

Absence due to illness

32.—(1) A teacher shall, subject to the provisions of these regulations, be entitled, while absent because of illness, to receive salary in any period of one year, which shall be deemed to begin on 1st April and end on 31st March of the following year, in accordance with the following scale:

(*a*) During the first year of full-time service: salary at the full rate for 25 working days and after completing four calendar months full-time service salary at one-half of the full rate for 50 working days;

(*b*) during the second year of full-time service: salary at the full rate for 50 working days and at one-half of the full rate for 50 working days;

(*c*) during the third year of full-time service: salary at the full rate for 75 working days and at one-half of the full rate for 75 working days;

(*d*) during the fourth and successive years of full-time service: salary at the full rate for 100 working days and at one-half of the full rate for 100 working days.

(2) A teacher who is appointed from a date other than 1st April shall be deemed for the purposes of paragraph (1) to have been appointed from the preceding 1st April but shall have completed four calendar months actual full-time service before being entitled while absent owing to illness to any salary at one-half of the full-time rate.

(3) The period from 1st April until the return to duty of a teacher absent owing to illness on 31st March in any year and who continues to be absent for this reason after that date shall be deemed to be part of the preceding year for the purpose of determining entitlement to sick leave with pay and if such a teacher after returning to duty should subsequently be absent owing to illness before 1st April following his entitlement to sick leave with pay shall be determined under paragraph (1) but reckoned as from the date of returning to duty after his previous illness.

(4) Subject to the provisions of paragraph (5) a teacher who was ill immediately preceding a period of school vacation and who continues to be ill shall be paid at the rate applicable to him under paragraph (1) on the last working day before the period of vacation commenced, and the vacation period shall not be counted against his entitlement under paragraph (1), or where he had ceased to be entitled to salary at the full or half rate he shall not be entitled to salary.

(5) If a teacher obtains and forwards to the Department a medical certificate certifying that during a vacation period or for any part of such period he was in all respects fit to undertake teaching duties, he shall be deemed to have returned to duty from the date so certified and salary at the full rate shall be paid to him from that date provided he actually resumes duty on the day the school re-opens after the vacation.

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

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

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

(7) Where a teacher is absent owing to illness and the absence includes any period of days which are not working days, other than vacation periods to which paragraphs (4) and (5) apply, he shall be entitled to payment for each such period at the full rate of salary or at one-half of the full rate as the case may be on the same basis as the rate related to the last working day immediately preceding each such period, and where the teacher has ceased to be entitled to salary at the full or half rate, he shall not be entitled to salary.

(8) A teacher in post on 1st April 1974 and who continues in full-time service shall be entitled to receive salary for absence due to illness in accordance with the provisions of this regulation or the regulation governing this matter immediately prior to 1st April 1974, whichever is the more favourable to the teacher.

Absence with salary for other causes

33. 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 Department, for a period of absence exceeding three working days, due to special circumstances.

Leave with or without salary in certain other instances

34. Where a teacher with the approval of the Department has been granted leave of absence by the employing authority—

(*a*) to attend an approved course of study or training, or

(*b*) for other reasons,

such absence shall be with or without pay as may be approved by the Department, and shall rank for increment unless the Department otherwise determines.

Unqualified Teachers

Minimum salary

35. The minimum rate of salary of full-time unqualified teachers shall be £1,662, 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

36.—(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 £2,253.

(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

Payment

37.—(1) A temporary teacher, including an unqualified teacher, shall except as provided in paragraph (2) be paid 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 for approved purposes including attendance at an approved course of study or training, or

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

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

(3) In the case of any teacher who, in respect of any period of service, 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 Department 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, subject to the provisions of paragraph (*c*) of regulation 29, 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, but shall not include any increase in remuneration payable under regulation 28, save in respect of a teacher paid in accordance with the provisions of paragraph (2).

(5)(*a*) A temporary teacher who, in respect of any period of service, is paid on a daily basis in accordance with the provisions of paragraph (1) shall have his rate of salary determined on 1st April 1976 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.

(**m**) S.R. & O. (N.I.) 1961 No. 163 (p. 650)

(*b*) Subject to sub-paragraph (*c*) a teacher, including an unqualified teacher, paid at the daily rate determined under paragraph (1) shall, with effect from 1st April 1976, receive an additional amount of £1.56 per day subject to a maximum of £6 per week under this provision.

(*c*) The additional payment under sub-paragraph (*b*) shall not be made where the teacher's remuneration, as defined in regulation 27, would be £8,500 or more per annum if the teacher were being employed in a permanent capacity.

PART-TIME TEACHERS

Payment

38.—(1) Subject to paragraphs (2) and (3), the hourly rates for part-time teaching shall be as set out in the table hereunder, but in such circumstances as the Department may approve, a part-time teacher may be paid a proportion of the annual salary and additional payment under regulation 28 that would be appropriate if he were employed full time.

Description of teacher and classes taught	*Rate per hour*
(*a*) A qualified teacher teaching classes with pupils following courses (1) leading to General Certificate of Education examinations where such pupils are in the 4th or subsequent years of the course or (2) leading to Certificate of Secondary Education examinations where such pupils are in the 4th year of the course	£ 3.00
(*b*) A qualified teacher teaching any class other than as at (*a*)	2.44
(*c*) An unqualified teacher teaching any class	2.05

(2) The Department may authorise lower rates 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.

(3) In addition to the hourly rates prescribed above part-time teachers may, where appropriate, be paid a supplement of 29p per hour with effect from 1st April 1976 subject to a maximum payment under this provision of £6 per week.

MISCELLANEOUS

Re-assessment of salary following incorrect placing

39.—(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 1976:

Provided that the Department 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

40. 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 regulations superseding those 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—

(*a*) re-calculated in accordance with the terms of paragraph 3 of Part II of Schedule 4 in the case of a teacher on scale 1; or

(*b*) increased by—

(i) one increment where the qualification or course would entitle the teacher to this amount in accordance with the terms of sub-paragraph 3(3) of Part II of Schedule 4 were he an assistant teacher being placed on scale 1 in accordance with the terms of that paragraph;

(ii) two increments where a teacher, other than a teacher to whom (iii) or (iv) hereunder applies, has obtained an approved university degree or other qualification adjudged by the Department to be equivalent thereto;

(iii) four increments where a teacher, other than a teacher to whom (iv) hereunder applies, has obtained an approved university degree with first or second class honours, or other qualification adjudged by the Department to be equivalent thereto;

(iv) two increments 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 Department 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

41. 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.

Safeguarding of existing salaries

42. A teacher in recognised teaching service on 31st March 1976 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.

Sealed with the Official Seal of the Department of Education for Northern Ireland on 15th April 1976.

(L.S.)

J. Finney
Deputy Secretary

SCHEDULE 1 Regulation 6 and Schedule 4

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 Department 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	
(*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 Department, 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 Department should be recognised	To such extent as the Department may determine
(*m*) In the case of a teacher recognised as qualified under the Primary Schools (General) Regulations (Northern Ireland) 1973, satisfactory service given as a substitute or as a temporary 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 Department 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 £63
3rd increment 4th increment 5th increment 6th increment 7th increment 8th increment 9th increment 10th increment	shall each be £114
11th increment 12th increment 13th increment 14th (final) increment	shall each be £126

(*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 credit awarded may be modified to the extent required by regulation 29 to ensure that the teacher's normal incremental date shall fall on the first day of a calendar month.

SCHEDULE 2 Regulations 5, 7, 8, 9, 18, 21, 22, 23 and 40

Scales of salaries for teachers

PART I

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

(*a*) PRIMARY AND SECONDARY SCHOOLS

Point on scale	*Scales*				
	1	2	3	4	*Senior teachers*
	£	£	£	£	£
1	2,253	2,655	3,357	4,056	4,368
2	2,376	2,769	3,486	4,212	4,551
3	2,469	2,883	3,615	4,368	4,734
4	2,562	2,997	3,744	4,551	4,917
5	2,655	3,117	3,900	4,734	5,100
6	2,769	3,237	4,056	4,917	5,310
7	2,883	3,357	4,212	5,100	5,520
8	2,997	3,486	4,368	5,310	5,730
9	3,117	3,615	4,551	5,520	5,940
10	3,237	3,744	4,734		
11	3,357	3,900	4,917		
12	3,486	4,056			
13	3,615	4,212			
14	3,744				

(*b*) SPECIAL SCHOOLS

Point on scale	*Scales*			
	1	2(S)	3(S)	*Senior teachers*
	£	£	£	£
1	2,253	2,997	3,744	4,368
2	2,376	3,117	3,900	4,551
3	2,469	3,237	4,056	4,734
4	2,562	3,357	4,212	4,917
5	2,655	3,486	4,368	5,100
6	2,769	3,615	4,551	5,310
7	2,883	3,744	4,734	5,520
8	2,997	3,900	4,917	5,730
9	3,117	4,056	5,100	5,940
10	3,237	4,212	5,310	
11	3,357	4,368		
12	3,486	4,551		
13	3,615			
14	3,744			

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 scale shall be extended by two increments of £156 per annum as follows:

Point on scale	*Salary rate*
	£
15	3,900
16	4,056

PART II

VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES

(a) PRIMARY AND SECONDARY SCHOOLS

Point on scale	*Points category*					
	151-300	301-500	501-700	701-1000	1001-1300	1301-1800
	£	£	£	£	£	£
1	2,880	3,360	3,750	4,428	4,740	5,052
2	3,000	3,489	3,903	4,584	4,896	5,208
3	3,120	3,618	4,056	4,740	5,052	5,364
4	3,240	3,747	4,209	4,896	5,208	5,520
5	3,360	3,876	4,365	5,052	5,364	5,676
6	3,489	4,008	4,521			
7	3,618	4,140	4,677			
8	3,747	4,272	4,833			
9	3,876	4,404				
10	4,008	4,536				
11	4,140					
12	4,272					

Point on scale	*Points category*					
	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	over 7600
	£	£	£	£	£	£
1	5,364	5,676	5,988	6,300	6,510	6,768
2	5,520	5,832	6,144	6,456	6,666	6,924
3	5,676	5,988	6,300	6,612	6,822	7,080
4	5,832	6,144	6,456	6,768	6,978	7,236
5	5,988	6,300	6,612	6,924	7,134	7,392

(*b*) SPECIAL SCHOOLS

Point on scale	*Group*						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	3,360	3,855	4,530	4,893	5,130	5,367	5,658
2	3,477	4,005	4,680	5,043	5,280	5,517	5,808
3	3,594	4,155	4,830	5,193	5,430	5,667	5,958
4	3,711	4,305	4,980	5,343	5,580	5,817	6,108
5	3,828	4,455	5,130	5,493	5,730	5,967	6,258
6	3,951	4,605					
7	4,074	4,755					
8	4,197	4,905					
9	4,326						
10	4,455						
11	4,584						
12	4,713						

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	4,110	4,311	4,545	4,794	5,184	5,583	6,036
2	4,242	4,443	4,677	4,950	5,340	5,739	6,192
3	4,374	4,575	4,809	5,106	5,496	5,895	6,348
4	4,506	4,707	4,941	5,262	5,652	6,051	6,504
5	4,638	4,839	5,073	5,418	5,808	6,207	6,660

Point on scale	*Points category*						
	1301-1800	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
	£	£	£	£	£	£	£
1	6,489	6,969	7,455	7,944	8,466	8,949	9,411
2	6,645	7,125	7,611	8,100	8,856	9,144	9,606
3	6,801	7,281	7,767	8,256	8,661	9,339	9,801
4	6,957	7,437	7,923	8,412	9,051	9,534	9,996
5	7,113	7,593	8,079	8,568			

(*b*) SPECIAL SCHOOLS

Point on scale	*Group*						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	4,962	5,223	5,667	6,060	6,525	6,852	7,176
2	5,094	5,376	5,820	6,213	6,678	7,005	7,335
3	5,226	5,529	5,973	6,366	6,831	7,158	7,494
4	5,358	5,682	6,126	6,519	6,984	7,311	7,653
5	5,490	5,835	6,279	6,672	7,137	7,464	7,812

SCHEDULE 3 Regulations 8, 18, 19 and 22

PART I

PRIMARY SCHOOLS

Points category (1)	*Scale score* (2)	*Minimum number of scale 2 posts* (3)	*Residual scale score points* (4)
120- 300	1	1	—
301- 400	2	2	—
401- 500	4	4	—
501- 600	7	7	—
601- 700	8	8	—
701- 800	10	6	4
801- 900	11	7	4
901-1,100	13	9	4
1,101-1,200	15	11	4
1,201-1,300	16	12	4
1,301-1,400	18	12	6
1,401-1,600	21	14	7
1,601-1,800	24	15	9
1,801-2,000	29	17	12
2,001-2,200	34	20	14
2,201 and over	39	20	19

NOTES:

1. Teachers (other than principals and vice-principals) in primary schools with a points category of less than 120 shall not be placed on scales higher than scale 1.

2. Residual scale score points (col. (4)) in respect of schools which are for the purposes of Schedule 2—
   (*a*) in points categories 701 to 1300 points, may be used to create posts on scale 2 and/or scale 3;
   (*b*) in points categories over 1300 points, may be used to create posts on scale 2, scale 3 and/or scale 4.

PART II

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*
120- 300	1	101- 200	1	Up to 120	Scale 1 only
301- 400	3	201- 300	2	121-700	Not higher than scale 2
401- 500	6	301- 500	3		
501- 600	7	501- 700	4	701-1,300	Not higher than scale 3
601- 700	8	701- 900	6		
701- 800	9	901-1,200	7	1,301-2,400	Not higher than scale 4
801- 900	11	1,201-1,800	8		
901-1,000	12	1,801-2,600	9	2,401-3,300	No limitation but not more than three senior teachers allowed
1,001-1,200	15	2,601-3,300	10		
1,201-1,300	17	3,301-4,000	11		
1,301-1,400	21	4,001-4,700	12		
1,401-1,600	22	4,701-5,400	13		
1,601-1,800	26	5,401 and			
1,801-2,000	30	over	14		
2,001-2,200	35				
2,201-2,400	38			3,301-6,000	No limitation but not more than four senior teachers allowed
2,401-2,700	46				
2,701-3,000	50				
3,001-3,300	54				
3,301-3,700	58				
3,701-4,100	63				
4,101-4,600	68			Over 6,000	No limitation but not more than five senior teachers allowed
4,601-5,100	71				
5,101-5,600	76				
5,601-6,100	81				
6,101-6,600	87				
6,601-7,100	93				
7,101-7,600	100				
7,601-8,100	108				
8,101 and over	116				

SCHEDULE 4 Regulations 6 and 40

PART I

Placing of teachers on the salary scales

TRANSFER TO SALARY SCALES APPLICABLE FROM 1ST APRIL 1976

1. Subject to the provisions of paragraphs 2 and 3, a teacher who was in full-time service in a recognised school on 1st April 1976 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 1976 shall be placed on 1st April 1976 on the appropriate scale set out in Schedule 2 at the incremental point corresponding to that on which he received salary on the scale applicable on 31st March 1976 under the 1975 Salaries Regulations.

2. A teacher who is a graduate with a first or second class honours degree or who holds an equivalent qualification and who was placed on scale 3 of the 1974 Salaries Regulations and whose rate of salary on 31st March 1975—

(*a*) in the case of a teacher in a primary or secondary school was £3,609 shall be placed above the maximum of scale 2 as set out in Schedule 2 at a rate of £4,368; or

(*b*) in the case of a teacher in a special school was £3,927 shall be placed above the maximum of scale 2(S) as set out in Schedule 2 at the rate of £4,734.

3. A teacher who immediately prior to 1st April 1976 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 or after 1st April 1976 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.

PART II

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

1. A teacher appointed or re-appointed or who moves to a different scale on or after 1st April 1976 shall have his rate of salary determined as provided in Part II of this Schedule, and where such rate is not an exact incremental point, it shall be rounded up to the next incremental point above the rate of salary and he shall be placed on the appropriate scale at this incremental point.

2. A teacher who on or after 1st April 1976 is re-appointed in the same capacity as that in which he had been employed at any time before that date shall be placed on the appropriate scale set out in Schedule 2 from the date of re-appointment—

(*a*) if at any time he has been placed on the scales which applied from 1st April 1975 under the 1975 Salaries Regulations or which apply from 1st April 1976 under these regulations in the same capacity as that in which he is being re-appointed—

at the rate of salary applicable at the date of leaving his previous appointment in the same capacity; or

(*b*) where (*a*) does not apply, if at any time he has been placed on the scales which applied immediately prior to 1st April 1975 under the 1975 Salaries Regulations in the same capacity as that in which he is being re-appointed—

at the incremental point corresponding to the incremental point on which he was paid at the date of leaving his previous appointment in the same capacity; or

(*c*) where neither (*a*) nor (*b*) applies, if he was employed prior to 24th May 1974 in the same capacity as that in which he is being re-appointed—

at the rate of salary determined as if the assimilation arrangements which operated prior to 18th March 1975 as set out in Part I to Schedule 4 of the 1975 Salaries Regulations were applied to him based on his incremental position on his scale at the date of leaving his previous appointment in the same capacity, and he were then transferred to the corresponding incremental point on the appropriate scale in Schedule 2; or

(*d*) at the rate of salary determined under the relevant paragraphs of Part II of this Schedule if this is higher than the rate determined under (*a*) or (*b*) or (*c*) above as appropriate.

3. An assistant teacher who is placed on scale 1 on or after 1st April 1976 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 (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 Department to be equivalent thereto, an addition of two increments;

(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 Department to be equivalent thereto, an addition of four increments;

(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 Department for the purposes of this sub-paragraph, an addition of one increment;

(*b*) in the case of an assistant teacher who is entitled to the addition of two increments or four increments prescribed in sub-paragraph 3(1) and 3(2) and—

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

(*b*) who has obtained an approved university postgraduate 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 Department, does not form part of the teacher's qualifications entitling him to receive an amount under sub-paragraph 3(1) or 3(2),

an addition of one increment;

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

4. An assistant teacher who is placed on scale 1 following service on a higher scale on or after 1st April 1976 shall be placed on the scale at the rate determined in accordance with the provisions of paragraph 3 or paragraph 11 whichever is the higher, subject to the maximum of the scale not being exceeded.

5. An assistant teacher who after 1st April 1976 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 3 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.

6. A teacher who is placed on scale 2, 3 or 4 or on the senior teacher scale for the first time on or after 1st April 1976 shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

(*a*) at the minimum; or

(*b*) at the rate of salary that he would receive if placed on scale 1 in accordance with the provisions of paragraph 3 plus a promotion increase of two increments on the new scale, provided that if the promotion is to a scale higher than the one next above that previously applicable, the increase shall be the total of the increases which would have applied if the teacher had moved up one scale at a time, subject, at each stage, to the maximum of the scale not being exceeded; or

(*c*) at the rate of salary determined in accordance with paragraph 11 where the teacher is placed on the scale following service on another scale under these regulations; or

(*d*) 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, provided however that a teacher, within three months of being notified of his rate of salary, may request that his salary rate should be determined under any other relevant sub-paragraph of this paragraph.

7. A teacher who is placed on scale 2(S) or 3(S) for the first time on or after 1st April 1976 shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

(*a*) in accordance with sub-paragraphs 6(*a*) or 6(*c*) or 6(*d*), or

(*b*) at the incremental point on scale 2(S) or 3(S) as the case may be which corresponds to the incremental point on scale 2 or scale 3 as appropriate which would be applicable to him under sub-paragraph 6(*b*) were he being placed on scale 2 or scale 3,

whichever is the highest.

8.—(*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 school group, 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 school group, or

(*e*) a teacher on any of the assistant teacher scales 1 to 4, 2(S) or 3(S) or on the senior teacher scale who is appointed as a vice-principal or second master/mistress,

on or after 1st April 1976 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 3 at the date of appointment or re-appointment, plus an increase which shall be either—

(*a*) the promotion increase the teacher would receive under paragraph 6(*b*) had he been placed on the highest scale (or in the case of a special school the scale in a school other than a special school corresponding to the highest scale) below that for vice-principal or second master/mistress appropriate to the particular school, plus, if the school is a special school, an additional amount of £351 per annum where the teacher was on scale 1, 2, 3 or 4 in his former post; or

(*b*) one and one-half increments on the new scale,

whichever is the greater; or

(3) at the rate of salary determined in accordance with paragraph 11 where the teacher is placed on the scale following service on or after 1st April 1976 on another scale under these regulations plus an additional amount of £351 per annum where the appointment is to a special school and the service in the previous post was on scales 1, 2, 3 or 4; 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, a promotion increase of one and one-half increments on the new scale,

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 school group, or

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

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.

9. For the purposes of head (*a*) of paragraph 8(2), heads (*b*), (*c*), (*g*) and (*h*) of paragraph 11(4), and heads (*a*), (*b*), (*e*), (*f*), (*h*), (*i*), (*k*), and (*l*) of paragraph 11(5), the following shall be deemed to be corresponding scales:

(*a*) scales 2 and 2(S); (*b*) scales 3 and 3(S); (*c*) scale 1 for schools other than special schools and scale 1 in special schools; and (*d*) senior teacher scale in schools other than special schools and senior teacher scale in special schools.

10.—(*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 or school group 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.

11.—(1) Where on or after 1st April 1976 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 (other than movement between scales 2 and 2(S) or between scales 3 and 3(S)) shall be deemed to be a promotion or 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 4, 6, 7 or 8 as the case may be where these apply, a teacher who on or after 1st April 1976 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 4, 6, 7 or 8 as the case may be where these apply, a teacher continuing service in schools other than special schools who on or after 1st April 1976 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 subject to the maximum of the scale not being exceeded and to his receiving not less than the minimum of the scale:

(*a*) An assistant teacher, other than a vice-principal or second master/mistress who is promoted to any of the scales 2 to 4, 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 of two increments on the new scale, provided that if the promotion is to a scale higher than the one next above that previously applicable, the increase shall be the total of the increases which would have applied if the teacher had moved up one scale at a time, subject, at each stage, to the maximum of the scale not being exceeded;

(*b*) a principal, or a vice-principal or second master/mistress who is promoted to any of the scales 2 to 4, 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 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 at the rate of salary applicable on the previous scale (subject to (iv) of this sub-paragraph) plus a promotion increase of one and one-half increments on the scale to which he has been promoted;

(iv) where the salary applicable on the previous scale has been restricted on or after 1st August 1975 by the operation of sub-paragraph (*g*) of regulation 28 of the 1975 Salaries Regulations or by the operation of sub-paragraph (*g*) of regulation 29 of these regulations, the rate of salary applicable on the previous scale shall for the purposes of (i), (ii) and (iii) of this sub-paragraph be deemed to be the rate which would have been payable but for such restriction;

(*d*) an assistant teacher, other than a vice-principal or second master/mistress, who is demoted to any of the scales 1 to 4, shall be placed, subject to paragraph 13, 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;

(*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 4 shall be placed, subject to paragraph 13, 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 as related to 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, subject to paragraph 13, 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.

(4) Subject to the provisions of paragraphs 4, 6, 7 or 8 as the case may be where these apply, a teacher continuing service in special schools who on or after 1st April 1976 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 subject to the maximum of the scale not being exceeded and to his receiving not less than the minimum of the scale:

(*a*) A teacher who is promoted from scale 2(S) to scale 3(S), or from scale 1 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 as under sub-paragraph (3)(*a*);

(*b*) a teacher who is promoted from scale 1 to scale 2(S) or scale 3(S) shall have his rate of salary determined in accordance with sub-paragraph (3)(*a*) as if he were being promoted to the corresponding scale 2 or scale 3 as the case may be and shall then be placed on scale 2(S) or scale 3(S) as appropriate at the same point on the scale as the point related to his notional placing on scale 2 or scale 3;

(*c*) a teacher who is promoted from scale 2(S) or scale 3(S) to the senior teacher scale shall be notionally transferred to the corresponding scale 2 or scale 3 as the case may be at the same point on the scale as the point related to his placing on scale 2(S) or 3(S) (or if he has been paid at the maximum of scale 2(S) or scale 3(S) for one year or more, to the maximum of scale 2 or scale 3 as the case may be) and shall then be placed on the senior teacher scale at the rate of salary applicable under his notional placing on scale 2 or scale 3 plus a promotion increase determined as under sub-paragraph (3)(*a*);

(*d*) a principal, or vice-principal or second master/mistress who is promoted to scale 3(S) or to the senior teacher scale shall be placed on the scale to which he is promoted 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;

(*e*)(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 at the rate of salary applicable on the previous scale plus a promotion increase of one and one-half increments on the scale to which he has been promoted;

(*f*) a teacher who is demoted from scale 3(S) to scale 2(S) or from the senior teacher scale to scale 1 shall be placed, subject to paragraph 13, 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;

(*g*) a senior teacher who is demoted to scale 2(S) or scale 3(S) shall be transferred at his existing rate of salary to the senior teacher scale for schools other than special schools and shall be notionally demoted in accordance with the provisions of sub-paragraph (3)(*d*) from that scale to scale 2 or scale 3 as the case may be which corresponds to the scale to which he is to be demoted and shall then be placed on scale 2(S) or 3(S) as appropriate, subject to paragraph 13, at the same point on the scale as the point on scale 2 or scale 3 to which he was notionally demoted;

(*h*) a teacher on scale 2(S) or scale 3(S) who is demoted to scale 1 shall be notionally transferred to the corresponding scale 2 or scale 3 as the case may be at the same point on the scale as the point related to his placing on scale 2(S) or scale 3(S) (or if he has been paid at the maximum of scale 2(S) or scale 3(S) for one year or more, to the maximum of scale 2 or scale 3 as the case may be) and shall then be placed on scale 1, subject to paragraph 13, at the rate of salary determined by demoting him from his notional placing on scale 2 or scale 3 in accordance with the provisions of sub-paragraph (3)(*d*);

(i) a principal, or a vice-principal or second master/mistress who is demoted to the senior teacher scale or to any of the scales 3(S), 2(S) or 1 shall be placed, subject to paragraph 13, 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 as related to the scale previously applicable;

(*j*) 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, subject to paragraph 13, 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.

(5) Subject to the provisions of paragraphs 4, 6, 7 or 8 as the case may be where these apply a teacher who transfers from service in a special school to service in a school other than a special school, or vice versa, and who on or after 1st April 1976 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 subject to the maximum of the scale not being exceeded and to his receiving not less than the minimum of the scale:

(*a*) A teacher in a special school who is promoted from scale 1, scale 2(S) or scale 3(S) to any of the scales 2 to 4 or to the senior teacher scale in a school other than a special school shall be notionally transferred to the corresponding scale 1, 2 or 3 as the case may be at the same point on the scale as the point related to his placing on scale 1, 2(S) or 3(S) in the special school (or if he has been paid at the maximum of scale 2(S) or scale 3(S) for one year or more, to the maximum of scale 2 or scale 3 as the case may be) and shall then be placed on the scale to which he has been promoted at the rate of salary applicable under his notional placing plus a promotion increase determined as under sub-paragraph (3)(*a*);

(*b*) subject to sub-paragraph (5)(*c*), a teacher on any of the scales 1 to 4 for schools other than special schools who is promoted to scale 2(S), 3(S) or the senior teacher scale in a special school shall be notionally promoted to the corresponding scale 2, scale 3, or the senior teacher scale as the case may be for schools other than special schools in accordance with the provisions of sub-paragraph (3)(*a*) and shall then be placed on the appropriate scale to which he has been promoted in the special school at the same point on the scale as the point to which he was notionally promoted on the corresponding scale 2, scale 3 or senior teacher scale;

(*c*) a teacher transferring from scale 2 to scale 2(S) or vice versa, or from scale 3 to scale 3(S) or vice versa, shall be placed on the scale to which he transfers at the same point on the scale as the point at which he was placed on the scale from which he is transferring provided that a teacher who has been paid at the maximum of scale 2(S) or scale 3(S) for two years or more shall be paid at the maximum of scale 2 or scale 3 as appropriate;

(*d*)(i) an assistant teacher in a school other than a special school who is promoted to one of the scales for principals or to one of the scales for vice-principals and second masters/mistresses in a special school, or

(ii) a principal of a school other than a special school who is promoted to the post of principal of a special school or to a post of vice-principal or second master/mistress of a special school, or

(iii) a vice-principal or second master/mistress of a school other than a special school who is promoted to a post in a special school 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 at the rate of salary applicable on the previous scale plus a promotion increase of one and one-half increments on the scale to which he has been promoted;

(*e*) an assistant teacher in a special school, other than a vice-principal or second master/mistress, who is promoted to a post as principal, vice-principal or second master/mistress in a school other than a special school shall be transferred to the scales for schools other than special schools and notionally placed on the scale which corresponds to his scale in the special school at the same point on the scale as the point related to his placing on the special school scale (or if he has been paid at the maximum of scale 2(S) or scale 3(S) for one year or more, to the maximum of scale 2 or scale 3 as the case may be) and shall then be placed on the scale to which he has been promoted in the school other than a special school at the rate of salary applicable under his notional placing plus a promotion increase of one and one-half increments on the scale to which he has been promoted;

(*f*) a principal, or a vice-principal or second master/mistress in a school other than a special school who is promoted to a post on scale 2(S), 3(S) or on the senior teacher scale in a special school shall be notionally promoted in accordance with the provisions of sub-paragraph (3)(*b*) to the scale related to schools other than special schools which corresponds to the scale in the special school to which he is being promoted, and shall then be placed on the scale in the special school to which he has been promoted at the same point on the scale as the point on the scale to which he was notionally promoted;

(*g*) a principal, or a vice-principal or second master/mistress in a special school who is promoted to a post in a school other than a special school shall be placed on the scale to which he has been promoted in accordance with the following:

(i) if the scale to which he is promoted is any of the scales 2 to 4 or the senior teacher scale, he shall be placed on the 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;

(ii) if the scale to which he is promoted is any of the scales for principal, vice-principal or second master/mistress, he shall be placed on the scale at the rate of salary applicable to him on the previous scale plus an amount equivalent to one and one-half increments on the scale to which he has been promoted;

(*h*) subject to sub-paragraph 5(*c*), a teacher in a special school who is demoted from scale 2(S), 3(S) or the senior teacher scale to any of the scales 1 to 4 in a school other than a special school shall be notionally transferred to the corresponding scale 2, 3 or senior teacher scale as the case may be for schools other than special schools, at the same point on the scale as the point related to his placing on the scale 2(S), 3(S) or the senior teacher scale in the special school (or if he has been paid at the maximum of scale 2(S) or scale 3(S) for one year or more, to the maximum of scale 2 or scale 3 as the case may be) and shall then, subject to paragraph 13, be placed on the scale to which he has been demoted at the rate of salary applicable to him under his notional placing less an amount equivalent to two increments on the notional scale to which he was transferred and two increments on each of any intervening scales;

(*i*) a teacher in a school other than a special school who is demoted from scale 2, 3, 4 or the senior teacher scale to scale 1, 2(S) or 3(S) in a special school shall be notionally demoted in accordance with the provisions of sub-paragraph 3(*d*) to the scale for schools other than special schools which corresponds to the scale in the special school to which he is to be demoted, and shall then, subject to paragraph 13, be placed on the appropriate scale to which he has been demoted in the special school at the same point on the scale as the point to which he was notionally demoted on scale 1, 2 or 3 as the case may be;

(*j*) a principal, or an assistant teacher in a school other than a special school who is demoted to any of the scales for principal, vice-principal or second master/mistress in a special school shall be placed on the scale to which he has been demoted, subject to paragraph 13, at the rate of salary applicable to him on his previous scale less an amount equivalent to two increments on the scale previously applicable;

(*k*) a teacher in a special school who is demoted from scale 2(S), 3(S) or the senior teacher scale to a post as principal, vice-principal or second master/mistress in a school other than a special school shall be transferred to the scales for schools other than special schools and notionally placed on the scale which corresponds to his scale in the special school at the same point on the scale as the point related to his placing on the special school scale (or if he has been paid at the maximum of scale 2(S) or scale 3(S) for one year or more, to the maximum of scale 2 or scale 3 as the case may be) and shall then, subject to paragraph 13, be placed on the scale to which he has been demoted in the school other than a special school at the rate of salary applicable under his notional placing less an amount equivalent to two increments as related to the notional scale to which he was transferred;

(*l*) a principal, vice-principal or second master/mistress in a school other than a special school who is demoted to a post on scale 1, 2(S), 3(S) or the senior teacher scale in a special school shall be notionally demoted in accordance with the provisions of sub-paragraph (3)(*e*) to the scale related to schools other than special schools which corresponds to the scale in the special school to which he is being demoted, and shall then, subject to paragraph 13, be placed on the scale in the special school to which he has been demoted at the same point on the scale as the point on the scale to which he was notionally demoted;

(*m*) a principal, or a vice-principal or second master/mistress in a special school who is demoted to a post in a school other than a special school shall be placed, subject to paragraph 13, on the scale to which he has been demoted at the rate of salary applicable to him on the previous scale less an amount equivalent to two increments as related to the scale previously applicable.

12. Where in the opinion of the Department the circumstances of a particular case are not covered by either Part I or Part II of this Schedule, or in such other circumstances as the Department may deem proper the teacher shall be placed on the appropriate scale at a rate determined by the Department.

13. A teacher who is demoted under the provisions of this Schedule and who is reverting to a scale on which he previously received salary, shall not receive a lower rate of salary than he would have received had he remained on that scale.

SCHEDULE 5 Regulations 10(1), 14(4), 15(3) and 20

Special schools

Determination of school group

Number of approved teaching staff excluding principal and vice-principal	*Number of pupils enrolled on second Friday following opening of school for second term in each school year*	*School group*
Up to 4	1 to 40	3(S)
	41 to 85	4(S)
5 to 9	1 to 20	3(S)
	21 to 60	4(S)
	61 to 110	5(S)
	111 to 170	6(S)
10 to 14	1 to 40	4(S)
	41 to 85	5(S)
	86 to 140	6(S)
	141 to 200	7(S)
15 to 21	41 to 60	5(S)
	61 to 110	6(S)
	111 to 170	7(S)
	171 to 230	8(S)
	231 to 260	9(S)
22 and over	86 to 140	7(S)
	141 to 200	8(S)
	201 to 260	9(S)

SCHEDULE 6 Regulation 2

Revocation

Teachers' Salaries Regulations (Northern Ireland) 1975.

EXPLANATORY NOTE

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

These regulations relate to teachers in primary schools, secondary schools (other than technical intermediate schools), special schools and to peripatetic and supply teachers. The regulations provide (Regulation 28) that a full-time teacher other than a temporary teacher paid on a daily basis, shall receive an increase in remuneration of £312 per annum with effect from 1st April 1976 subject to a maximum total remuneration as defined in regulation 27, of £8,500 per annum. Provision is also made (Regulation 37(5)(*b*) and (*c*)) whereby a temporary teacher paid on a daily basis shall receive with effect from 1st April 1976 an additional payment of £1.56 per day subject to a maximum amount of £6 per week subject to the same upper limit of total remuneration of £8,500 per annum.

Regulation 38(3) makes provision whereby part-time teachers may, where appropriate, be paid a supplement in addition to their hourly rate of payment.

Regulation 10 revises the provisions in relation to the safeguarding of the level of salary at which principals, vice-principals and second masters/mistresses are paid.

Regulation 18 has been revised to provide for the determination of the points category for each school for the triennial period 1st August 1976 to 31st July 1979.

The remaining regulations are similar to those in operation under the regulations now superseded.

The regulations have retrospective effect by virtue of section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962.