1987 No. 384

EDUCATION

Teachers' Salaries Regulations (Northern Ireland) 1987

Made . . . . . *28th September 1987*
Coming into operation . . *1st October 1987*

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The Department of Education, in exercise of the powers conferred on it by Articles 17A, 34, 69(1) and (4), 70(1) and 134(1) of the Education and Libraries (Northern Ireland) Order 1986(**a**) and of every other power enabling it in that behalf, hereby makes the following regulations:

PRELIMINARY

Citation and commencement

1. These regulations may be cited as the Teachers' Salaries Regulations (Northern Ireland) 1987 and shall come into operation on 1st October 1987.

(**a**) S.I. 1986/594 (N.I. 3) as amended by S.I. 1987/167 (N.I. 2)

Revocation

2. The regulations set out in Schedule 5 are hereby revoked.

Interpretation

3.—(1) In these regulations—

"employing authority" in relation to a teacher means the board which employs the teacher or, in the case of a teacher employed in a grant-aided school which is not under the management of a board, the managers of that school;

"group" in relation to a school means the group to which the school is assigned in accordance with regulation 6 and Schedule 1;

"hearing-impaired" means deaf or partially hearing;

"the Order" means the Education and Libraries (Northern Ireland) Order 1986;

"recognised" means recognised by the Department;

"reorganisation" means rearrangement of educational facilities carried out with the approval of the Department by an employing authority;

"teacher" means a full-time qualified teacher;

"temporary teacher" means a full-time teacher in respect of whose employment an agreement is not required under Article 70(3) 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;

"visually impaired" means blind or partially sighted;

"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;

"1984 Salaries Regulations" means the Teachers' Salaries Regulations (Northern Ireland) 1984(**a**).

(2) In these regulations—

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

(*b*) "promotion allowance" means a promotion allowance set out in regulation 10(1);

(*c*) "salary" shall not except in regulations 19 and 20 include any allowance under regulations 10(4)(*b*), 12, 13 or 14 or a reorganisation allowance payable under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1987(**b**), and

(*d*) the rates indicated for salaries, allowances and increments are rates per annum.

(3) A grammar school with a preparatory department shall be regarded as a single school for the purposes of these regulations.

(a) S.R. 1984 No. 350 as amended by S.R. 1986 No. 81, S.R. 1986 No. 165 and S.R. 1987 No. 252
(b) S.R. 1987 No. 385

Application

4. These regulations shall apply to teachers employed in grant-aided schools and to peripatetic and supply teachers.

GENERAL

Entitlement to salary and allowances

5.—(1) Subject to regulation 15 (temporary teachers), regulation 17 (minimum salary for unqualified teachers), and regulation 22 (transitional provisions) a qualified teacher in full-time service shall be entitled to a salary determined in accordance with regulation 7, 8, or 9 and any promotion or other allowances payable to him in accordance with regulations 10, 11, 12, 13 and 14.

(2) A teacher in part-time service shall be entitled to a salary and allowances calculated in accordance with regulation 16.

Unit total and group

6.—(1) In relation to every primary and secondary school, there shall for the purposes of these regulations be determined a unit total and a group in accordance with Schedule 1 Part I and Annex A thereto.

(2) In relation to every special school there shall for the purposes of these regulations be determined a group in accordance with Schedule 1 Part II and Annex B thereto.

SALARY

Salary of principals

7. Subject to paragraphs 3(1) and 6 of Schedule 1 principals shall be paid the salary in column (3) hereunder opposite the group in column (1) or (2) hereunder to which their school is assigned—

Primary and Secondary School Group (1)	*Special School Group* (2)	*Salary* (3)
		£
1		15,501
2		15,999
3		16,500
4	3(S)	17,001
5	4(S)	17,751
6	5(S)	18,999
7	6(S)	20,001
8	7(S)	21,249
9	8(S)	22,749
10	9(S)	24,249
11	10(S)	26,001
12		27,750
13		29,001
14		30,501

Salary of vice-principals

8. Subject to paragraphs 3, 6 and 7 of Schedule 1 vice-principals shall be paid the salary in column (3) hereunder opposite the group in column (1) or (2) hereunder to which their school is assigned—

Primary and Secondary School Group (1)	*Special School Group* (2)	*Salary* (3)
		£
Below 4		14,751
4	3(S)	15,000
5	4(S)	15,375
6	5(S)	15,750
7	6(S)	16,251
8	7(S)	17,001
9	8(S)	18,000
10	9(S)	18,999
11	10(S)	19,749
12		20,751
13		21,501
14		22,251

Main scale for all teachers except principals and vice-principals

9. A qualified teacher other than a principal or a vice-principal shall be paid on the following scale (hereinafter referred to as "the main scale") the point of entry on the scale and the award of increments being determined in accordance with the provisions of Schedule 2 and Schedule 3.

Scale Point	*Annual Salary*
	£
1	7,599
2	7,899
3	8,199
4	8,499
5	9,201
6	9,999
7	10,599
8	11,199
9	11,850
10	12,600
11	13,299

PROMOTION ALLOWANCES FOR TEACHERS OTHER THAN PRINCIPALS AND VICE-PRINCIPALS

Rate of allowances

10.—(1) There shall be five promotion allowances, payable in accordance with this regulation as follows:—

Rate	*Amount*
	£
A	501
B	1,002
C	2,001
D	3,000
E	4,200

(2) Subject to paragraph (4)(*b*) not more than one promotion allowance shall be payable to a teacher.

(3) Subject to the provisions of this regulation and of paragraph 4 of Schedule 1, a promotion allowance at one of the above rates may with the approval of the Department be paid to a teacher in a primary or secondary school.

(4) (*a*) A promotion allowance of not less than rate B shall be paid to teachers in special schools.

(*b*) A promotion allowance at rate B may with the approval of the Department be paid to a teacher, other than a peripatetic or supply teacher or a teacher in receipt of an allowance at rate E, who is engaged wholly or mainly in teaching a class wholly or mainly of pupils in respect of whom a board is maintaining a statement of special educational needs under Article 31 of the Order or who is responsible for remedial education in a primary or secondary school.

(*c*) In the case of sub-paragraph (*a*) payment at a rate higher than rate B shall be subject to paragraph 8 of Schedule 1.

(5) Subject to the provisions of these regulations the appropriate proportion of a promotion allowance may be paid to a part-time teacher paid under the provisions of regulation 16(5) or to a temporary teacher, such proportion to be ascertained in accordance with regulations 15 and 16.

(6) A promotion allowance other than an allowance payable under paragraph (4)(*b*) or under paragraph 2(2) of Schedule 3 shall not be paid to a teacher in a primary or secondary school unless the employing authority is satisfied that the teacher fulfils at least one of the following criteria—

(*a*) he undertakes responsibilities beyond those common to the majority of teachers; or

(*b*) he has demonstrated outstanding ability as a classroom teacher; or

(*c*) he is employed to teach subjects in which there is a shortage of teachers; or

(*d*) he is employed in a post which is difficult to fill.

(7) A promotion allowance at a rate higher than rate B, other than an allowance payable under paragraph 2(2) of Schedule 3, shall not be paid to a teacher in a special school unless the employing authority is satisfied that the teacher fulfils at least one of the following criteria—

(*a*) he undertakes responsibilities beyond those common to the majority of teachers; or

(*b*) he has demonstrated outstanding ability as a classroom teacher; or

(*c*) he is employed to teach subjects in which there is a shortage of teachers; or

(*d*) he is employed in a post which is difficult to fill.

(8) A promotion allowance shall not be payable to a principal or to a vice-principal.

Peripatetic and supply teachers

Entitlement to allowances

11. In accordance with arrangements approved by the Department a qualified peripatetic or supply teacher may be paid one of the five promotion allowances set out in regulation 10.

Additional Allowances

Teachers of blind and deaf children

12. A teacher who holds such qualifications as the Department may approve—

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

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

shall, while so engaged, be entitled to an allowance of £501 save that in the case of a teacher other than a principal or vice-principal he shall not be entitled to such allowance until the first anniversary of his reaching the maximum of the main scale, unless he was receiving on 30th September 1987 an allowance of £462 under regulation 19 of the 1984 Salaries Regulations.

Allowance for project workers engaged in the curriculum development programme

13. A teacher who is employed in a secondary school and who is designated by the employing authority as a project worker engaged in the 11-16 curriculum development programme shall receive in addition to his salary and any allowances to which he is entitled a further allowance of £1,002 so long as he continues to be so designated.

Temporary or acting allowances

14. In accordance with arrangements approved by the Department—

(*a*) a teacher who is assigned and carries out the duties of a vice-principal or principal on a temporary basis may, so long as he is assigned and carries out those duties, be paid an allowance of such amount as is necessary to ensure that he receives remuneration equivalent to the total of the salary and allowances he would have received had he been appointed to that post;

(*b*) a promotion allowance (or a promotion allowance at a rate higher than he is already receiving under regulation 10) may be paid to a teacher, other than a principal or a vice-principal, during a period for which he is temporarily assigned responsibilities or duties (other than those specified in paragraph (*a*)) beyond those common to the majority of teachers; and an allowance paid under this paragraph shall be at one of the five rates set out in regulation 10 or the difference between the rate of promotion allowance the teacher was already receiving and the promotion allowance at the higher rate paid pursuant to this paragraph.

TEMPORARY TEACHERS

Payment

15.—(1) A temporary teacher shall, except as provided in paragraph (2), be paid for each working day at the rate of 1/190th of the 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 approved absence of a teacher shall be paid salary as though he were employed in a permanent capacity.

(3) In the case of a temporary teacher who, in respect of any period of service, is paid on a daily basis in accordance with paragraph (1) each working day shall for the purposes of increment be reckoned as 1/190th of a year of service but in any twelve consecutive months any such period of service together with any other periods of teaching service which such teacher may perform during that time shall not be reckoned as more than one year of service.

(4) For the purposes of this regulation—

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

(*b*) "salary" includes any allowances to which the temporary teacher is entitled herein and any reorganisation allowance payable under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1987.

PART-TIME TEACHERS

Payment

16.—(1) Subject to paragraphs (2), (3), (4) and (5) the hourly rates for part-time teachers shall be as set out in the table hereunder—

Description of teacher and classes taught	*Rate per hour*
	£
(*a*) A part-time qualified teacher teaching classes with pupils following courses leading to General Certificate of Secondary Education Examinations where such pupils are in the 4th or subsequent years of the course ...	9·25
(*b*) A part-time qualified teacher teaching any class other than as at (*a*) ...	7·67
(*c*) A part-time unqualified teacher teaching any class ...	6·32

(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) For the purposes of this regulation a part-time teacher with qualifications acceptable to the Department may be considered to be a qualified part-time teacher although such qualifications need not necessarily be acceptable for recognition as a qualified teacher were he employed in a full-time capacity.

(4) A part-time teacher, other than a part-time teacher paid in accordance with paragraph (5), who is required to attend a course relating to the General Certificate of Secondary Education shall be paid at the rate of £7·67 per hour for such attendance.

(5) In accordance with arrangements approved by the Department a part-time teacher may be paid a proportion of the salary and allowances which he would receive if he were employed full-time.

(6) In the case of a part-time teacher who, in respect of any period of part-time service, is paid in accordance with paragraph (5) such service shall for the purposes of increment be such proportion of a year as his salary bears to that which would have been payable to him if he had been employed full-time.

UNQUALIFIED TEACHERS

Minimum salary

17. The minimum rate of salary for a full-time unqualified teacher shall be £5,818 and such a teacher shall be paid for each working day at the rate of 1/190th of his salary: however, 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 teacher.

ABSENCES OF TEACHERS

Interpretation

18. In regulations 19 and 20 "teacher" means a full-time teacher other than a temporary teacher who is paid at the daily rate of 1/190th of his annual salary.

Absence due to illness

19.—(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 twenty-five working days and after completing four months full-time service, salary at one-half of the full rate for fifty working days;

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

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

(*d*) during the fourth and successive years of full-time service, salary at the full rate for one hundred working days and at one-half of the full rate for one hundred 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 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 salary and if such a teacher after returning to duty should subsequently be absent owing to illness before 1st April following, his entitlement to salary shall be determined under paragraph (1) and 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 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 has ceased to be entitled to salary at one-half of the full rate he shall not be entitled to salary.

(5) A teacher who has been ill immediately preceding a vacation period and has ceased to be entitled to salary at the full rate or one-half of the full rate and who recovers from illness during the vacation period shall be regarded as having returned to duty on the day he is certified medically fit to do so by means of a medical certificate obtained for that purpose and salary at the full rate shall be paid to him from that date provided he actually resumes duty on the first day after the said vacation period.

(6) (*a*) Subject to sub-paragraph (*b*) a teacher who is absent because of illness shall not be entitled to salary for more than three successive days unless he furnishes to the Department—

(i) a self-certificate for absences of less than eight successive days; or

(ii) a medical certificate, giving the nature of the illness and certifying the teacher's incapacity for work, for absences of eight or more days.

(*b*) A teacher who has been absent because of illness for a total of twenty working days in any year ending 31st March and who has not furnished a medical certificate in respect of any of those twenty days shall not be entitled to salary for any subsequent days of absence through illness in that year unless he furnishes a medical certificate.

(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 he has ceased to be entitled to salary at one-half of the full rate, he shall not be entitled to salary.

(8) Notwithstanding the above provisions, where a teacher's absence is certified by a registered medical practitioner to be due to pulmonary tuberculosis he shall be entitled to receive salary at the full rate in respect of the first twelve months of the absence and salary at one-half of the full rate for a further period of absence not exceeding six months.

(9) In this regulation "a self-certificate" means a declaration made by the teacher in writing that he has been unfit for work from a date or for a period specified in the declaration and may include a statement that the teacher expects to be unfit for work on days subsequent to the date on which it is made.

Absences for other causes

20. A teacher may be granted leave of absence with or without salary by his employing authority—

(*a*) for a period of absence not exceeding three working days in accordance with arrangements approved by the Department; or

(*b*) with the approval of the Department, for a period of absence exceeding three working days.

MISCELLANEOUS

Reassessment of salary following incorrect placing on main scale

21.—(1) Where evidence becomes available that a teacher's placing on the main scale is incorrect and a reassessment of his salary reveals that the rate of salary falls to be increased, the revised rate shall come into operation from a date not earlier than 1st October 1987 unless determined otherwise by the Department.

(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.

TRANSITIONAL PROVISIONS

22.—(1) Subject to paragraph (2), the salaries and promotion allowances to be paid to teachers in service on 30th September 1987 shall be determined in accordance with Schedule 3.

(2) Where the salary (including allowances) of any teacher payable under these regulations (''the new salary'') would but for this paragraph be less than the salary (including allowances) which he was being paid on 30th September 1987 (''the old salary'') the teacher shall continue to be paid the old salary until such time as the new salary that would be payable but for this paragraph equals or exceeds the old salary.

Amendments

23. The statutory provisions specified in Schedule 4 shall have effect subject to the amendments specified in that Schedule.

Sealed with the Official Seal of the Department of Education on 28th September 1987.

(L.S.) *K. Clark*

Assistant Secretary

SCHEDULE 1 Regulations 6 and 10

GROUPS, UNIT TOTALS, PROMOTION ALLOWANCES AND PROVISIONS FOR PRINCIPALS AND VICE-PRINCIPALS

PART I

PRIMARY AND SECONDARY SCHOOLS

Groups and unit totals

1. Subject to sub-paragraphs (5) to (8) of paragraph 2, the group to which a primary or secondary school shall be assigned shall be determined by reference to its unit total, calculated in accordance with paragraph 2, and columns (1) and (2) of the Table in Annex A to this Schedule (in this part referred to as "the Table").

2.—(1) The unit total of a school shall be calculated by reference to the number of pupils enrolled in the school, including pupils enrolled in nursery classes in primary schools, on the second Friday following the opening of the school for the second term of the school year immediately preceding the date from which the group shall apply.

(2) Subject to the exceptions in sub-paragraph (3) the calculation of the unit total shall be based on the ages of the pupils as at 31st August preceding this opening as follows:

For each pupil under 14 years of age	...	count 2 units
For each pupil aged 14 and under 15	...	count 4 units
For each pupil aged 15 and under 16	...	count 5 units
For each pupil aged 16 and under 17	...	count 7 units
For each pupil aged 17 and over	...	count 9 units

(3) The exceptions are:

(*a*) each pupil who attends for no more than half a day on each day for which he attends the school shall count half as many units as he would otherwise count;

(*b*) each pupil with a statement of special educational needs shall count 3 units more than he would otherwise count by virtue of sub-paragraph (2).

(4) The calculation of the unit total shall be carried out—

(*a*) whenever the Department considers a calculation appropriate;

(*b*) whenever it is proposed to appoint a new principal or vice-principal to a school;

(*c*) in any event, not more than three years after the last such calculation.

(5) The Department shall, subject to sub-paragraphs (6) and (7), assign each school to a group in accordance with columns (1) and (2) of the Table except that where the Department expects a school's enrolment to rise after the date to which the calculation of the unit total refers, the Department may instead assign the school to the group appropriate to the unit total which would result after the expected rise in numbers has taken place.

(6) The Department shall assign a school which is newly opened or not yet open to the group appropriate to the unit total expected not less than four years from the date of opening, revising the assignation, as necessary, as expectations change.

(7) The Department shall determine the group for a school which has been directly affected by reorganisation.

(8) The group to which a school shall be assigned from 1st October 1987 until a calculation of its unit total is made under these regulations shall be that specified in column (2) hereunder opposite the points category specified in column (1) hereunder applicable to the school on 30th September 1987 under regulation 13 of the 1984 Salaries Regulations—

(1) *School's points category on 30th September 1987*	(2) *Group from 1st October 1987*
0- 100	1
101- 200	2
201- 300	3
301- 500	4
501- 700	5
701-1000	6
1001-1300	7
1301-1800	8
1801-2400	9
2401-3300	10
3301-4600	11
4601-6000	12
6001-7600	13
Over 7600	14

Principals and vice-principals

3.—(1) A principal or vice-principal serving in a school at a time when it is assigned to a lower group shall while he remains in post at that school continue to receive the salary appropriate to the group by reference to which it was determined before the change took place. However, if he is offered but unreasonably refuses to accept a post as a principal or vice-principal respectively in a school in a group not lower than that by reference to which he is being paid, the Department may determine that he be paid by reference to the group to which the school in which he is serving has been assigned.

(2) Subject to sub-paragraph (3), the number of teachers in a school who shall be paid as vice-principals shall be determined by the Department within the limits specified in column (3) of the Table and the notes thereto.

(3) If when a school is assigned to a lower group the number of teachers being paid as vice-principals exceeds the limit for that group, payments to such teachers at that rate shall be continued while they remain in post at that school, but no further appointment of a vice-principal shall be made above the limit for that group.

Promotion allowances

4.—(1) Subject to the provisions of this paragraph, and paragraph 2(2) of Schedule 3 the Department shall determine for each primary and secondary school the total value of promotion allowances payable in a school.

(2) Subject to sub-paragraphs (3) to (6) and to paragraph 2(2) of Schedule 3, the maximum rate of promotion allowance and where appropriate, the number of such maximum rate allowances which may be paid in a school which has been assigned to a group specified in column (2) of the Table are set out opposite thereto in column (4) of the Table.

(3) The limits shown in column (4) of the Table may be increased where the Department is of the opinion that the staffing and organisational needs of the school cannot be met within the limits prescribed, and in forming this opinion it shall have regard in particular, but not exclusively, to—

(i) whether the school is a secondary school in a group below group 9;

(ii) the difficulties of recruiting and retaining teachers to serve in the school;

(iii) the proportion of children in the school belonging to families receiving supplementary benefit.

(4) (*a*) A teacher may be paid a promotion allowance at a rate for which no provision is made in the Table for the relevant group if—

(i) the difference between (*a*) the sum of that allowance and the maximum of the main scale and (*b*) the salary of the lowest paid vice-principal in the school or, where there is no vice-principal, that of the principal is not less than £400; or

(ii) the allowance is payable pursuant to the transitional provisions in paragraph 2(2) of Schedule 3; or

(iii) the teacher is already being paid such an allowance and the school is assigned to a lower group for which the particular allowance is no longer provided for in the Table.

(*b*) Teachers being paid a promotion allowance in circumstances provided for in this sub-paragraph shall continue to receive it for so long as they remain in post at the same school.

(5) When the assignment of a school to a lower group causes the limits in column (4) of the Table to be exceeded (not counting any teacher who is being paid a promotion allowance in circumstances provided for in sub-paragraph (3), (4) or (6)) the teachers in the school being paid promotion allowances in excess of the limits shall continue to be paid those allowances while they remain in post at that school but no further promotion allowances in excess of the limits shall be paid.

(6) Where the payment of promotion allowances at rates B, C, D or E pursuant to paragraph 2(2) of Schedule 3 results in the limits in column (4) of the Table being exceeded those limits may continue to be exceeded to the same extent where it is necessary to do so to maintain the staffing arrangements at the school as at 30th September 1987.

PART II

SPECIAL SCHOOLS

Determination of school group

5.—(1) Subject to sub-paragraphs (2), (3), (4), (5) and (6) the group to which a special school shall be assigned shall be determined by the Department in accordance with Table 1 in Annex B to this Schedule by reference to the approved staffing of the school and to the number of pupils enrolled as at the second Friday following the opening of the school for the second term in the school year immediately preceding the date from which the group shall apply.

(2) The determination of the school group shall be carried out—

(*a*) whenever the Department considers a determination appropriate;

(*b*) whenever it is proposed to appoint a new principal or vice-principal to a school;

(*c*) when three years has elapsed since the last determination;

(*d*) where the school has been directly affected by reorganisation.

(3) If in the opinion of the Department the pupil and staff numbers of a school will increase after the date to which the determination of the school group refers the Department may assign the school to the group appropriate to the pupil and staff numbers which the Department estimates will result when the increase in pupil and staff numbers has taken place.

(4) The group to which a school is assigned from 1st October 1987 until a determination is made under these regulations shall be that applying to the school on 30th September 1987 under Regulation 15 of the 1984 Salaries Regulations.

(5) Where a school is not yet open or is newly opened the group for that school shall be determined by reference to the Department's estimate of the number of staff and pupils likely to be reached four years after the date of opening and may be revised as the Department's estimates of staff and pupil numbers are revised.

(6) Where the group of a school cannot be determined from the table referred to in sub-paragraph (1) because the particular combination of numbers is not provided for, the school shall be assigned to the group which the Department considers appropriate.

Principals and vice-principals

6.—(1) This paragraph applies where the school group for a special school determined under paragraph 5 is lower than the group assigned to the school immediately preceding such determination.

(2) A principal or vice-principal in service on the date from which the lower group referred to in sub-paragraph (1) applies and who was employed in the same school and in the same capacity immediately preceding such date shall, subject to sub-paragraph (3), continue to receive the salary appropriate to the school group applying immediately preceding such determination.

(3) Where in the opinion of the Department a principal or vice-principal to whom sub-paragraph (2) applies is offered, but unreasonably refuses to accept a post of principal or vice-principal respectively in a school in a group not lower than that by reference to which he is being paid the Department may determine that he be paid by reference to the group to which the school in which he is serving has been assigned.

7.—(1) Subject to sub-paragraph (2) the number of teachers in a special school who shall be paid as vice-principals shall be determined by the Department within the limits specified in column (2) of Table 2 in Annex B to this Schedule.

(2) Where a school group determined under paragraph 5 is lower than the group assigned to the school immediately preceding such determination and the number of teachers paid as vice-principals exceeds the limits for that group such teachers shall continue to be paid as vice-principals so long as they continue in post at that school but no further appointment to the post of vice-principal shall be made if such an appointment would exceed the limit for that group.

Promotion allowances

8.—(1) The number of promotion allowances at rates C, D and E payable to teachers in a special school assigned to a group specified in column (1) of Table 2 in Annex B to this Schedule (in this paragraph referred to as "Table 2") shall be determined by the Department and shall, subject to the following sub-paragraphs, fall within the percentage limits set out in columns (3) to (5) of Table 2 of the total number of approved full-time teaching posts at the school and where the percentage calculated does not result in a whole number the result shall be rounded up to the nearest whole number.

(2) A teacher may be paid a promotion allowance at a rate which is not provided for in Table 2 for the relevant school group if—

(i) the Department considers that the needs of a particular school so justify and the difference between (*a*) the sum of that allowance and the maximum of the main scale and (*b*) the salary of the lowest paid vice-principal in the school or, if there is no vice-principal, that of the principal is not less than £400; or

(ii) the allowance is payable under paragraph 2(2) of Schedule 3; or

(iii) the teacher is already being paid such an allowance and the school is assigned to a lower group for which the allowance is no longer provided for in Table 2,

and such a teacher shall continue to be paid such an allowance so long as he remains in post at that school.

(3) In determining the number of promotion allowances payable within the percentage limits set out in Table 2 for each allowance at rates C, D and E, the Department shall in particular have regard to—

(*a*) whether the number of pupils and staff of the school is likely to change to such an extent that the school will be reassigned to a different group within the following five years; and

(*b*) the range of special educational needs of pupils at the school.

(4) Where the Department considers the staffing or organisational needs of a school cannot be met by the payment of promotion allowances within the limits set out in Table 2 for rates C, D and E the limits may be exceeded.

(5) Subject to sub-paragraph (6) where as a result of a reduction in the total number of approved full-time teaching posts at a school the percentage limits set out in Table 2 for promotion allowances at rates C, D or E are exceeded, the teachers in the school being paid the relevant allowances shall continue to be paid those allowances while they remain employed as teachers in that school but no further promotion allowances in excess of those limits shall be paid until the number of teachers being paid the relevant allowance falls within the limits.

(6) For the purposes of sub-paragraph (5) a teacher who is being paid a promotion allowance under sub-paragraphs (2), (4) or (7) shall be disregarded.

(7) Where the number of promotion allowances paid at rates C, D or E under paragraph 2(2) of Schedule 3 exceeds the percentage limits set out in Table 2 for a school those limits may continue to be exceeded to the same extent where the Department considers it necessary to maintain the staffing arrangements of the school as at 30th September 1987.

(8) A teacher in a special school shall not be entitled to a promotion allowance at rates C, D or E until he has satisfactorily completed the probation requirements of regulation 9 of the Teachers' (Eligibility) Regulations (Northern Ireland) 1987(**a**).

(**a**) S.R. 1987 No. 266

ANNEX A Schedule 1 Part I

LIMITS RELATING TO PROMOTION ALLOWANCES AND VICE-PRINCIPALS IN PRIMARY AND SECONDARY SCHOOLS

TABLE

Unit Total (1)	*Group* (2)	*Number of Vice-Principals* (3)	*Limits on Promotion Allowances* (4)
up to 100	1	0	Not higher than A
101- 200	2	0-1	Not higher than A
201- 300	3	1	Not higher than A
301- 500	4	1	Not higher than A
501- 700	5	1	Not higher than B
701-1000	6	1	Not higher than C
1001-1300	7	1-2	Not higher than C
1301-1800	8	1-2	Not higher than D
1801-2400	9	1-2	Not more than 2 allowances at Rate E
2401-3300	10	2-3	Not more than 3 allowances at Rate E
3301-4600	11	2-3	Not more than 4 allowances at Rate E
4601-6000	12	2-3	
6001-7600	13	3	Not more than 5 allowances at Rate E
over 7600	14	3-4	

Notes:

1. There shall be a vice-principal in a Group 2 school with a unit total of 151 or higher.
2. There shall be 2 vice-principals in a co-educational school in Group 7, 8 or 9 or in a single sex school in Group 10, 11 or 12.
3. There shall be 3 vice-principals in a co-educational school in Group 10, 11 or 12 or in a school in Group 13.
4. A fourth teacher may be paid as a vice-principal in a school in Group 14.

ANNEX B Schedule 1 Part II

TABLE 1

SPECIAL SCHOOLS — DETERMINATION OF SCHOOL GROUP

Number of staff (including principal and vice-principals) (1)	*Number of pupils enrolled on second Friday following the opening of school for second term in school year* (2)	*Group* (3)
3-6	1- 40	3(S)
	41- 85	4(S)
7-11	1- 20	3(S)
	21- 60	4(S)
	61-110	5(S)
	111-170	6(S)
12-16	1- 40	4(S)
	41- 85	5(S)
	86-140	6(S)
	141-200	7(S)
17-24	41- 60	5(S)
	61-110	6(S)
	111-170	7(S)
	171-230	8(S)
	231-280	9(S)
25 and over	86-140	7(S)
	141-200	8(S)
	201-280	9(S)

TABLE 2

LIMITS RELATING TO VICE-PRINCIPALS AND PROMOTION ALLOWANCES IN SPECIAL SCHOOLS

Group (1)	*Number paid as vice-principals* (2)	*Percentage limits for promotion allowances*		
		Rate C (3)	*Rate D* (4)	*Rate E* (5)
3(S)	0-1	—	—	—
4(S)	1	—	—	—
5(S)	1	0-20	—	—
6(S)	1	0-20	—	—
7(S)	2	5-20	0-10	—
8(S)	2	5-20	0-10	0-10
9(S)	2-3	5-20	0-10	0-10

SCHEDULE 2 Regulation 9

METHOD OF DETERMINING THE POSITION OF A TEACHER ON THE MAIN SCALE

PART I
STARTING PAY

1. Subject to paragraph 2, 3 and 4 a teacher shall enter the main scale—

(*a*) at point 1; or

(*b*) if he is a graduate at point 2; or

(*c*) if he is a good honours graduate at point 4.

2. A teacher who has passed his 23rd birthday may, at the discretion of the Department, enter the main scale at whichever point the Department considers appropriate having regard to any qualifications or experience he may have which the Department considers to be of value to him in the performance of his duties, provided that the point of entry shall not be higher than that which he would have reached by incremental progression, taking account of paragraph 5, had he entered in accordance with the provisions of paragraph 1 at age 22.

3. Paragraphs 1 and 2 shall apply to a teacher who takes up his first appointment as a teacher as well as to a teacher who takes up a new appointment or, subject to paragraph 8(3), re-enters teaching after a break in service save that the point of entry for a teacher (other than a temporary teacher) who takes up a new appointment or who after a break in service re-enters teaching in a full-time capacity or part-time capacity paid under regulation 16(5) shall be no lower than—

(*a*) the scale point on which he was last paid under these regulations; or

(*b*) if he was last employed as a teacher before the coming into operation of these regulations, such point as is determined by the Department.

4. A teacher who was last employed as a principal or vice-principal and who takes up a new full-time appointment as a teacher (other than a temporary teacher) or a part-time appointment paid under regulation 16(5) shall enter at point 11 of the main scale.

5. A teacher who has been placed on the main scale and who subsequently becomes a graduate or a good honours graduate for the first time shall have the salary payable to him from the first day of service after the date of obtaining the qualification increased by:

(*a*) one increment where the teacher was formerly paid as a non-graduate and becomes a graduate; or

(*b*) three increments where the teacher was formerly paid as a non-graduate and becomes a good honours graduate; or

(*c*) two increments where the teacher was formerly paid as a graduate and becomes a good honours graduate;

subject to the maximum of the scale not being exceeded.

6. In this Part—

(*a*) a "graduate" means a teacher, other than a good honours graduate, who has obtained—

(i) a degree of a university in the United Kingdom or in the Republic of Ireland or of the Council for National Academic Awards other than an honorary degree or a degree of the kind described in sub-paragraph (*b*)(i); or

(ii) any other qualification, whether obtained in the United Kingdom or abroad, which the Department regards as being of equivalent standard to a degree of the kind described in head (i);

(*b*) a "good honours graduate" means a teacher who has obtained—

(i) a first or second class honours degree or a higher degree, obtained as a result of examination or as a result of research work, of a university in the United Kingdom or in the Republic of Ireland or of the Council for National Academic Awards; or

(ii) any other qualification, whether obtained in the United Kingdom or abroad, which the Department regards as being of equivalent standard to a degree of the kind described in head (i).

PART II

INCREMENTS

Award of increments

7.—(1) After a teacher's rate of salary has been determined increments on the scale shall, subject to the Department's approval and these regulations, be granted.

(2) The normal incremental date of a teacher, other than a temporary teacher paid on a daily basis in accordance with regulation 15(1), shall fall on the first day of a month.

(3) A teacher other than a temporary teacher paid on a daily basis under regulation 15(1) who enters the main scale under the provisions of paragraph 1 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 eleven months and fifteen days but if at that date his service amounts to eleven months and a lesser number of days than fifteen, the increment will normally become due on the first day of the following month.

(4) Where a teacher, other than a temporary teacher paid on a daily basis under regulation 15(1), enters the main scale under the provisions of paragraph 2 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.

(5) Where the aggregate of any periods of absence without pay of a teacher, other than a temporary teacher paid on a daily basis in accordance with regulation 15(1), from his teaching post in a period of twelve months terminating on his normal incremental date—

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

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

(*c*) amounts to thirty days or more the teachers' 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.

(6) Subject to paragraph 2(1)(*d*) and (*e*) of Schedule 3, a temporary teacher paid on a daily basis in accordance with regulation 15(1) shall be awarded an increment with effect from the first working day following completion of 190 working days satisfactory service.

(7) An increment may at any time be withheld if a teacher's service is considered by the Department to be unsatisfactory.

(8) 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 is considered by the Department to have reached a satisfactory standard he may be allowed two increments (instead of one increment) on the main scale.

Credit for periods of absence

8.—(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) Subject to sub-paragraph (3) 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.

(3) A period of absence because of pregnancy or confinement in respect of which salary is not paid shall be regarded as teaching service if throughout the period the teacher enjoyed a right to return to work under—

(*a*) Articles 28 to 30A of and Schedule 2 to the Industrial Relations (No. 2) (Northern Ireland) Order 1976(**a**); or

(*b*) the Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1987(**b**).

(**a**) S.I. 1976/2147 (N.I. 28) as amended by S.I. 1982/528 (N.I. 8) Articles 13 and 14
(**b**) S.R. 1987 No. 206

SCHEDULE 3 Regulations 9, 10 and 22

TRANSITIONAL ARRANGEMENTS FOR TEACHERS IN SERVICE ON 30TH SEPTEMBER 1987

General

1. In this Schedule reference to scales in payment on 30th September 1987 are references to the scales in Schedule 1 to the 1984 Salaries Regulations.

Teachers other than principals and vice-principals

2.—(1) (*a*) A teacher, other than a principal or vice-principal, who is on 30th September 1987 being paid on Scale 1, 2, 2(S), 3, 3(S) or 4 or on the senior teacher scale, shall on 1st October 1987 transfer to the appropriate point on the main scale set out in regulation 9 in accordance with the arrangements set out in Annex A to this Schedule.

(*b*) Teachers, other than temporary teachers, with an incremental date between 31st December and 1st October shall be paid an increment on the main scale set out in regulation 9 on their normal incremental date.

(*c*) Teachers, other than temporary teachers, with an incremental date of 1st November or 1st December shall proceed on 1st November 1987 or, as the case may be, 1st December 1987 to the next point of the appropriate scale set out in column (3) of the Tables in Annex A to this Schedule. Increments shall thereafter be paid on the main scale set out in regulation 9 on their normal incremental dates.

(*d*) A temporary teacher who during the period 30th September 1987 to 31st December 1987 qualifies for the award of an increment under paragraph 7(6) of Schedule 2 shall proceed to the next point of the appropriate scale set out in column (3) of the Tables in Annex A to this Schedule. Increments shall thereafter be paid on the main scale set out in regulation 9.

(*e*) A temporary teacher who on or after 1st January 1988 qualifies for the award of an increment under paragraph 7(6) of Schedule 2 shall be paid his increment on the main scale set out in regulation 9.

Promotion allowances

2. (*a*) subject to sub-paragraph (*b*) teachers in service on 30th September 1987 shall be paid promotion allowances from 1st October 1987 as follows—

Teacher's scale on 30th September 1987	*Promotion allowances to be paid from 1st October 1987*
2(S)	B
3	B
3(S)	C
4	D
Senior Teacher	E

(*b*) Teachers who on 30th September 1987 were being paid an allowance of £927 under regulation 20 of the 1984 Salaries Regulations shall be paid promotion allowances as follows:—

Teacher's scale on 30th September 1987	*Promotion allowances to be paid from 1st October 1987*
1	B
2	B
3	C
4	E

Principals, vice-principals and second masters and second mistresses

3.—(1) Principals and vice-principals in service as such or being paid as such on 30th September 1987 shall be paid salary under regulations 7 and 8 according to the group determined for their school under paragraph 2(8) or 5(4) of Schedule 1.

(2) Teachers in service as second masters or second mistresses shall be treated for the purposes of this paragraph as vice-principals.

ANNEX A Schedule 3

TRANSFER TO MAIN SCALE ON 1ST OCTOBER 1987

(*a*) PRIMARY AND SECONDARY SCHOOLS

TEACHERS ON SCALE 1 ON 30TH SEPTEMBER 1987

Scale Point (1)	*Salary on 30th September 1987* (2)	*Salary on 1st October 1987* (3)
	£	£
1	7,011	7,599
2	7,149	7,599
3	7,251	7,599
4	7,503	7,899
5	7,602	7,899
6	7,881	8,199
7	8,163	8,499
8	8,643	9,201
9	8,781	9,201
10	9,318	9,999
11	9,456	9,999
12	9,903	10,599
13	10,050	10,599
14	10,503	11,199
Teachers entitled to be classed as graduates with first or second class honours or equivalent qualification for salary purposes:		
15	10,686	11,199
16	11,193	11,850

TEACHERS ON SCALE 2 ON 30TH SEPTEMBER 1987

Scale Point (1)	*Salary on 30th September 1987* (2)	*Salary on 1st October 1987* (3)
	£	£
1	7,602	7,899
2	7,881	8,199
3	8,163	8,499
4	8,643	9,201
5	8,781	9,201
6	9,318	9,999
7	9,456	9,999
8	9,903	10,599
9	10,050	10,599
10	10,503	11,199
11	10,686	11,199
12	11,193	11,850
13	11,892	12,801

Note 1: A teacher on scale 2 who was entitled to a personal salary of £12,324 on 30th September 1987 in accordance with Note 1 of Part I of Schedule 1 to the 1984 Salaries Regulations shall be paid a salary of £13,299 with effect from 1st October 1987.

TEACHERS ON SCALE 3 ON 30TH SEPTEMBER 1987

Scale Point (1)	*Salary on 30th September 1987* (2)	*Salary on 1st October 1987* (3)
	£	£
1	9,954	9,999
2	10,401	10,599
3	10,551	10,599
4	11,001	11,199
5	11,184	11,199
6	11,691	11,850
7	12,294	12,600
8	12,825	13,299
9	13,038	13,299
10	13,251	13,299
11	13,464	13,299

TEACHERS ON SCALE 4 ON 30TH SEPTEMBER 1987

Scale Point (1)	*Salary on 30th September 1987* (2)	*Salary on 1st October 1987* (3)
	£	£
1	12,693	11,850
2	13,293	12,600
3	13,824	13,299
4	14,040	13,299
5	14,250	13,299
6	14,463	13,299
7	14,676	13,299
8	14,979	13,299
9	15,225	13,299

TEACHERS ON THE SENIOR TEACHER SCALE ON 30TH SEPTEMBER 1987

Scale Point (1)	*Salary on 30th September 1987* (2)	*Salary on 1st October 1987* (3)
	£	£
1	14,424	13,299
2	14,640	13,299
3	14,850	13,299
4	15,063	13,299
5	15,276	13,299
6	15,579	13,299
7	15,825	13,299
8	16,170	13,299
9	16,416	13,299

(*b*) SPECIAL SCHOOLS

TEACHERS ON SCALE 1 ON 30TH SEPTEMBER 1987

Scale Point (1)	*Salary on 30th September 1987* (2)	*Salary on 1st October 1987* (3)
	£	£
1	7,011	7,599
2	7,149	7,599
3	7,251	7,599
4	7,503	7,899
5	7,602	7,899
6	7,881	8,199
7	8,163	8,499
8	8,643	9,201
9	8,781	9,201
10	9,318	9,999
11	9,456	9,999
12	9,903	10,599
13	10,050	10,599
14	10,503	11,199
Teachers entitled to be classed as graduates with first or second class honours or equivalent qualification for salary purposes:		
15	10,686	11,199
16	11,193	11,850

TEACHERS ON SCALE 2(S) ON 30TH SEPTEMBER 1987

Scale Point (1)	*Salary on 30th September 1987* (2)	*Salary on 1st October 1987* (3)
	£	£
1	8,493	7,899
2	8,781	8,199
3	9,069	8,499
4	9,555	9,201
5	9,702	9,201
6	10,251	9,999
7	10,401	9,999
8	10,884	10,599
9	11,367	11,199
10	11,592	11,199
11	12,099	11,850
12	12,789	12,801

Note 2: A teacher on scale 2(S) who was entitled to a personal salary of £13,251 on 30th September 1987 in accordance with Note 2 of Part I of Schedule 1 to the 1984 Salaries Regulations shall be paid a salary of £13,299 with effect from 1st October 1987.

TEACHERS ON SCALE 3(S) ON 30TH SEPTEMBER 1987

Scale Point (1)	*Salary on 30th September 1987* (2)	*Salary on 1st October 1987* (3)
	£	£
1	10,902	9,999
2	11,385	10,599
3	11,868	11,199
4	12,093	11,199
5	12,600	11,850
6	13,188	12,600
7	13,752	13,299
8	13,965	13,299
9	14,178	13,299
10	14,478	13,299

TEACHERS ON THE SENIOR TEACHER SCALE ON 30TH SEPTEMBER 1987

Scale Point (1)	*Salary on 30th September 1987* (2)	*Salary on 1st October 1987* (3)
	£	£
1	14,424	13,299
2	14,640	13,299
3	14,850	13,299
4	15,063	13,299
5	15,276	13,299
6	15,579	13,299
7	15,825	13,299
8	16,170	13,299
9	16,416	13,299

(*c*) A teacher who on 30th September 1987 under the provisions of paragraph 2 of Part I of Schedule 2 to the 1984 Salaries Regulations, was in receipt of salary in excess of the maximum of the scale applicable to him under those regulations and who continues in the same post shall transfer as follows—

(i) a teacher on scale 1 shall transfer as if he were on the point of scale 2 next above his actual salary; and

(ii) a teacher on any other scale shall transfer to £13,299 on the main scale.

SCHEDULE 4 Regulation 23

Amendments

The Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1973 (S.R. & O. (N.I.) 1973 No. 390 as amended by S.R. 1981 No. 113)

For Regulation 14D there shall be substituted—

"14D. Where any post in respect of which a teacher is paid a promotion allowance specified in the Teachers' Salaries Regulations (Northern Ireland) 1987 becomes vacant, the school authorities shall, unless the Department approves otherwise, appoint to the post a teacher serving in the school who is in receipt of a reorganisation allowance under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1987."

The Primary Schools (General) Regulations (Northern Ireland) 1973 (S.R. & O. (N.I.) 1973 No. 402 as amended by S.R. 1981 No. 112)

For Regulation 23D there shall be substituted—

"23D. Where any post in respect of which a teacher is paid a promotion allowance specified in the Teachers' Salaries Regulations (Northern Ireland) 1987 becomes vacant, the school authorities shall, unless the Department approves otherwise, appoint to the post a teacher serving in the school who is in receipt of a reorganisation allowance under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1987."

The Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1973 (S.R. & O. (N.I.) 1973 No. 403 as amended by S.R. 1981 No. 111)

For Regulation 29D there shall be substituted—

"29D. Where any post in respect of which a teacher is paid a promotion allowance specified in the Teachers' Salaries Regulations (Northern Ireland) 1987 becomes vacant, the school authorities shall, unless the Department approves otherwise, appoint to the post a teacher serving in the school who is in receipt of a reorganisation allowance under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1987."

SCHEDULE 5 Regulation 2

Regulations revoked

Regulations	*References*
Regulations 14A to 14C of the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1973	S.R. & O. (N.I.) 1973 No. 390
Regulations 23A to 23C of the Primary Schools (General) Regulations (Northern Ireland) 1973	S.R. & O. (N.I.) 1973 No. 402
Regulations 29A to 29C of the Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1973	S.R. & O. (N.I.) 1973 No. 403
Secondary Schools (Grant Conditions) (Amendment) Regulations (Northern Ireland) 1981	S.R. 1981 No. 111
Primary Schools (General) (Amendment) Regulations (Northern Ireland) 1981	S.R. 1981 No. 112
Handicapped Pupils and Special Schools (Amendment) Regulations (Northern Ireland) 1981	S.R. 1981 No. 113
Teachers' Salaries Regulations (Northern Ireland) 1984	S.R. 1984 No. 350
Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1986	S.R. 1986 No. 81
Teachers' Salaries (Amendment No. 2) Regulations (Northern Ireland) 1986	S.R. 1986 No. 165
Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1987	S.R. 1987 No. 252

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations which replace the Teachers' Salaries Regulations (Northern Ireland) 1984, as amended, and give effect from 1st October 1987 to an average increase of 8.2% in salaries and allowances for teachers in primary, secondary and special schools and for peripatetic and supply teachers—

(*a*) set out the revised scales of salary (regulations 7, 8 and 9);

(*b*) set out promotion allowances and provide for the payment of such allowances (regulations 10, 11 and 22 and Schedules 1 and 3);

(*c*) provide for revised allowances for teachers of the blind and deaf, and certain project workers engaged in the curriculum development programme (regulations 12 and 13);

(*d*) provide for allowances where a teacher temporarily assumes responsibility or duties (regulation 14);

(*e*) provide for the payment of temporary teachers (regulation 15);

(*f*) set out new rates of pay for part-time teachers and provide for part-time teachers to be paid, in accordance with arrangements approved by the Department of Education, a proportion of the salaries and allowances they would receive if they were employed full-time (regulation 16);

(*g*) set out the minimum rate of salary for unqualified teachers (regulation 17);

(*h*) regulate the payment of salary during absences (regulation 18-20);

(*i*) detail transitional provisions for teachers in service on 30th September 1987 (regulation 22 and Schedule 3);

(*j*) make provision as to the value, number and maximum rate of promotion allowances in a school, for the number of teachers in a school who are to be paid as vice-principals and for salary protection for principals and vice-principals (Schedule 1);

(*k*) detail the arrangements for placing teachers on the main scale (Schedules 2 and 3);

(*l*) make minor and consequential amendments (regulation 23 and Schedule 4);

(*m*) revoke the regulations set out in Schedule 5.