

1975 No. 267

EDUCATION

Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1975*Made* 24th September 1975*Coming into operation* 24th September 1975

The Department of Education(a), hereinafter referred to as "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) 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:

Citation and commencement

1. These regulations may be cited as the Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1975 and shall come into operation on 24th September 1975 and except where otherwise provided shall have effect from 1st April 1975.

Regulations amended

2. The existing regulations hereby amended are the Teachers' Salaries Regulations (Northern Ireland) 1975(d).

Definitions

3. In regulation 3(1) of the existing regulations—

(a) there shall be inserted the following additional definitions:

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

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

(b) after the word "employed" in the definitions of "qualified teacher" and "unqualified teacher" there shall be added the words "or as a qualified peripatetic or supply teacher".

Application

4. For regulation 4(1) of the existing regulations there shall be substituted:

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

(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.)

(d) S.R. 1975 No. 59

Salary scales

5. For Schedule 2 to the existing regulations there shall be substituted the Schedule set out in Annex A to these regulations.

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

6. In regulation 9 of the existing regulations—

(a) after "16(1)" in paragraph 1 there shall be added "and 16(2)";

(b) for "16(2)" in paragraph 2 there shall be substituted "16(3)".

Salary protection for certain teachers

7. After paragraph (2) of regulation 11 of the existing regulations there shall be added the following paragraph:

"(3) Where a school group for a special school, determined at 1st April in accordance with regulation 22(1) and Schedule 5, is a lower group than that which applied at the previous 31st March, a principal, vice-principal or second master/mistress who continues to be employed in the school from 1st April in the same capacity as in the immediately preceding period shall, subject to the provisions of paragraph (2), be paid from 1st April on the scale appropriate to the group immediately above the said lower group for so long as the school remains in that lower group."

Principals: Additional provisions relating to scales and allowances

8. In regulation 12(3) of the existing regulations for "£192" there shall be substituted "£222".

Senior teachers

9. For regulation 16 of the existing regulations there shall be substituted:

"16.—(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:

<i>Schools in points categories as determined for purposes of Schedule 2</i>	<i>Number of senior teachers to be designated</i>
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:

<i>Schools in points categories as determined for purposes of Schedule 2</i>	<i>Number of senior teachers additional to those under paragraph (1)</i>
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."

Determination of points score

10. In regulation 18 of the existing regulations for the words after "in the case of handicapped pupils" to the end of the regulation there shall be substituted:

"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."

Scale scores

11. For paragraph (1) of regulation 20 of the existing regulations there shall be substituted:

"(1)(a) Subject to the provisions of sub-paragraph (b) and of regulation 24(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."

Determination of school group

12. For paragraph (2) of regulation 22 of the existing regulations there shall be substituted:

"(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)

13. In regulation 23(1) of the existing regulations there shall be inserted the words “, exclusive of the posts of principal, vice-principal and second master/mistress,” after the word “school” in line 3.

Schools of exceptional difficulty

14. After paragraph (2) of regulation 24 of the existing regulations there shall be added the following paragraph:

“(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

15. After regulation 24 of the existing regulations there shall be inserted the following regulation:

“24A.—(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 25A.”.

Allowances for teachers of handicapped pupils

16.—(1) In regulation 25 of the existing regulations for “£300” where this occurs in paragraphs (1) and (2) there shall be substituted “£351”.

(2) In paragraph (2) of regulation 25 of the existing regulations after the words “assistant teacher” there shall be inserted the words “other than a peripatetic or supply teacher paid on a salary scale higher than scale 1”.

Extension of scales for certain teachers of handicapped pupils

17. After regulation 25 of the existing regulations there shall be inserted the following regulation:

“25A. 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.”

Cost of living allowance

18. Regulation 27 of the existing regulations is hereby revoked.

Award of increments

19. For sub-paragraph (g) of regulation 28 of the existing regulations there shall be substituted:

“(g) with effect from 1st August 1975 an increment which if awarded to a teacher on his salary scale would increase his salary to a rate in excess of £8,500 shall be restricted to such amount as will increase his salary to £8,500, and an increment on his salary scale shall not be awarded to a teacher in any case where the rate of salary payable is already £8,500 or more.”

Unqualified teachers

20. In regulation 34 of the existing regulations for “£1254” there shall be substituted “£1,662”.

21. In paragraph (1) of regulation 35 of the existing regulations for “£1,677” there shall be substituted “£2,253”.

Remuneration of temporary teachers

22.—(1) In regulation 36(4)(b) of the existing regulations the words from “but” to “27.” are hereby revoked.

(2) Sub-paragraph (5)(b) of regulation 36 of the existing regulations is hereby revoked.

Remuneration of part-time teachers

23.—(1) For paragraph (1) of regulation 37 of the existing regulations there shall be substituted:

“**37.—(1)** Subject to paragraph (2), 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, part-time teachers may be paid rates in accordance with the appropriate scale for full-time teachers.”

<i>Description of teacher and classes taught</i>	<i>Rate per hour</i>
(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) Paragraph (3) of regulation 37 of the existing regulations is hereby revoked.

Re-assessment of salary following incorrect placing

24. In paragraph (1) of regulation 38 of the existing regulations for "24th May 1974" there shall be substituted "1st April 1975".

Schedule 1

25. In paragraph 4 of Schedule 1 to the existing regulations:
 for "£51" there shall be substituted "£63"
 for "£93" there shall be substituted "£114"
 for "£102" there shall be substituted "£126".

Schedule 3

26.—(1) For Part I of Schedule 3 to the existing regulations there shall be substituted Part I of Schedule 3 as set out in Annex B to these regulations.

(2) For the last two columns of Part II of Schedule 3 to the existing regulations there shall be substituted the following columns:

“
*Scales for assistant teachers (other than vice-principals
 and second masters/mistresses)*

<i>Points category (all pupils)</i>	<i>Scale limitation</i>
Up to 120	Scale 1 only
121 - 700	Not higher than scale 2
701 - 1300	Not higher than scale 3
1301 - 2400	Not higher than scale 4
2401 - 3300	No limitation but not more than three senior teachers allowed
3301 - 6000	No limitation but not more than four senior teachers allowed
Over 6000	No limitation but not more than five senior teachers allowed

Schedule 4

27. For Schedule 4 to the existing regulations there shall be substituted Schedule 4 as set out in Annex C to these regulations.

Safeguarding of salaries

28. A full-time teacher in recognised teaching service on 31st March 1975 and who continues in the same post shall not by reason of the operation of these amending regulations receive 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 24th September 1975.

(L.S.)

J. Finney
 Deputy Secretary

ANNEX A

"SCHEDULE 2

Regulations 5, 7, 8, 9,
10, 19, 21, 23 and 39

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:

<i>Point on scale</i>	<i>Salary rate</i>
15	£ 3,900
16	4,056

PART II

VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES

(a) PRIMARY AND SECONDARY SCHOOLS

<i>Point on scale</i>	<i>Points category</i>					
	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					

<i>Point on scale</i>	<i>Points category</i>					
	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	8,661	9,144	9,606
3	6,801	7,281	7,767	8,256	8,856	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

ANNEX B

"SCHEDULE 3

Regulations 9, 19, 20
and 24

PART I

PRIMARY SCHOOLS

<i>Points category</i>	<i>Scale score</i>	<i>Minimum number of scale 2 posts</i>	<i>Residual scale score points</i>
(1)	(2)	(3)	(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."

ANNEX C

“SCHEDULE 4 Regulations 6, 7, 21, 36
and 39

PART I

Placing of teachers on the salary scales

TRANSFER TO SALARY SCALES APPLICABLE FROM 1ST APRIL 1975

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 1975 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 1975 shall be placed on 1st April 1975 on the appropriate scale set out in Schedule 2 at the incremental point corresponding to that on which he would have received salary had the scale of salary in operation on 31st March 1975 continued to apply.

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 1975 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 1975 the rate per annum by which the said salary exceeded that maximum, in addition to the maximum of the scale set out in Schedule 2 corresponding to the scale applicable to him on 31st March 1975.

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 1975 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 1975 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 apply from 1st April 1975 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 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 existing 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 1975 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 1975 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 1975 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 1975 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 1975 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 1975 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 1975 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 1975 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 1975 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 1975 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 existing 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 1975 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 paragraph 6(b) 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) 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) 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 1975 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, 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, 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 scale 2(S), 3(S) or the senior teacher scale in the special school, 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, 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."

EXPLANATORY NOTE

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

These amending regulations introduce from 1st April 1975 revised rates of salary (Annex A) for teachers in primary schools, secondary schools (other than technical, intermediate schools) and special schools and for peripatetic and supply teachers.

Provision is also made (regulation 9) whereby additional senior teacher posts may be allowed in certain circumstances in larger schools.

The allowance for teachers of handicapped pupils has been increased (regulation 16) and provision has been made for certain teachers holding special qualifications for the teaching of the blind or deaf and who are engaged in teaching such children to proceed one increment beyond the maximum of the scale (regulation 17).

The rates of salary for unqualified teachers have been increased (regulations 20 and 21).

Regulation 23 provides new rates of payment for part-time teachers.

The provisions in relation to the distribution of promoted posts in primary schools have been amended as set out in Schedule 3 (Annex B).

The arrangements for the placing of teachers on the salary scales have been amended (Annex C).

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