

1981 No. 103**EDUCATION****Teachers' Salaries Regulations (Northern Ireland) 1981**

Made 30th March 1981

Coming into operation 29th April 1981

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The Department(a) of Education, in exercise of the powers conferred on it by Articles 57(1) and (4) and 125(1) 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 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) 1981 and shall come into operation on 29th April 1981 and shall have effect on and from 1st April 1981.

(a) Formerly Ministry: see Northern Ireland Constitution Act 1973 (c. 36) Sch. 5 para. 8(1)

(b) S.I. 1972/1263 (N.I. 12); a new Article 57 was substituted by Article 9 of S.I. 1980/1958 (N.I. 16)

(c) 1962 c. 7. (N.I.)

Revocation

2. The Teachers' Salaries Regulations (Northern Ireland) 1978(a) are hereby revoked.

Interpretation

3.—(1) In these regulations—

- “approved” means approved by the Department for the purposes of the context;
- “assistant teacher” means a qualified teacher who is not a principal;
- “board” means an education and library board established under Article 3 of the Order;
- “the Department” means the Department of Education;
- “employing authority” means a board or, in the case of a school not under the management of a board, the managers of the school;
- “incremental point” means the rate of salary related to any of the points on the scales as shown in Schedule 1;
- “the Order” means the Education and Libraries (Northern Ireland) Order 1972;
- “peripatetic teacher” shall have the meaning assigned to it by Article 53(2)(a) of the Order;
- “points category” means the points category as determined in accordance with regulation 13 of these regulations;
- “qualified teacher” means a teacher who is recognised as a qualified teacher in the school in which he is employed or as a qualified peripatetic or supply teacher;
- “recognised” means recognised by the Department for the purposes of the context;
- “reorganisation” means rearrangement of educational facilities carried out with the approval of the Department by an employing authority;
- “supply teacher” shall have the meaning assigned to it by Article 53(2)(b) of the Order;
- “temporary teacher” means a full-time teacher in respect of whose employment an agreement is not required under Article 58 of the Order;
- “unqualified teacher” means a teacher who is not eligible for recognition as a qualified teacher in the school in which he is employed or as a qualified peripatetic or supply teacher;
- “working day” means a day on which a school is in operation or such other day as the Department may determine to be a working day for the purposes of these regulations;
- “1975 Salaries Regulations” means the Teachers' Salaries Regulations (Northern Ireland) 1975(b);
- “1976 Salaries Regulations” means the Teachers' Salaries Regulations (Northern Ireland) 1976(c);
- “1978 Salaries Regulations” means the Teachers' Salaries Regulations (Northern Ireland) 1978.

(a) S.R. 1978 No. 129 as amended by S.R. 1979 No. 245; S.R. 1980 No. 78; S.R. 1980 No. 219 and S.R. 1980 No. 295

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

(c) S.R. 1976 No. 128 as amended by S.R. 1977 No. 29 and S.R. 1977 No. 140

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

- (a) “salary” shall not, except in regulations 25 to 27, include any allowance under regulation 18(2), 20 or 21 or a reorganisation allowance payable under the Teachers’ Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976(a) or any regulations superseding those regulations;
- (b) “teacher” means a full-time qualified teacher; and
- (c) the rates indicated for salaries, allowances and increments are rates per annum.

(3) A grammar school containing a preparatory department in addition to a secondary department shall be regarded as a single school for the purposes of these regulations.

(4) Other expressions to which meanings have been assigned in the Nursery Schools Regulations (Northern Ireland) 1973(b), the Nursery Classes in Primary Schools Regulations (Northern Ireland) 1973(c), the Primary Schools (General) Regulations (Northern Ireland) 1973(d), the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1973(e), the Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1973(f), shall have for the purposes of these regulations the same respective meanings in relation to the schools to which those regulations respectively apply.

Application

4. These regulations shall apply to teachers employed in grant-aided schools, other than technical intermediate schools, being schools in respect of which regulations may be made under Article 57(1) of the Order, and to peripatetic and supply teachers.

PLACING OF TEACHERS ON THE SALARY SCALES

Salary scales

5. The scales of salaries for teachers shall be those set out in Schedule 1.

Placing on scales

6. A teacher shall be placed on the appropriate salary scale in accordance with the provisions of Schedule 2, and Part II of that Schedule shall apply to a teacher who does not come within the provisions of Part I of that Schedule.

Appropriate salary scales

7. The appropriate salary scale—

- (a) for a principal of a primary or secondary school shall, subject to the provisions of regulation 9, be determined in accordance with regulation 13 and Part III of Schedule 1, and for a principal of a special school shall, subject to the provisions of regulation 9, be determined in accordance with regulation 15, Schedule 3 and Part III of Schedule 1;
- (b) for a vice-principal, second master or second mistress of a primary or secondary school shall, subject to the provisions of regulation 9, be

(a) S.R. 1976 No. 237

(b) S.R. & O. (N.I.) 1973 No. 400, as amended by S.R. 1974 No. 104

(c) S.R. & O. (N.I.) 1973 No. 401

(d) S.R. & O. (N.I.) 1973 No. 402, as amended by S.R. 1974 No. 105

(e) S.R. & O. (N.I.) 1973 No. 390, as amended by S.R. 1974 No. 81

(f) S.R. & O. (N.I.) 1973 No. 403, as amended by S.R. 1974 No. 107; S.R. 1974 No. 302; S.R. 1975 No. 183; S.R. 1976 No. 77; S.R. 1976 No. 190; S.R. 1977 No. 178; S.R. 1978 No. 175; S.R. 1979 No. 249 and S.R. 1980 No. 218

determined in accordance with regulation 13 and Part II of Schedule 1, and for a vice-principal, second master or second mistress of a special school shall, subject to the provisions of regulation 9, be determined in accordance with regulation 15, Schedule 3 and Part II of Schedule 1; and

- (c) for an assistant teacher, other than a vice-principal, second master or second mistress, shall be any of the scales set out in Part I of Schedule 1.

Teachers to be paid on any of the scales 2 to 4, or as senior teachers in primary and secondary schools

8.—(1) The number of teachers in a primary or secondary school who may be paid on any of the scales 2 to 4 shall be determined in accordance with the provisions of regulation 14.

(2) The number of teachers in a primary or secondary school who may be paid on the senior teacher scale shall be determined in accordance with the provisions of regulation 14 and sub-paragraphs (a) and (b).

<i>(a) Schools in points categories as determined for purposes of Schedule 1</i>	<i>Number of teachers who shall be paid on the senior teacher scale</i>
2401-3300	1
3301-4600	2
4601 and above	3

- (b) Where the scale score of the school permits the number of teachers who may be paid on the senior teacher scale, additional to those under sub-paragraph (a) may, with the approval of the Department, be increased as follows:

<i>Schools in points categories as determined for purposes of Schedule 1</i>	<i>Number of senior teachers additional to those under sub-para. (a)</i>
2401-3300	2
3301-4600	2
4601-6000	1
6001 and above	2

(3) Subject to the provisions of regulation 14(6), the limitation indicated in Schedule 4 as to the scales on which assistant teachers, other than vice-principals, second masters or second mistresses, may be paid shall apply, except that a teacher who is on a scale above the highest scale to which the school is entitled by virtue of its points category shall continue on that scale so long as he continues in the same post.

PRINCIPALS, VICE-PRINCIPALS, SECOND MASTERS AND SECOND MISTRESSES

Salary protection for certain teachers

9.—(1) Where a points category is determined for a primary or secondary school in accordance with regulation 13(1) or 13(2) or a school group is determined for a special school in accordance with regulation 15 and Schedule 3, a principal, vice-principal, second master or second mistress in service at the date from which such points category or school group takes effect and who was employed in the same school in the same capacity immediately preceding such date shall, subject to the provisions of paragraphs (4), (5) and (6), have his salary safeguarded and shall not be paid on a scale below that on which he was receiving salary immediately prior to such date.

(2) Where, subsequent to the appointment to a school of a vice-principal or a second vice-principal, the points category of such school falls below 151 in the case of the vice-principal or below 2701 in the case of the second vice-principal, such teacher shall, subject to the provisions of paragraphs (4), (5) and (6), have his salary safeguarded and shall not, for any period during which the points category remains below 151 or 2701 as the case may be, be paid on a scale below that on which he was receiving salary as vice-principal or second vice-principal provided he continues to be employed as a teacher in the same school.

(3) Where, subsequent to the appointment to a school of a second master or second mistress, the points category in the case of a primary or secondary school falls below 1001 or the group, in the case of a special school, falls below 7(S) such teacher shall, subject to the provisions of paragraphs (4), (5) and (6) have his salary safeguarded and shall not, for any period during which the points category remains below 1001 or the school group remains below 7(S) as the case may be, be paid on a scale below that on which salary was being received as a second master or second mistress so long as he continues to be employed as a teacher in the same school.

(4) A principal, vice-principal, second vice-principal, second master or second mistress under 55 years of age shall only be entitled to safeguarding of salary under paragraph (1), (2) or (3) if he gives to the Department an undertaking to take reasonable steps from time to time as opportunity arises to obtain a teaching post in respect of which there would be payable a salary on a scale higher than the appropriate scale related to the points category or school group of his school.

(5) If the Department considers that a teacher has failed to take such reasonable steps as are mentioned in paragraph (4) or where the Department considers after consultation with the appropriate school authorities, that the teacher has unreasonably refused to accept an alternative teaching post the Department may determine that the safeguarding of his salary as provided for by paragraph (1), (2) or (3) shall no longer apply.

(6) A principal, vice-principal, second vice-principal, second master or second mistress whose salary is safeguarded under paragraph (1), (2) or (3) and who is subsequently appointed as a teacher in a school in a higher points category or school group shall, if the points category or group of the school to which he has been appointed is lower than that of the school in which he is serving as it was immediately prior to the date on which he became entitled to safeguarding under paragraphs (1), (2) or (3), be considered for the purposes of paragraph (1), (2) or (3) to be continuing in employment in the school where he had his salary safeguarded and shall continue to have his salary safeguarded in his new appointment.

Principals and vice-principals: additional provisions relating to scales and allowances

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

(2) Subject to the provisions of regulation 28 an unqualified teacher serving as principal—

(a) in a primary school, shall receive in addition to his salary under regulation 28 or 29(1) an allowance of £381.

(b) in a special school, shall receive in addition to his salary under regulation 28 an allowance of such amount as the Department may approve.

(3) In a secondary school where the services of a principal are shared with an institution of further education the vice-principal's scale shall be not less than the scale next above the scale related to the points category of the secondary school in which he is employed.

POINTS AVERAGE, POINTS SCORE, POINTS CATEGORY, SCALE SCORE

Points average

11.—(1) For each triennial period of school years, commencing with the period 1st August 1979 to 31st July 1982, a points average for each primary or secondary school shall be determined, being the average of the points scores determined in each year of the immediately preceding triennial period.

(2) Where a fraction occurs in the points average a fraction of one-half or more shall be counted as a unit, and a fraction of less than one-half shall not be counted.

Determination of points score

12. A points score shall be determined for each primary or secondary school in respect of each school year, commencing with the school year 1977/78, on the basis of the enrolment of pupils in each school, including pupils enrolled in nursery classes in primary schools, on the second Friday following the opening of the school for the second term in the preceding school year, the number of such pupils being classified according to their ages at 31st March following this opening as follows:

Each pupil under 14 years of age	— 2 points
Each pupil aged 14 and under 15 years of age	— 3 points
Each pupil aged 15 and under 16 years of age	— 4 points
Each pupil aged 16 and under 17 years of age	— 6 points
Each pupil aged 17 and over	— 8 points

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

Points category

13.—(1) The points category for the purposes of Parts II and III of Schedule 1 and for Schedule 4 shall, for the period 1st August 1979 to 31st July 1982 inclusive, be determined by reference to the points average for the period 1st August 1979 to 31st July 1982.

(2) In the case of a school newly opened on or after 1st August 1972, or of a school which has been directly affected by reorganisation, or in such other circumstances as the Department considers proper, the Department may determine a points category for any purpose of these regulations in respect of any period.

Scale scores

14.—(1)(a) Subject to the provisions of sub-paragraph (b) and of regulation 17—

(i) a scale score shall be allocated to each primary and secondary school and shall be the scale score set out in Schedule 4 related to the points category of the school. The scale score for secondary schools shall be the sum of scale scores *I* and *II*;

(ii) where the points category determined for a school under the provisions of regulation 13 for the triennial period commencing on 1st August 1979 is lower than the points category that applied to that school for the immediately preceding period, then the scale score as determined under sub-paragraph (a)(i) for the said triennial period shall be increased by one-half of the excess of the scale score that applied immediately prior to 1st August 1979 over the scale score for the triennial period commencing on 1st August 1979, any resulting fraction being rounded up to the next scale score point.

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

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

each teacher on scale 2 shall count 1 point;

each teacher on scale 3 shall count 2 points; and

each teacher on scale 4 or on the senior teacher scale shall count 3 points.

(3) Subject to the provisions of paragraphs (4), (5) and (7) the aggregate of scale score points used in respect of posts in a school shall not exceed the scale score for the school as determined under paragraph (1).

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

(5) Where the scale score of a school is less than the aggregate of the scale score points in respect of posts on scales 2 to 4 and on the senior teacher scale in the school as at the coming into operation of these regulations, including the points for any post on these scales which may then be vacant, no further teachers shall be placed on any of the scales 2 to 4 or on the senior teacher scale until the scale score of the school permits.

(6) The limitation indicated in Part II of Schedule 4 as to the scales on which assistant teachers other than vice-principals, second masters and second mistresses may be paid may, with the approval of the Department, be waived where it is necessary to do so unless the number of posts with scales above the said limitation already existing in a school at the coming into operation of these regulations shall be exceeded.

(7) Where the organisation of secondary education in a particular area is based on junior and senior secondary schools and two or more of the schools are regarded as a unit in which normally all the pupils from the junior schools proceed to the senior school, other than those who proceed to a technical intermediate school, the scale score for any school in such a unit may, with the approval of the Department, be increased beyond its scale score entitlement unless the total of the scale scores used in the unit exceeds the combined scale scores applicable to the schools.

SPECIAL SCHOOLS

Determination of school group

15.—(1) The group of a special school for the purpose of determining the salary scale for a principal, vice-principal, second master and second mistress shall be derived in accordance with the table in Schedule 3 from the approved staffing of the school together with the number of pupils enrolled, as at the second Friday following the opening of the school for the second term in each school year and the group thus determined shall apply from 1st August following.

(2) Where a special school is directly affected by reorganisation or is newly opened, the Department shall determine the group of the school for part or the whole of any year beginning on the 1st August 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.

Teachers to be paid on scales 2(S), 3(S) or as senior teachers

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

(a) for scale 2(S) not less than 30% or more than 66 $\frac{2}{3}$ % of the said teaching posts, and

(b) for scale 3(S) not less than 5% or more than 15% of the said teaching posts, any fraction being rounded to the nearest whole number of teachers, a fraction of one-half being rounded up.

(2) No teacher shall be placed on scale 3(S) in a school in a group below 5(S).

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

(4) In a special school in group 9(S) the number of teachers who may be paid on the senior teacher scale shall not exceed 10% of the number of approved full-time teaching posts in the school excluding the posts of principal, vice-principal, second master and second mistress.

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

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

SCHOOLS OF EXCEPTIONAL DIFFICULTY

Designation and scale score

17.—(1) Where a board has designated a school in its area as a school of exceptional difficulty the scale score of the school as determined in accordance with the provisions of regulation 14 may be increased to such extent as the Department shall approve.

(2) Where additional scale score points are awarded under the provisions of paragraph (1) these points may be used—

(a) to create additional posts on scale 2 in schools which are for the purposes of Schedule 1 in points categories up to 500 points;

(b) to create additional posts on scales 2 and 3 or scales 2 or 3 in schools which are for the purposes of Schedule 1 in points categories 501 to 1300 points;

(c) to create additional posts on any of the scales 2 to 4 in schools which are for the purposes of Schedule 1 in points categories over 1300 points.

PERIPATETIC AND SUPPLY TEACHERS

Salaries

18.—(1) The scales of salary for qualified peripatetic and supply teachers shall be the scales 2, 3, 4 and the senior teacher scale as set out in Schedule 1 and the scale to which each such teacher shall be appointed shall be determined in accordance with arrangements approved by the Department.

(2) A qualified peripatetic or supply teacher in receipt of the allowance for teachers of handicapped pupils payable under regulation 20 and who was promoted to

scale 2 with effect from 1st September 1979, shall, where his rate of salary on scale 2 is less than the aggregate of the rate he would have received had he continued to be paid on scale 1 and the said allowance, be entitled to receive an additional allowance equal to the difference.

SPECIAL PROVISION FOR CERTAIN TEACHERS OF HANDICAPPED PUPILS

Extension of scales

19. A teacher, other than a peripatetic or supply teacher, who holds such qualifications as the Department may approve—

- (a) for the teaching of the blind and who is engaged in teaching blind or partially sighted 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 on which he is paid, the value of such increment beyond the maximum to be equal to the value of the last increment on that scale.

ALLOWANCES

Allowance for teachers of handicapped pupils

20.—(1) A teacher who is paid on scale 1 and is employed in a special school shall receive in addition to his salary a special schools allowance of £639.

(2) A teacher, other than a peripatetic or supply teacher, who is paid on any of the scales 1 to 4 and who is engaged in teaching a special class consisting of handicapped pupils in a primary or secondary school may, with the approval of the Department, receive in addition to his salary a special class allowance of £639.

Acting allowances

21.—(1) In accordance with arrangements approved by the Department an allowance may be paid to:

- (a) a teacher who temporarily assumes the duties of a principal in a school in which there is no vice-principal;
- (b) a teacher who temporarily assumes the duties of another teacher, other than a principal, in the prolonged absence of that teacher or pending the permanent appointment of a new teacher;
- (c) a vice-principal who temporarily assumes the duties of a principal in the prolonged absence of the principal or pending the appointment of a new principal.

(2) The allowance under this regulation shall be of such amount as is necessary to ensure that, during the period for which the teacher is to be paid the allowance, he receives the same rate of salary as he would receive if he had been appointed to the particular post.

INCREMENTS

Award of increments

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

(2) A teacher's normal incremental date shall fall on the first day of a calendar month.

(3) A teacher on any of the salary scales set out in Schedule 1 who has no previous service or experience at the date of his appointment shall, subject to satisfactory continuous full-time service, qualify in the following year for the award of his first increment on the first of the month corresponding to that in which he was appointed provided that at that date his service amounts to at least 11 months and 15 days, but if at that date his service amounts to 11 months and a lesser number of days than 15, the increment will normally become due on the first day of the following month.

(4) Where a teacher is placed or replaced on any of the salary scales set out in Schedule 1 and for this purpose his past service and experience is assessed under Schedule 5 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 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 teacher's incremental date shall be retarded by one month for each complete period of thirty days and by a further month where the residue of the period amounts to more than fifteen days but less than thirty days.

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

(7) 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 appropriate scale.

Credit for periods of absence

23.—(1) Periods of absence for which a teacher is entitled to full salary or salary at one-half of the full rate shall be regarded as teaching service for the purposes of these regulations.

(2) Except as is otherwise provided in these regulations a period of absence in respect of which salary is not paid shall not be regarded as teaching service for the purposes of these regulations unless the Department shall determine otherwise.

ABSENCES OF TEACHERS

Interpretation

24. In regulations 25 and 26 "teacher" means a full-time teacher other than a temporary teacher who is paid in accordance with paragraph (1) of regulation 30.

Absence due to illness

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

- (a) during the first year of full-time service: salary at the full rate for 25 working days and after completing four calendar months full-time service salary at one-half of the full rate for 50 working days;
 - (b) during the second year of full-time service: salary at the full rate for 50 working days and at one-half of the full rate for 50 working days;
 - (c) during the third year of full-time service: salary at the full rate for 75 working days and at one-half of the full rate for 75 working days;
 - (d) during the fourth and successive years of full-time service: salary at the full rate for 100 working days and at one-half of the full rate for 100 working days.
- (2) A teacher who is appointed from a date other than 1st April shall be deemed for the purposes of paragraph (1) to have been appointed from the preceding 1st April but shall have completed four calendar months actual full-time service before being entitled while absent owing to illness to any salary at one-half of the full-time rate.
- (3) The period from 1st April until the return to duty of a teacher absent owing to illness on 31st March in any year and who continues to be absent for this reason after that date shall be deemed to be part of the preceding year for the purpose of determining entitlement to sick leave with pay and if such a teacher after returning to duty should subsequently be absent owing to illness before 1st April following, his entitlement to sick leave with pay shall be determined under paragraph (1) but reckoned as from the date of returning to duty after his previous illness.
- (4) Subject to the provisions of paragraph (5) a teacher who was ill immediately preceding a period of school vacation and who continues to be ill shall be paid at the rate applicable to him under paragraph (1) on the last working day before the period of vacation commenced, and the vacation period shall not be counted against his entitlement under paragraph (1), or where he had ceased to be entitled to salary at the full or half rate he shall not be entitled to salary.
- (5) If a teacher obtains and forwards to the Department a medical certificate certifying that during a vacation period or for any part of such period he was in all respects fit to undertake teaching duties, he shall be deemed to have returned to duty from the date so certified and salary at the full rate shall be paid to him from that date provided he actually resumes duty on the day the school re-opens after the vacation.
- (6) A teacher who is absent because of illness shall not be entitled to salary—
- (a) for more than three successive working days, or
 - (b) for more than ten working days in all in any year ending 31st March, unless a medical certificate, specifying the nature of the illness and certifying the incapacity of the teacher for the performance of duty, is furnished through the employing authority to the Department.
- (7) Where a teacher is absent owing to illness and the absence includes any period of days which are not working days, other than vacation periods to which paragraphs (4) and (5) apply, he shall be entitled to payment for each such period at the full rate of salary or at one-half of the full rate as the case may be on the same basis as the rate related to the last working day immediately preceding each such period, and where the teacher has ceased to be entitled to salary at the full or half rate, he shall not be entitled to salary.

Absence with salary for other causes

26. Full salary may be paid to a teacher—

- (a) for a brief period of necessary absence due to infectious disease in his home or to the serious illness or death of a near relative;
- (b) for a period of absence not exceeding three working days, due to special circumstances; or

- (c) with the approval of the Department, for a period of absence exceeding three working days, due to special circumstances.

Leave with or without salary in certain other instances

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

- (a) to attend an approved course of study or training, or
(b) for other reasons,

such absence shall be with or without pay as may be approved by the Department.

UNQUALIFIED TEACHERS

Minimum salary

28. The minimum rate of salary of full-time unqualified teachers shall be £3,528, provided that a full-time unqualified teacher who possesses qualifications entitling him to recognition as a qualified teacher in another type of school or in an institution of further education shall be paid salary at the rate which he would be paid as a qualified assistant teacher or principal as the case may be.

Appointed in primary schools before 1st January 1947

29.—(1) The rate of salary payable to full-time unqualified women teachers in primary schools who were appointed as unqualified teachers (other than as locum tenens or substitute teachers) in primary schools before 1st January 1947 shall be £4,653.

(2) Unqualified teachers in primary schools who were appointed in primary schools before 1st January 1947 shall, after the completion of 20 years' satisfactory service, be placed on salary scale 1 at a point one increment above the minimum of the scale and shall thereafter be eligible to proceed to the maximum of the scale in the ordinary way.

TEMPORARY TEACHERS

Payment

30.—(1) A temporary teacher, including an unqualified teacher, shall except as provided in paragraph (2) be paid for each working day at the rate of 1/190th of the annual salary which he would receive if he were employed in a permanent capacity.

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

- (a) to whom leave of absence has been granted for approved purposes including attendance at an approved course of study or training, or
(b) who has been seconded under the Secondment of Teachers Overseas Regulations (Northern Ireland) 1961(a),

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

(3) In the case of a teacher who, in respect of any period of service, is paid on a daily basis in accordance with the provisions of paragraph (1) each working day shall, for the purposes of increment if he is being paid on an incremental scale, and for such other purposes as the Department may determine, be reckoned as 1/190th 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, subject to the provisions of regulation 22(2), be reckoned as more than one year of service.

(4) A temporary teacher who, in respect of any period of service, is paid on a daily basis in accordance with the provisions of paragraph (1) shall have his rate of salary determined on 1st April 1981 and on each subsequent 1st April if employed on that day, or at the date of first employment after each 1st April or at any date from which the scales of salary set out in Schedule 1 are revised and the rate so determined shall, notwithstanding the provisions of these regulations, be the teacher's rate of salary for any periods of service until the following 31st March.

(5) 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) 1976 or the Institutions of Further Education Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976(a) or any regulations superseding those regulations.

PART-TIME TEACHERS

Payment

31.—(1) Subject to paragraphs (2) and (3), the hourly rates for part-time teaching shall be as set out in the table hereunder, but in such circumstances as the Department may approve a part-time teacher may be paid a proportion of the annual salary and any allowance payable under regulation 20 that would be appropriate if he were employed full time.

<i>Description of teacher and classes taught</i>	<i>Rate per hour</i>
	£
(a) A part-time 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	5.94
(b) A part-time qualified teacher teaching any class other than as at (a)	4.92
(c) A part-time unqualified teacher teaching any class	4.07

(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.

MISCELLANEOUS

Re-assessment of salary following incorrect placing

32.—(1) Where evidence becomes available that a teacher's placing on the salary scales is incorrect and a re-assessment 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 April 1981 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.

Additional qualifications or approved courses

33. Any teacher who has been placed on any of the scales set out in Schedule 1 and who subsequently obtains for the first time any of the qualifications or satisfactorily completes an approved course of study which would have entitled him to a higher salary were he then being placed on scale 1 shall have his rate of salary from the date of obtaining the qualification or the completion of such course—

- (a) re-calculated in accordance with the terms of paragraph 5 of Part II of Schedule 2 in the case of a teacher on scale 1; or
- (b) increased by—
 - (i) one increment where the qualification or course would entitle the teacher to this amount in accordance with the terms of paragraph 5(3) of Part II of Schedule 2 were he an assistant teacher being placed on scale 1 in accordance with the terms of that paragraph;
 - (ii) two increments where a teacher, other than a teacher to whom (iii) or (iv) applies, has obtained an approved university degree or other qualification considered by the Department to be equivalent thereto;
 - (iii) four increments where a teacher, other than a teacher to whom (iv) applies, has obtained an approved university degree with first or second class honours, or other qualification considered by the Department to be equivalent thereto;
 - (iv) two increments where the teacher, already being the holder of an approved university degree or other approved equivalent qualification not accepted as a degree or equivalent qualification of first or second class honours standard, has obtained an approved university degree with first or second class honours or other qualification considered by the Department to be equivalent thereto,

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

Safeguarding of existing salaries

34. A teacher in recognised teaching service on 31st March 1981 who continues in the same post shall not receive by reason of the operation of these regulations a lesser rate of salary than he received under the regulations in force on that date.

Sealed with the Official Seal of the Department of Education for Northern Ireland on 30th March 1981.

(L.S.)

A. E. Hawthorne

Assistant Secretary

SCHEDULE 1

Regulations 5, 7, 8, 13,
16, 17, 18, 22, 30 and 33

Scales of salaries for teachers

PART I

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

(a) PRIMARY AND SECONDARY SCHOOLS

Point on scale	Scales				
	1	2	3	4	Senior teachers
	£	£	£	£	£
1	4,653	5,346	6,612	7,869	8,478
2	4,869	5,547	6,843	8,208	8,796
3	5,028	5,754	7,077	8,478	9,117
4	5,190	5,964	7,317	8,796	9,432
5	5,346	6,180	7,596	9,117	9,753
6	5,547	6,396	7,869	9,432	10,203
7	5,754	6,612	8,208	9,753	10,572
8	5,964	6,843	8,478	10,203	11,082
9	6,180	7,077	8,796	10,572	11,454
10	6,396	7,317	9,117		
11	6,612	7,596	9,432		
12	6,843	7,869			
13	7,077	8,208			
14	7,317	8,478*			

*See paragraph 2(a) of Part I of Schedule 2.

(b) SPECIAL SCHOOLS

Point on scale	Scales			
	1	2(S)	3(S)	Senior teachers
	£	£	£	£
1	4,653	5,964	7,317	8,478
2	4,869	6,180	7,596	8,796
3	5,028	6,396	7,869	9,117
4	5,190	6,612	8,208	9,432
5	5,346	6,843	8,478	9,753
6	5,547	7,077	8,796	10,203
7	5,754	7,317	9,117	10,572
8	5,964	7,596	9,432	11,082
9	6,180	7,869	9,753	11,454
10	6,396	8,208	10,203	
11	6,612	8,478		
12	6,843	8,796		
13	7,077	9,117*		
14	7,317			

*See paragraph 2(b) of Part I of Schedule 2.

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 as follows:

<i>Point on scale</i>	<i>Salary rate</i>
15½	£ 7,596
16½	7,869

PART II

VICE-PRINCIPALS, SECOND MASTERS AND SECOND 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	£ 5,820	£ 6,882	£ 7,701	£ 8,784	£ 9,279	£ 9,753
2	6,051	7,113	7,971	9,057	9,552	10,023
3	6,279	7,344	8,247	9,324	9,828	10,293
4	6,504	7,578	8,514	9,594	10,101	10,569
5	6,735	7,812	8,784	9,846	10,368	10,842
6	6,963	8,040	9,057			
7	7,191	8,271	9,324			
8	7,422	8,502	9,594			
9	7,650	8,733				
10	7,878	8,961				
11	8,109					
12	8,337					

<i>Point on scale</i>	<i>Points category</i>					
	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
1	£ 10,293	£ 10,977	£ 11,541	£ 12,195	£ 12,567	£ 13,140
2	10,569	11,259	11,817	12,471	12,849	13,422
3	10,842	11,541	12,090	12,756	13,128	13,704
4	11,121	11,817	12,369	13,032	13,407	13,986
5	11,421	12,090	12,648	13,311	13,689	14,271

(b) SPECIAL SCHOOLS

Point on scale	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	6,741	7,815	9,303	9,630	9,972	10,296	10,953
2	6,963	8,076	9,573	9,897	10,236	10,566	11,220
3	7,185	8,334	9,834	10,158	10,497	10,827	11,487
4	7,407	8,598	10,101	10,422	10,761	11,094	11,751
5	7,629	8,859	10,362	10,689	11,025	11,355	12,021
6	7,851	9,120					
7	8,076	9,381					
8	8,298	9,642					
9	8,520						
10	8,739						
11	8,961						
12	9,186						

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	8,184	8,541	8,940	9,501	10,296	11,022	11,703
2	8,421	8,769	9,171	9,774	10,572	11,301	11,982
3	8,649	9,003	9,402	10,044	10,845	11,574	12,258
4	8,883	9,234	9,633	10,317	11,121	11,853	12,531
5	9,111	9,471	9,864	10,590	11,388	12,129	12,810

Point on scale	Points category						
	1301- 1800	1801- 2400	2401- 3300	3301- 4600	4601- 6000	6001- 7600	Over 7600
	£	£	£	£	£	£	£
1	12,540	13,506	14,385	15,525	16,623	17,514	18,522
2	12,816	13,788	14,664	15,810	16,983	17,880	18,888
3	13,098	14,067	14,949	16,101	17,343	18,240	19,251
4	13,374	14,349	15,225	16,389	17,706	18,603	19,617
5	13,650	14,631	15,513	16,680			

(b) SPECIAL SCHOOLS

<i>Point on scale</i>	<i>Group</i>						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	9,708	10,287	11,451	11,835	12,687	13,293	13,881
2	9,936	10,551	11,724	12,108	12,957	13,572	14,166
3	10,161	10,824	11,994	12,378	13,233	13,845	14,454
4	10,392	11,094	12,264	12,648	13,506	14,121	14,742
5	10,620	11,358	12,537	12,924	13,779	14,397	15,033

SCHEDULE 2

Regulations 6 and 33

PART I

Placing of teachers on the salary scales

TRANSFER TO SALARY SCALES APPLICABLE FROM 1st APRIL 1981

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 1981 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 1981 shall be placed on 1st April 1981 on the appropriate scale set out in Schedule 1 at the point on the scale corresponding to that at which he would have received salary had the scale of salary in operation on 31st March 1981 continued to apply.

2. A teacher to whom paragraph 2 of Part I of Schedule 2 to the 1978 Salaries Regulations applies and who at 31st March 1981—

(a) in the case of a teacher in a primary or secondary school was placed one increment above the maximum of scale 2, shall be placed as from 1st April 1981 above the maximum of scale 2 as set out in Schedule 1 at a rate of salary of £8,478.

(b) in the case of a teacher in a special school was placed one increment above the maximum of scale 2(S), shall be placed as from 1st April 1981 above the maximum of scale 2(S) as set out in Schedule 1 at the rate of salary of £9,117.

3. A teacher who immediately prior to 1st April 1981 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 1981 the rate per annum by which the said salary exceeded that maximum, in addition to the maximum of the scale set out in Schedule 1.

PART II

SALARY PLACING OF TEACHERS TO WHOM PART I DOES NOT APPLY

1. Where a teacher (other than a teacher being placed on a scale at 1st April 1981 under the transfer arrangements provided in Part I) has his rate of salary determined as provided in this Part and such rate is not an exact incremental point, it shall be rounded up to the next incremental point above the said rate and he shall be placed on the appropriate scale at this incremental point.

2. A teacher who on or after 1st April 1981 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 1 from the date of re-appointment—

(a) if at any time he had been placed on the scales which apply from 1st April 1981 under these regulations and he is re-appointed in the same capacity—

at the rate of salary applicable to him 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 under the 1975 Salaries Regulations, the 1976 Salaries Regulations or the 1978 Salaries Regulations and he is re-appointed in the same capacity—

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 and he is re-appointed in the same capacity—

at the rate of salary determined as if the assimilation arrangements which operated prior to 18th March 1975 as set out in Part I of Schedule 4 to the 1975 Salaries Regulations were applied to him based on his incremental position on his scale at the date of leaving his previous appointment in the same capacity, and he were then transferred to the corresponding incremental point on the appropriate scale in Schedule 1; 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, except where the re-appointment is made with no break in service.

3. A teacher transferring to teaching service in a primary, secondary or special school from teaching service in an educational establishment in England or Wales to which the document published by Her Majesty's Stationery Office under the title "Scales of Salaries for Teachers in Primary and Secondary Schools, England and Wales 1979" applies, shall be placed at the appropriate incremental point on his salary scale in accordance with the provisions of this Schedule as though he had transferred from teaching service in Northern Ireland.

4.—(1) Subject to the provisions of sub-paragraphs (2) to (4), a teacher who claims incremental credit for a period of unremunerated activities after the age of 18 years and/or post qualified remunerated experience after that age which would not otherwise be reckonable for incremental credit, shall be awarded incremental credit in respect of such activity or experience on the basis of one increment for each completed period of 3 years up to a maximum of 5 increments and shall have his rate of salary recalculated in the manner prescribed in whichever of paragraphs 5, 8(b) or 10(b) of this Part refers to the scale on which he is paid at that date.

(2) The first 3 years of full-time study, training or research after the age of 18 years shall not be counted for the purposes of calculation of incremental credit under the provisions of sub-paragraph (1).

(3) Where a teacher who had full-time service in a primary or secondary school at any time during the period from 1st January 1980 to 31st March 1981 inclusive claims incremental credit under the provisions of sub-paragraph (1) on or after 1st April 1981 any such credit which may be given shall be allowed only from the first day of the month following the submission of the claim, and in the case of any teacher appointed in a full-time capacity subsequent to 31st March 1981 any such credit which may be given shall only be allowed from the first day of the month following the submission of the claim unless it has been submitted within 3 months of taking up duty when it may be allowed from the date of taking up duty.

(4) Where the activities or experience claimed under the provisions of sub-paragraph (1) is considered to be such as not to justify incremental credit, the Department after consultation with the employing authority, shall decide whether or not such credit shall be given.

5. An assistant teacher who is placed on scale 1 on or after 1st April 1981 shall be placed on the scale with such incremental credit (if any) as may be given in accordance with Schedule 5, 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 considered 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 considered 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 paragraph 5(1) and 5(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 paragraph 5(1) or 5(2),

an addition of one increment;
- (c) an assistant teacher shall not receive more than one addition of one increment under the provisions of paragraph 5(3).

6. An assistant teacher who is placed on scale 1 following service on a higher scale on or after 1st April 1981 shall be placed on the scale at the rate determined in accordance with the provisions of paragraph 5 or paragraph 13 whichever is the higher, subject to the maximum of the scale not being exceeded.

7. An assistant teacher who after 1st April 1981 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 5 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.

8. 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 1981 shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

- (a) at the minimum; or
- (b) in the case of a teacher who has not been placed on a salary scale under these regulations at the rate of salary that he would receive if placed on scale 1 in accordance with the provisions of paragraph 5 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 13 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.

9. A teacher who is placed on scale 2(S) or 3(S) for the first time on or after 1st April 1981 shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

- (a) in accordance with paragraphs 8(a) or 8(c) or 8(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 3 as appropriate which would be applicable to him under paragraph 8(b) were he being placed on scale 2 or 3,

whichever is the highest.

10. A person appointed as a principal, or

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

a principal appointed as a vice-principal, second master or second mistress, or

a vice-principal, second master or second mistress re-appointed in any of those capacities after a break in service, or in any of those capacities to another school in a different points category or school group, or

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, second master or second mistress,

on or after 1st April 1981 shall, subject to the maximum of the scale not being exceeded, be placed on the appropriate scale—

- (a) at the minimum; or
- (b) at the rate of salary he would have received on scale 1 in accordance with the provisions of paragraph 5 at the date of appointment or re-appointment, plus an increase which shall be either—
 - (i) the promotion increase the teacher would receive under paragraph 8(b) had he been placed on the highest scale (or in the case of a special school the scale corresponding to the highest scale in a school other than a special school) below that for vice-principal, second master or second mistress appropriate to the particular school, plus, if the school is a special school, an additional amount of £639 per annum where the teacher was on scale 1, 2, 3 or 4 in his former post; or
 - (ii) one and one-half increments on the new scale,

whichever is the greater; or

- (c) at the rate of salary determined in accordance with paragraph 13 where the teacher is placed on the scale following service on or after 1st April 1981 on another scale under these regulations plus an additional amount of £639 per annum where the appointment is to a special school and the service in the previous post was on scale 1, 2, 3 or 4; or
- (d) in the case of a teacher appointed or re-appointed as a principal, a vice-principal, a second master or as a second 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;

but if after a break in service—

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

a vice-principal, second master or second mistress is re-appointed in any of these capacities 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, second master or second mistress as the case may be.

11. For the purposes of head (i) of paragraph 10(b), heads (b), (c), (g) and (h) of paragraph 13(4), and heads (a), (b), (e), (f), (h), (i), (k) and (l) of paragraph 13(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.

12. A principal re-appointed immediately as principal, or

a vice-principal, second master or second mistress re-appointed immediately in any of these capacities

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.

13.—(1) Where on or after 1st April 1981 a teacher has been placed on one of the scales set out in Schedule 1 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 paragraph 6, 8, 9 or 10 as the case may be where these apply, a teacher who on or after 1st April 1981 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 paragraph 6, 8, 9 or 10 as the case may be where these apply, a teacher continuing service in schools other than special schools who on or after 1st April 1981 has been promoted or demoted within the meaning of sub-paragraph (1) 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, second master or second 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, second master or second 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) an assistant teacher who is promoted to one of the scales for principals or to one of the scales for vice-principals, second masters and second mistresses, or a principal who is promoted as a principal, or to one of the scales for vice-principals, second masters and second mistresses, or a vice-principal, second master or second mistress who is promoted as vice-principal; second master or second mistress or to a post in any of these capacities, 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;
- (d) an assistant teacher, other than a vice-principal, second master or second mistress, who is demoted to any of the scales 1 to 4, shall be placed, subject to paragraph 15 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, second master or second mistress who is demoted to the senior teacher scale, or to any of the scales 1 to 4 shall be placed, subject to paragraph 15, 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, second master or second mistress, shall be placed, subject to paragraph 15, 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 paragraph 6, 8, 9 or 10 as the case may be where these apply, a teacher continuing service in special schools who on or after 1st April 1981 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 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 3(S) shall have his rate of salary determined in accordance with sub-paragraph (3)(a) as if he were being promoted to the corresponding scale 2 or 3 as the case may be and shall then be placed on scale 2(S) or 3(S) as appropriate at the same point on the scale as the point related to his notional placing on scale 2 or 3;
- (c) a teacher who is promoted from scale 2(S) or 3(S) to the senior teacher scale shall be notionally transferred to the corresponding scale 2 or 3 as the case may be at the same point on the scale as the point related to his placing on scale 2(S) or 3(S) (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then be placed on the senior teacher scale at the rate of salary applicable under his notional placing on scale 2 or 3 plus a promotion increase determined as under sub-paragraph (3)(a);
- (d) a principal, vice-principal, second master or second 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) an assistant teacher who is promoted to one of the scales for principals or to one of the scales for vice-principals, second masters and second mistresses, or

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

a vice-principal, second master or second mistress who is promoted as vice-principal, second master or second mistress or to a post in any of these capacities,

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 2(S) or from the senior teacher scale to scale 1 shall be placed, subject to paragraph 15 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 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 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 15, at the same point on the scale as the point on scale 2 or 3 to which he was notionally demoted;
- (h) a teacher on scale 2(S) or 3(S) who is demoted to scale 1 shall be notionally transferred to the corresponding scale 2 or 3 as the case may be at the same point on the scale as the point related to his placing on scale 2(S) or 3(S) (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then be placed on scale 1, subject to paragraph 15, at the rate of salary determined by demoting him from his notional placing on scale 2 or 3 in accordance with the provisions of sub-paragraph (3)(d);
- (i) a principal, or a vice-principal, second master or second 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 15, 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, second master or second mistress, shall be placed, subject to paragraph 15 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 paragraph 6, 8, 9 or 10 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 1981 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, 2(S) or 3(S) to any of the scales 2 to 4 or to the senior teacher scale in a school other than a special school shall be notionally transferred to the corresponding scale 1, 2 or 3 as the case may be at the same point on the scale as the point related to his placing on scale 1, 2(S) or 3(S) in the special school (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then be placed on the scale to which he has been promoted at the rate of salary applicable under his notional placing plus a promotion increase determined as under sub-paragraph (3)(a);
- (b) subject to sub-paragraph (5)(c), a teacher on any of the scales 1 to 4 for schools other than special schools who is promoted to scale 2(S), 3(S) or the senior teacher scale in a special school shall be notionally promoted to the corresponding scale 2, 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, 3 or the senior teacher scale;

- (c) a teacher transferring from scale 2 to 2(S) or vice versa, or from scale 3 to 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 3(S) for two years or more shall be paid at the maximum of scale 2 or 3 as appropriate;
- (d) 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, second masters and second mistresses in a special school, or
 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, second master or second mistress of a special school, or
 a vice-principal, second master or second mistress of a school other than a special school who is promoted to a post in a special school as vice-principal, second master or second mistress or to a post in any of these capacities,
 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, second master or second mistress, who is promoted to a post as principal, vice-principal, second master or second mistress in a school other than a special school shall be transferred to the scales for schools other than special schools and notionally placed on the scale which corresponds to his scale in the special school at the same point on the scale as the point related to his placing on the special school scale (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then be placed on the scale to which he has been promoted in the school other than a special school at the rate of salary applicable under his notional placing plus a promotion increase of one and one-half increments on the scale to which he has been promoted;
- (f) a principal, or a vice-principal, second master or second 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, second master or second 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, second master or second 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 the 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 (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then, subject to paragraph 15, 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 15 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, second master or second mistress in a special school shall be placed on the scale to which he has been demoted, subject to paragraph 15, 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, second master or second mistress in a school other than a special school shall be transferred to the scales for schools other than special schools and notionally placed on the scale which corresponds to his scale in the special school at the same point on the scale as the point related to his placing on the special school scale (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then, subject to paragraph 15, 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, second master or second 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 15, 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, second master or second 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 15, 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.

14. 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 consider proper the teacher shall be placed on the appropriate scale at a rate determined by the Department.

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

SCHEDULE 3

Regulations 7, 9, 15 and 16

Special schools

Determination of school group

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

PRIMARY SCHOOLS

<i>Points category</i> (1)	<i>Scale score</i> (2)	<i>Scales for assistant teachers (other than vice-principals, second masters and second mistresses)</i>	
		<i>Points Category</i> (3)	<i>Scale limitation</i> (4)
120- 300	1		
301- 400	2	up to 120	Scale 1 only
401- 500	4	120-500	Not higher than scale 2
501- 600	7	501-1300	Not higher than scale 3
601- 700	8		
701- 800	10	1301-2400	Not higher than scale 4
801- 900	11		
901-1,100	13	2401-3300	No limitation but not more than three senior teachers allowed
1,101-1,200	15		
1,201-1,300	16		
1,301-1,400	18		
1,401-1,600	21		
1,601-1,800	24		
1,801-2,000	29		
2,001-2,200	34		
2,201 and over	39		

PART II

SECONDARY SCHOOLS

<i>Points category for score I (all pupils)</i>	<i>Scale score I</i>	<i>Points category for score II (pupils 16 years and over)</i>	<i>Scale score II</i>	<i>Scales for assistant teachers (other than vice-principals, second masters and second mistresses)</i>	
				<i>Points category (all pupils) as determined for Schedule I</i>	<i>Scale limitation</i>
120- 300	1	101- 200	1	Up to 120	Scale 1 only
301- 400	3	201- 300	2	120- 500	Not higher than scale 2
401- 500	6	301- 500	3		
501- 600	7	501- 700	4	501-1,300	Not higher than scale 3
601- 700	8	701- 900	6		
701- 800	9	901-1,200	7		
801- 900	11	1,201-1,800	8	1,301-2,400	Not higher than scale 4
901-1,000	12	1,801-2,600	9		
1,001-1,200	15	2,601-3,300	10	2,401-3,300	No limitation but not more than three senior teachers allowed
1,201-1,300	17	3,301-4,000	11		
1,301-1,400	21	4,001-4,700	12		
1,401-1,600	22	4,701-5,400	13		
1,601-1,800	26	5,401 and over	14		
1,801-2,000	30				
2,001-2,200	35				
2,201-2,400	38				
2,401-2,700	46		3,301-6,000	No limitation but not more than four senior teachers allowed	
2,701-3,000	50				
3,001-3,300	54		Over 6,000	No limitation but not more than five senior teachers allowed	
3,301-3,700	58				
3,701-4,100	63				
4,101-4,600	68				
4,601-5,100	71				
5,101-5,600	76				
5,601-6,100	81				
6,101-6,600	87				
6,601-7,100	93				
7,101-7,600	100				
7,601-8,100	108				
8,101-8,600	116				
8,601-9,100	124				
9,101 and over	132				

SCHEDULE 5

Regulation 22 and
Schedule 2**Service, employment, study, training, research and other experience recognised for the purposes of incremental credit on scale 1**

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

Provided that—

- (1) service, employment, study, training, research and other experience undertaken before attaining the age of 18 years shall not be counted;
- (2) teaching service given before the teacher possessed the qualifications required for admission to the salary scale shall not, save as provided for in (k), be counted; and
- (3) full-time teaching service shall be taken to include one-half of corresponding part-time teaching service of not less than 10 hours per week, unless such part-time service was concurrent with other service which is allowed to count in full.

<i>Type of service</i>	<i>Extent of incremental credit</i>
(a) Teaching service in recognised schools or institutions in Northern Ireland	Credit in full
(b) Teaching service in unrecognised schools in Northern Ireland	} To such extent as the Department may determine
(c) Teaching service in schools in Great Britain	
(d) Teaching service in schools elsewhere in the British Commonwealth	
(e) Teaching service in schools in the Republic of Ireland	
(f) Teaching service in schools in other countries	
(g) Service on the staffs of university institutions and training colleges in the British Commonwealth or the Republic of Ireland	
(h) (i) War Service as it was defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939	
(ii) National Service under the provisions of the National Service Act 1948, or any amendment of that Act	
(j) Experience in industry or commerce or in research or professional work other than teaching after the teacher has attained the age of 21 years, where such experience is likely to be of value to the teacher in the performance of his duties	At the discretion of the Department, credit up to a maximum aggregate of 12 increments for (j) and (k); provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments
(k) In the case of a teacher who became qualified after attaining the age of 21 years, time spent in teaching, professional, clerical, social or other gainful employment	At the rate of one increment for each period of three years' employment up to a maximum aggregate of 12 increments for (j) and (k); provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments
(l) Such other service or employment as in the opinion of the Department should be recognised	To such extent as the Department may determine

<i>Type of service</i>	<i>Extent of incremental credit</i>
(m) in the case of a teacher recognised as qualified under the Primary Schools (General) Regulations (Northern Ireland) 1973, satisfactory service given as a substitute or as a temporary teacher	Credit in full
(n) Unremunerated activities after the age of 18 years (except for the first 3 years after that age of full-time study, training or research), and post qualified remunerated experience after that age which would not otherwise be reckonable for incremental credit under this Schedule.	Credit of one increment for each completed period of 3 years up to a maximum of 5 increments shall normally be given.

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

- (a) One increment where the aggregate of such full-time study, training or research is less than five years;
- (b) two increments where the aggregate of such full-time study, training or research is at least five years but is less than six years;
- (c) three increments where the aggregate of such full-time study, training or research is at least six years.

(2) For the purposes of this paragraph a year of study or training shall not be counted unless the teacher had attained the age of eighteen years not later than the end of the first term of that year, the Spring, Summer and Autumn terms being deemed to end on 30th April, 31st August and 31st December respectively.

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

4. Unremunerated activity or post qualified remunerated experience allowed for incremental purposes under the provisions of paragraph 1(n) shall be calculated according to whether it was undertaken before 1st April 1971 or after that date and shall be counted on the basis set out in paragraph 5, any period of such activity or experience which commenced before 1st April 1971 and ended after that date being regarded as a period before 1st April 1971 only if one-half or more of such period was before that date.

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

- (a) Subject to the provisions of paragraph 6 experience gained before 1st April 1971 shall be counted for increments as set out below:

1st increment	}	shall each be £111
2nd increment		
3rd increment		
4th increment		
5th increment		
6th increment	}	shall each be £198
7th increment		
8th increment		
9th increment		
10th increment		
11th increment	}	shall each be £219
12th increment		
13th increment		
14th (final) increment		

- (b) service, employment, study, training or research undertaken on or after 1st April 1971 shall count for increments on scale 1 according to the incremental pattern of that scale, provided however that—
- (i) a year of study, training or research accepted for incremental purposes under paragraph 2 shall be regarded as experience before 1st April 1971 where such year was entered upon before 1st April 1971 and ended after that date;
 - (ii) in the case of a period accepted under paragraph 1(k) for incremental purposes the whole period shall be treated as experience before 1st April 1971 where one half or more of the period was before that date.

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

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

7. Where a teacher is placed or replaced on any of the salary scales set out in Schedule 1 and his service and experience is assessed or re-assessed under the provisions of this Schedule for salary placing purposes, the credit awarded may be modified to the extent required by regulation 22 to ensure that the teacher's normal incremental date shall fall on the first day of a calendar month.

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations replace the Teachers' Salaries Regulations (Northern Ireland) 1978, as amended, and introduce from 1st April 1981 revised scales of salaries and revised allowances for teachers in primary schools, secondary schools (other than technical intermediate schools) and special schools and for peripatetic and supply teachers.

The new scales of salaries are set out in Schedule 1.

The allowance for an unqualified teacher serving as a principal has been increased (regulation 10(2)(a)).

The allowance for teachers of handicapped pupils has been increased (regulation 20).

The rates of salary for unqualified teachers have been increased (regulations 28 and 29).

The rates of pay for part-time teachers have been increased (regulation 31).

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