

1983 No. 131

EDUCATION

Teachers' Salaries (Amendment) Regulations
(Northern Ireland) 1983

Made 18th May 1983

Coming into operation 29th June 1983

The Department 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(a) and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(b) and of every other power enabling it in that behalf, hereby makes the following Regulations:

Citation and commencement

1. These Regulations may be cited as the Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1983 and shall come into operation on 29th June 1983 and shall have effect on and from 1st April 1983.

Amendment of Teachers' Salaries Regulations (Northern Ireland) 1981

2. The Teachers' Salaries Regulations (Northern Ireland) 1981(c) shall be amended as follows:—

(1) in regulation 10(2) (principals and vice-principals: additional provisions relating to scales and allowances) for "£405" there shall be substituted "£426";

(2) in regulation 20 (allowance for teachers of handicapped pupils) for "£678" in both places where it occurs there shall be substituted "£711";

(3) in regulation 23 (credit for periods of absence) for paragraph (2) there shall be substituted:

"(2) Subject to paragraph (3) a period of absence in respect of which salary is not paid shall not be regarded as teaching service for the purposes of these Regulations unless the Department shall determine otherwise.

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

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

(b) regulation 6 of the Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1980(e);"

(4) for regulation 24 (interpretation) there shall be substituted:

"24—(1) In regulation 25 "self-certificate" means a statement made by a teacher in writing that he has been unfit for work because of illness and giving the duration and nature of the illness.

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

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

(c) S.R. 1981 No. 103 as amended by S.R. 1982 No. 194

(d) S.I. 1976/2147 (N.I. 28) as amended by S.I. 1982/528 (N.I. 8) Articles 13 and 14

(e) S.R. 1980 No. 306

- (2) 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.";
- (5) in regulation 25 (absence due to illness) for paragraphs (5) and (6) there shall be substituted:
- “(5) A teacher who has been ill immediately preceding a vacation period and has ceased to be entitled to salary at the full rate or half rate and who recovers from illness during the vacation period shall be regarded as having returned to duty on the day he is certified medically fit to do so by means of a medical certificate obtained for that purpose and salary at the full rate shall be paid to him from that date provided he actually resumes duty on the first day after the said vacation period.
- (6)(a) Subject to sub-paragraph (b) a teacher who is absent because of illness shall not be entitled to salary for more than 3 successive calendar days unless he furnishes to the Department—
- (i) a self-certificate for absences of less than 8 successive calendar days; or
 - (ii) a medical certificate, giving the nature of the illness and certifying the teacher's incapacity for work, for absences of 8 or more calendar days.
- (b) A teacher who has been absent because of illness for a total of 20 working days in any year ending 31st March and who has not furnished a medical certificate in respect of any of those 20 days shall not be entitled to salary for any subsequent days of absence through illness unless he furnishes a medical certificate.”;
- (6) in regulation 28 (minimum salary for unqualified teachers) for “£3,741” there shall be substituted “£3,927”;
- (7) in regulation 29(1) (unqualified women teachers appointed in primary schools before 1st January 1947) for “£4,932” there shall be substituted “£5,178”;
- (8) in regulation 31(1) (part-time teachers: payment) in the table for the rates per hour of “£6.30”, “£5.22” and “£4.31” there shall be substituted respectively “£6.61”, “£5.48” and “£4.52”;
- (9) in regulation 34 (safeguarding of existing salaries) for “31st March 1982” there shall be substituted “31st March 1983”;
- (10) for Schedule 1 (scales of salaries for teachers) there shall be substituted the Schedule set out in Annex A;
- (11) in Schedule 2 Part 1 (transfer to salary scales)—
- (a) for “1st April 1982” in all places where it occurs there shall be substituted “1st April 1983”;
 - (b) for “31st March 1982” in all places where it occurs there shall be substituted “31st March 1983”;
 - (c) in paragraph 2(a) for “£8,988” there shall be substituted “£9,435”;
 - (d) in paragraph 2(b) for “£9,663” there shall be substituted “£10,143”;
- (12) in Schedule 2 Part II (salary placing of teachers to whom Part I does not apply)—
- (a) for “1st April 1982” in all places where it occurs there shall be substituted “1st April 1983”;
 - (b) for “31st March 1982” in all places where it occurs there shall be substituted “31st March 1983”;
 - (c) in paragraph 4(2) after the word “research” there shall be inserted “(including any part-time training which under paragraph 1 of Schedule 5 is treated as if it were full-time)”;

- (d) in sub-paragraph 10(b)(i) and in sub-paragraph 10(c) for “£678” there shall be substituted “£711”;
- (13) for Schedule 5 (service, employment, study, training, research and other experience recognised for the purposes of incremental credit on Scale 1) there shall be substituted the Schedule set out in Annex B.

Sealed with the Official Seal of the Department of Education for Northern Ireland on 18th May 1983.

(L.S.)

T. Johnston

Assistant Secretary

ANNEX A
SCHEDULE 1Regulations 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	5,178	5,949	7,359	8,754	9,435
2	5,418	6,174	7,617	9,132	9,789
3	5,598	6,405	7,878	9,435	10,143
4	5,778	6,636	8,142	9,789	10,497
5	5,949	6,879	8,454	10,143	10,851
6	6,174	7,119	8,754	10,497	11,352
7	6,405	7,359	9,132	10,851	11,763
8	6,636	7,617	9,435	11,352	12,333
9	6,879	7,878	9,789	11,763	12,744
10	7,119	8,142	10,143		
11	7,359	8,454	10,497		
12	7,617	8,754			
13	7,878	9,132			
14	8,142	9,435*			

*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	5,178	6,636	8,142	9,435
2	5,418	6,879	8,454	9,789
3	5,598	7,119	8,754	10,143
4	5,778	7,359	9,132	10,497
5	5,949	7,617	9,435	10,851
6	6,174	7,878	9,789	11,352
7	6,405	8,142	10,143	11,763
8	6,636	8,454	10,497	12,333
9	6,879	8,754	10,851	12,744
10	7,119	9,132	11,352	
11	7,359	9,435		
12	7,617	9,789		
13	7,878	10,143*		
14	8,142			

*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>
15	£ 8,454
16	8,754

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	6,477	7,659	8,568	9,774	10,326	10,851
2	6,735	7,917	8,868	10,077	10,629	11,151
3	6,990	8,172	9,177	10,374	10,938	11,454
4	7,239	8,433	9,474	10,677	11,241	11,760
5	7,497	8,691	9,774	10,956	11,535	12,066
6	7,749	8,946	10,077			
7	8,004	9,201	10,374			
8	8,256	9,459	10,677			
9	8,511	9,720				
10	8,769	9,972				
11	9,024					
12	9,279					

<i>Point on scale</i>	<i>Points category</i>					
	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
	£	£	£	£	£	£
1	11,454	12,216	12,843	13,569	13,983	14,622
2	11,760	12,528	13,149	13,875	14,298	14,934
3	12,066	12,843	13,455	14,193	14,610	15,249
4	12,372	13,149	13,761	14,502	14,919	15,564
5	12,708	13,455	14,073	14,811	15,234	15,879

(b) SPECIAL SCHOOLS

Point on scale	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	7,503	8,694	10,353	10,716	11,094	11,457	12,189
2	7,749	8,988	10,650	11,013	11,391	11,757	12,483
3	7,998	9,276	10,944	11,304	11,682	12,048	12,783
4	8,241	9,567	11,241	11,595	11,973	12,345	13,077
5	8,490	9,858	11,529	11,895	12,270	12,636	13,374
6	8,736	10,146					
7	8,988	10,440					
8	9,234	10,728					
9	9,480						
10	9,726						
11	9,972						
12	10,221						

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	9,108	9,504	9,948	10,572	11,457	12,264	13,023
2	9,369	9,756	10,203	10,875	11,763	12,576	13,335
3	9,624	10,017	10,461	11,178	12,069	12,876	13,638
4	9,885	10,275	10,719	11,478	12,372	13,188	13,944
5	10,137	10,536	10,974	11,784	12,672	13,497	14,253

Point on scale	Points category						
	1301-1800	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
	£	£	£	£	£	£	£
1	13,953	15,027	16,008	17,277	18,495	19,488	20,610
2	14,259	15,342	16,317	17,592	18,900	19,896	21,018
3	14,574	15,651	16,635	17,916	19,299	20,298	21,420
4	14,880	15,966	16,944	18,237	19,701	20,700	21,828
5	15,189	16,281	17,262	18,561			

(b) SPECIAL SCHOOLS

Point on scale	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	10,803	11,448	12,741	13,170	14,118	14,793	15,447
2	11,058	11,739	13,044	13,473	14,418	15,102	15,762
3	11,307	12,042	13,347	13,776	14,727	15,405	16,083
4	11,565	12,345	13,647	14,073	15,027	15,711	16,404
5	11,817	12,639	13,950	14,379	15,333	16,020	16,728

ANNEX B

"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.—(1) Subject to the maximum of the scale not being exceeded, a 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—

- (i) a year of study, training or research shall not be counted unless the teacher had attained the age of 18 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;
- (ii) a part-time course for the initial training of teachers in schools which is equivalent to a shorter full-time course shall be treated as if it were a period of full-time training of the same duration as that full-time course.

2. A teacher who is entitled to three increments under the terms of paragraph 1 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.

3. Subject to paragraph 6 incremental credit on the basis of one increment for each year's service or experience shall be given for—

(a) teaching service—

- (i) in recognised schools or institutions of further education in Northern Ireland;
- (ii) in educational institutions in Great Britain, the Republic of Ireland or elsewhere which are grant-aided by a government department or which are recognised as efficient by a government department;
- (iii) in educational institutions overseas under arrangements made by the British Council; and
- (iv) in other educational institutions in the United Kingdom, the Republic of Ireland or elsewhere which the Department is satisfied should be accepted;

(b) war service as it was defined in the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939;

(c) national service under the provisions of the National Service Act 1948, or any amendment of that Act;

(d) such other service, employment or experience as may be determined by the Department.

4.—(1) Subject to paragraph (2) and a maximum aggregate credit of 12 increments, incremental credit on the basis of one increment for each period of three years shall be given for—

- (a) pre-qualified experience gained after the age of 18 years in teaching, industrial, professional, clerical, social or other gainful employment in the case of a teacher who became qualified after attaining the age of 21 years;
- (b) experience after the age of 21 years in industry or commerce or in research or professional work other than teaching.

(2) Where the experience mentioned in paragraph (1) is gained after the age of 21 years and is considered by the Department to be of special value to the teacher in the performance of his

duties incremental credit up to a maximum of one increment for each year of experience may be given.

5. Incremental credit on the basis of one increment for each completed period of 3 years up to a maximum of 5 increments shall normally be given in respect of—

- (a) unremunerated activities after the age of 18 years, except for the first 3 years after that age of full-time study, training or research (including any part-time training which under paragraph 1 is treated as if it were full-time); and
- (b) post-qualified remunerated experience after that age which would not otherwise be reckonable for incremental credit under this Schedule.

6. For the purposes of paragraphs 3, 4 and 5—

- (a) service, employment, study, training, research and other experience undertaken before attaining the age of 18 years shall not be counted;
- (b) teaching service given before the teacher possessed the qualifications required for admission to the salary scale shall not, save as provided for in paragraph 4, be counted;
- (c) 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; and
- (d) no period of service, employment, study, training, research or other experience shall be counted more than once for incremental credit.

7.—(1) Incremental credit allowed under paragraphs 1 to 5 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 paragraph 8 experience gained before 1st April 1971 shall be counted for increments as set out below:

1st and 2nd increments	£123 each
3rd to 10th increments (inclusive)	£219 each
11th to 14th increments (inclusive)	£243 each

- (b) service, employment, study, training or research undertaken after 1st April 1971 shall count for increments on scale 1 according to the incremental pattern of that scale.

(2) For the purposes of paragraph (1)—

- (a) a year of study, training or research accepted for incremental purposes shall be regarded as experience before 1st April 1971 where the year was entered upon before 1st April 1971 but ended after that date;
- (b) a period of service, employment or experience accepted for incremental purposes shall be treated as experience before 1st April 1971 where one half or more of the period was before that date.

8. 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 the amount of such credit shall be—

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

9. Where a teacher is placed or replaced on any of the salary scales set out in Schedule 1 and his service and experience are 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 month."

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These Regulations amend the Teachers' Salaries Regulations (Northern Ireland) 1981 and introduce from 1st April 1983 revised scales of salaries and revised allowances for teachers in primary, secondary and special schools and for peripatetic and supply teachers.

The new scales of salaries are set out in Annex A.

The allowance for teachers of handicapped pupils has been increased (regulation 2(2)).

Regulation 2(3) enables unpaid maternity absence under the Industrial Relations (Northern Ireland) Orders 1976 to 1982 and the Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1980 to be regarded as teaching service.

Regulation 2(5) revises the teachers' sick pay arrangements:—

A teacher who has been off sick on half pay or no pay immediately preceding a vacation period and who recovers from illness during the vacation period is required to submit a medical certificate certifying that he is medically fit to return to duty before he becomes entitled to full pay again.

A teacher who is absent because of illness for more than 3 successive calendar days shall not be entitled to salary unless he furnishes a self-certificate for absences of less than 8 successive calendar days or a medical certificate for absences of 8 or more calendar days.

A teacher who has been absent because of illness for a total of 20 working days in any year ending 31st March and who has not furnished a medical certificate in respect of any of those 20 days shall not be entitled to salary for any subsequent days of absence through illness unless he furnishes a medical certificate.

The rates of salary for unqualified teachers have been increased (regulations 2(6) and 2(7)).

The hourly rates of pay for part-time teachers have been increased (regulation 2(8)).

Regulations 2(11) and 2(12) update the provisions affecting salary placings on the new salary scales.

Annex B updates the provisions relating to teaching and other experience recognised for the purposes of incremental credit.

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