

**Agricultural Subjects. Certification, Recognition.
Terms of Employment and Remuneration of Teachers in
Agricultural Subjects.**

MADE BY THE MINISTRY OF AGRICULTURE, NORTHERN IRELAND,
UNDER THE PROVISIONS OF THE EDUCATION ACT (NORTHERN
IRELAND), 1923 (13 & 14 GEO. 5, C. 21), AS APPLIED BY THE
ORDER OF THE GOVERNOR (NORTHERN IRELAND) IN COUNCIL,
DATED 29TH DAY OF MAY, 1925, AND AFTER CONSULTATION
WITH THE MINISTRY OF FINANCE.

1925. No. 66.

A. Recognition and Certification of Teachers.

1. Teachers in agricultural subjects who satisfy the requirements of the Ministry may be certified as qualified to give instruction in any one or more of such subjects as the Ministry may, in accordance with these regulations, determine.

2. The recognition will be provisional and the teacher will be regarded as being on probation for not less than two complete years of actual service from the date of appointment.

3. The Head of each agricultural school in which a teacher on probation is engaged (if the probationer be not himself the Head) shall, at the end of each year of probationary service, forward to the Ministry a report upon the manner in which the teacher has discharged his duties, and upon his fitness for continued recognition.

Such reports shall be considered by the Ministry's Inspectors who shall report thereon to the Ministry.

4. In the case of every teacher employed, otherwise than in connexion with an agricultural school, the Ministry's Inspectors shall furnish to the Ministry at the end of each year of probationary service a report upon the manner in which the teacher has discharged his duties, and upon his fitness for continued recognition.

5. After consideration of the reports made as required by Regulations 3 and 4 the Ministry will decide whether to grant full recognition, to extend the probationary period, or to refuse further recognition.

6. The Ministry may waive part or the whole of the probationary period in the case of a teacher who has had adequate teaching experience, and who satisfies the Ministry as to his efficiency.

7. Full recognition will not be granted to any teacher or to any candidate for certification who does not possess qualifications as set forth in the Schedule to these regulations.

8. Full particulars of the qualifications of any teacher for whom recognition is sought must be submitted to the Ministry in such form as may be prescribed by the Ministry.

9. The Ministry may, before granting full recognition under these regulations, or at any time as a condition of continued recognition, require any teacher to attend such further courses of study or pass such examinations as it may determine.

10. The Ministry may at any time, after due warning, withdraw full recognition from any teacher on grounds of misconduct, or inefficiency.

11. The Ministry may at any time require the local authority to furnish reports or other information in regard to any teacher employed by the local authority.

B. Terms of Employment.

12. The appointment of any teacher may not be regarded as final until :—

- (i) his appointment has been sanctioned in writing by the Ministry, and
- (ii) he has complied with the conditions of the Promissory Oaths Act (Northern Ireland), 1923, and, in the case of a teacher appointed by a local authority, he has complied with the conditions of Section 5 (2) of the Local Government Act (N.I.), 1922.

13. Each full-time teacher shall be appointed upon a written contract which shall specify the duties of the position and the conditions of service, and shall provide that the contract may be determined only upon at least three months' notice in writing on either side. Upon the completion of each such contract a properly executed copy thereof shall be given to the teacher, and a copy forwarded to the Ministry.

C. Salaries of teachers.

14. The remuneration of all permanent, full-time teachers whether employed by a local authority or by the Ministry, shall be in accordance with the scales of salary appropriate to the grades in which their actual duties enable them to be placed, as set forth below :—

A. *Principal* :—

<i>Greenmount Agricultural and Horticultural College</i>	£650—25—800
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B. <i>Teachers in Agriculture</i>	250—15—525
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C. *Agricultural Science Teachers* :—

<i>Greenmount Agricultural and Horticultural College</i>	200—15—425
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D. *Lady Superintendents* :—*Dairying Schools* :—

<i>Ulster Dairy School</i>	250—10—390
<i>North West School</i>	210—10—340
E. <i>Teachers in Horticulture or Potato-growing</i>		200—10—375
F. <i>Teachers, Ulster Dairy School</i>	200—10—330
<i>Teachers, North West School</i>	170—10—300
G. <i>Teachers in Poultry-keeping and Butter-making</i>	170—10—300
H. <i>Agricultural Overseers</i>	150—10—250

If free board and residence is provided, the maxima and the minima of the above scales shall be reduced by £50 in the case of men and £40 in the case of women, and, where free residence only is provided, the reduction shall be of such amount, not exceeding £50 per annum, as the Ministry may determine.

15. These scales shall be fixed for a period of five years beginning on the 1st April, 1925, and shall be subject to review at the end of that period.

The payment of cost-of-living bonus will be discontinued as from 1st April, 1925.

16. A local authority shall pay direct to the teacher the full salary authorised by these regulations.

17. One or more increments in respect of any teacher may be withheld if, in the judgment of the Ministry, or of the local authority, such increments have not been deserved either by reason of inefficiency or for any other reason.

D. Placing of Existing Teachers on the Scales.

18. A teacher to whom full recognition is accorded by the Ministry as from 1st April, 1925, shall enter the appropriate scale as at that date at the minimum or at his existing salary, plus accrued increment (if any), whichever is the greater.

For the purpose of this and the following regulations existing salary shall be regarded as including appropriate cost of living bonus.

E. Changes in Salary consequent upon Alteration in Status.

19. Where a teacher becomes entitled to pass from a lower to a higher scale of salary under these regulations he shall enter the new scale at the minimum or at his existing salary plus accrued increment (if any), whichever is the greater.

F. Award of Increments to and Payments of Salaries of Teachers.

20. During any period during which a teacher is recognized as on probation with a view to permanent recognition no increment may be paid to him, but on the granting of full recognition an increase of salary amounting to not more than two increments may be allowed.

21. Increments of salary will accrue from one of the following dates only :—1st April, 1st July, 1st October and 1st January.

22. A teacher whose appointment does not synchronize with one of the dates mentioned in Regulation 21 will be regarded, for increment purposes, as having taken up duty on the incremental date following next after the date upon which he actually took up duty.

G. Leave of Absence of Teachers.

23. Payment of full salary shall be made in respect of absence, extending over not more than two working days in any one instance occasioned by minor indispositions, subject to the provisions of Regulations 24 and 25 below. After two days' continuous absence payment of salary shall be made only on the production of the certificate of a duly-qualified medical practitioner covering the full period of such absence.

24. If the number of days during which an officer is so absent in any year without such medical certificate shall exceed seven in the aggregate, either (1) the days in excess of seven shall be deducted from the amount of ordinary leave which may be due to him, or (2) if no ordinary leave remains due to him or if his employment during ordinary leave is impracticable, salary shall not be allowed to him in respect of the number of days by which such aggregate period of absence exceeds seven.

25. In all cases when absence through illness extends to more than two consecutive days a report, accompanied by the required medical certificate, should at once be submitted to the local authority (in the case of a school through the Head of the school) or in the case of a teacher employed directly by the Ministry through the Head of the School to the Ministry.

26. An officer may, within any period of twelve calendar months, be allowed sick leave on full pay for not more than the equivalent of thirteen weeks, exclusive of any period during which he would ordinarily be on leave, but the local authority may, at its discretion, allow payment of half-salary for a further similar period not exceeding thirteen weeks. The Ministry may, in special circumstances, authorize the payment of salary during any further period of sick leave, at a rate not exceeding the amount of pension (if any) for which the officer would have qualified.

27. When payment of salary has been made to any officer in respect of periods of absence on sick leave, which have amounted in the aggregate to the equivalent of twenty-six weeks during any period of four years, no further payments shall be made within such period in respect of any subsequent absence owing to illness, unless the circumstances shall have been reported to the Ministry, and its written approval obtained.

28. Subject to the approval of the Ministry, or of the local authority, as the case may be, officers may be paid full salary during a brief period of necessary absence on account of the serious illness or death of a near relative.

29. Periods of absence, granted with full or half pay under this Part of the regulations shall be regarded as service for the purpose of increments.

H. Definitions, Interpretations, General.

30. For the purposes of these Regulations :—

The expression "teacher" means a teacher, instructor or other officer, by whatever title designated, employed by a local authority or by the Ministry as a permanent, whole-time officer for giving instruction in any agricultural subject either at a school, or in accordance with the provisions of a scheme approved by the Ministry. A full-time teacher may not undertake any outside work which, in the opinion of the local authority or of the Ministry, would be detrimental to his efficiency as a teacher.

The expression "local authority" means a County Committee of Agriculture appointed under the provisions of Section 14 of the Agriculture and Technical Instruction (Ireland) Act, 1899.

31. The Interpretation Act, 1921 (2 Geo. 5, Ch. 4), applies for the purpose of the Interpretation of these regulations as it applies for the purpose of the interpretation of an Act of the Parliament of Northern Ireland.

32. In any case of doubt or difficulty as to the construction of these regulations or as to any claim, right or liability thereunder, the decision of the Ministry shall be final.

Given under the Seal of the Ministry of Agriculture for Northern Ireland this Ninth day of June, 1925.

James S. Gordon,

Secretary.

(L.S.)

SCHEDULE.

I. Subject to the conditions set out in this Schedule provisional recognition will, as a rule, be accorded for the various subjects in respect of the following qualifications or such other qualifications as the Ministry may consider to be equivalent :—

Butter-making :

- (a) The Instructor's Qualifying Certificate of the Ministry ;
- (b) the National Diploma in Dairying.

Poultry-keeping :

- (a) The Instructor's Qualifying Certificate of the Ministry ;
- (b) the National Diploma in Poultry Husbandry.

Rural Domestic Economy at Ministry's Dairy Schools :

Diplomas in Domestic Economy awarded by any recognized Training School of Domestic Science in respect of the subjects covered by the Training Certificate.

Agriculture :

- (a) The Associateship in Agriculture of the Royal College of Science, Ireland ;
- (b) the National Diploma in Agriculture ;
- (c) the Degree of Bachelor of Agriculture or Bachelor of Science in Agriculture of any Irish, English or Scottish University.

Overseer :

- (a) A certificate of satisfactory progress during a session at Greenmount Agricultural College, or at a Winter Agricultural Class ;
- (b) the passing, to the satisfaction of the Ministry, of a special examination in agriculture conducted by the Ministry.

II. In order to determine whether a teacher has sufficient knowledge of the subject or subjects which he seeks to teach the Ministry may require him to undergo a special examination. The examination may be written or oral, or both written and oral, and may include a practical test. The applicant will have to bear his own travelling and personal expenses in connexion with attendance at any such examination.

III. Specially qualified persons will always be exceptionally recognized; but such recognition will be granted only when the applicant for recognition has satisfied the Ministry that he is specially qualified. Application for such recognition should be accompanied by a complete detailed statement of the applicant's course of study and work ; and should be supported, as far as possible, by certificates from professors or employers.

IV. Registration of a teacher's qualifications may be suspended (or further provisional recognition refused) upon evidence of insufficient knowledge of a subject for teaching purposes, or of inefficiency as a teacher from any cause whatever.

V. The provisional recognition in any subject accorded a teacher by the Ministry will be confirmed when he has performed his duties to the satisfaction of the Ministry for at least two years.

Agricultural Subjects, Teachers in.

MADE BY THE GOVERNOR OF NORTHERN IRELAND WITH THE
ADVICE OF THE PRIVY COUNCIL, UNDER THE EDUCATION
ACT (NORTHERN IRELAND), 1923.

1925. No. 95.

Whereas it is provided by Section 79 of the Education Act (Northern Ireland), 1923, (in this Order referred to as "the Act"), that the Governor of Northern Ireland may by Order in Council apply as respects teachers in agricultural subjects any of the provisions of the Act respecting :—

- (a) the training and certification of teachers ;
- (b) the terms of employment of teachers ;
- (c) the remuneration of teachers ;
- (d) the superannuation of teachers ; and
- (e) the making of regulations for the purpose of giving effect to the provisions of the Act as applied hereinbefore mentioned ;

and that upon the coming into effect of any such Order in Council the said provisions shall apply accordingly, subject to such modifications as may be made by the Order in Council for the purpose of making the said provisions so applicable :