

EDUCATION.**Certification, Salaries and Conditions of Employment
of Teachers in Preparatory, Intermediate and
Secondary Schools.**

MADE BY THE MINISTRY OF EDUCATION, NORTHERN IRELAND,
UNDER SECTIONS 65, 69 AND 77 OF THE EDUCATION ACT
(NORTHERN IRELAND), 1923 (13 & 14 GEO. 5, CH. 21),
AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1926. No. 17.

DEFINITIONS.

1. For the purpose of these regulations—
 - (a) Preparatory, Intermediate and Secondary Schools are those which satisfy the conditions laid down in the Regulations for the Payment of Grants to such schools.
 - (b) A "secondary teacher" is a teacher duly certified by the Ministry as qualified to give instruction in specified subjects in an Intermediate or Secondary School in Northern Ireland.
 - (c) A "preparatory teacher" is a teacher duly certified by the Ministry as qualified to give instruction in specified subjects in a Preparatory School or Preparatory Department of an Intermediate or Secondary School in Northern Ireland. All certified secondary teachers are eligible also to teach in preparatory classes in the subjects in which they are certified and while doing so are ranked as preparatory teachers.
 - (d) "Full-time employment" is employment in a school recognised by the Ministry in teaching subjects in the approved curriculum to recognised classes for not less than 18 hours per week. Teachers who are employed in two or more recognised schools for not less than 18 hours per week in teaching recognised classes in the approved curricula shall, if a joint appointment has been made in accordance with the provisions of Regulation 23 (a) and (b), also be considered as in full-time employment. The headmaster or headmistress of a school shall be deemed to be in full-time employment irrespective of the number of hours during which he or she may be engaged in teaching.
 - (e) "Part-time employment" is employment in a school or schools recognised by the Ministry in teaching subjects in the approved curriculum to recognised classes for less than 18 hours per week.

- (f) A teacher in full-time employment may be considered as in full-time employment as a Secondary Teacher even though engaged partly in intermediate or secondary and partly in preparatory classes, provided that he is employed in teaching in the intermediate or secondary classes for not less than 10 hours per week.
- (g) A "school year" is an annual period beginning on 1st August and ending on 31st July following.
- (h) The "Authorised Staff" is the staff of recognised teachers in full-time employment authorised by the Ministry in accordance with the provisions of Regulations 23, 34 and 35, on or after 1st August, 1922, in the case of Intermediate and Secondary Schools or departments, and on or after 1st August, 1923, in the case of Preparatory Schools or departments.

Any teaching service, at whatever date it is given, other than service on the authorised staff of a school as defined above, shall if recognised under these regulations, be regarded as service not on the authorised staff except as otherwise provided.

CERTIFICATION OF TEACHERS.

2. Teachers in Preparatory, Intermediate, and Secondary Schools who satisfy the requirements of the Ministry may be certified as qualified to give instruction in such subjects and in such divisions of the schools as the Ministry may in accordance with these regulations determine.

3. The certification will, in the first instance, be provisional, and the teacher will be regarded as being on probation for not less than two complete years of actual service in the school.

4. The Ministry's Inspectors and, (if the probationer be not himself a Principal) the Principal of each school in which a teacher on probation is engaged shall report to the Ministry at the end of each year of probationary service upon the manner in which the teacher has discharged his duties and upon his fitness for continued certification.

5. After consideration of the reports made as required in Regulation 4, the Ministry will decide whether to grant full certification, to extend the probationary period, or to refuse further certification.

6. Certification may be refused to any teacher who has not undergone a course of training in the theory and practice of teaching. For teachers in the Intermediate and Secondary branches of the schools such training should, as a rule, be attested by a University Diploma in Education recognised by

the Ministry and taken after the completion of the course of general education necessary for the qualifications required by these regulations.

In certain cases in lieu of such diploma the Ministry may recognise for honour graduates a year's course of post graduate study or research approved by the Ministry.

7. Candidates for certification as teachers of any subject must have qualifications as set forth in the Schedule to these regulations, or such other qualifications as the Ministry may consider to be equivalent.

8. Teachers who on the 14th November, 1923, were employed in teaching in an Intermediate or Secondary School recognised by the Ministry and whose names appear on the Register of Intermediate School Teachers in Northern Ireland on the 30th September, 1923, or on the Register of Science Teachers kept by the Ministry shall be recognised as qualified to teach such subjects as the Ministry may in pursuance of these regulations determine.

The Ministry may also in such cases and to such extent as it deems right waive the requirements of regulations 6 and 7 in the case of teachers who have been employed before these regulations come into force in any Intermediate or Secondary School recognised for this purpose by the Ministry.

9. Applicants for certification must submit to the Ministry, in the prescribed form, full particulars of their qualifications in each subject in which they desire certification.

10. The Ministry may waive part of or the whole of the probationary period in the case of teachers who have had teaching experience in approved schools and who produce satisfactory evidence of efficiency.

11. The Ministry may before granting full certification under these regulations require any teacher to attend further courses of study or to pass such examinations as it may determine.

12. The Ministry may at any time, after due warning, withdraw full certification from any teacher on grounds of misconduct or inefficiency; and the Ministry may at any time require, as a condition of continued certification, that a teacher should attend such further courses of instruction or pass such examinations as it may determine.

13. In certain cases teachers who are certified for one or more subjects may be permitted to teach (especially in the lower classes of the school) certain other subjects which are cognate to

those in which they are certified, and in which evidence of definite qualifications is forthcoming. Such permission may be only temporary, or subject to such other limitations as the Ministry may consider necessary.

SCALES OF SALARY.

14.—(a) That portion of the prescribed salary of any teacher in Regulation 14 (b), (c), and (d) below equivalent to the commencing rate in the appropriate scale shall be known as the “basic” portion; and the remainder of the prescribed salary as the “incremental” portion of such salary.

(b) The ordinary prescribed scales of salary for secondary teachers in full-time employment as such in a recognised school and on its authorised staff shall be the following :—

| | | |
|-------|----|-------------------------------------------------------------------------------------------------|
| MEN | .. | £210 rising by annual increments of £12 to £270 and thence by annual increments of £15 to £450. |
| WOMEN | .. | £200 rising by annual increments of £10 and one final increment of £5 to £325. |

(c) Subject to the provisions of Regulation 1 (f) the ordinary prescribed scales of salary for preparatory teachers in full-time employment as such in a recognised school and on its authorised staff shall be the following :—

| | | |
|-------|----|--------------------------------------------------------------------------------------------------|
| MEN | .. | £160 rising by annual increments of £12 to £220, and thence by annual increments of £15 to £400. |
| WOMEN | .. | £150 rising by annual increments of £10 to £300. |

(d) If, however, a teacher in full-time employment on the authorised staff of a school shall have obtained a degree with First or Second Class Honours in a British or Irish University, the prescribed scale for such Secondary Teachers shall be :—

| | | |
|-------|----|-----------------------------------------------------------------------------------------------------------------------------------|
| MEN | .. | £210 rising by annual increments of £12 to £270 and thereafter by annual increments of £15 and one final increment of £5 to £500. |
| WOMEN | .. | £200 rising by annual increments of £10 and one final increment of £5 to £375. |

and those for Preparatory Teachers shall be :—

| | | |
|-------|----|-------------------------------------------------------------------------------------------------------------------------------|
| MEN | .. | £160 rising by annual increments of £12 to £220 and thence by annual increments of £15 and one final increment of £5 to £450. |
| WOMEN | .. | £150 rising by annual increments of £10 to £350. |

Similar scales may be granted to teachers with other qualifications recognised by the Ministry as equivalent to a degree with First or Second Class Honours. The Honours Degree or other

equivalent qualification may be obtained by a teacher before or after entering on the salary scale.

(e) The scales of salaries laid down in this regulation will be subject to review at the end of a period of five years from 1st August, 1925.

(f) The Ministry may withhold one or more increments in respect of any teacher, if, in the judgment of the Ministry, such increments are not deserved either by reason of inefficiency or for any other reason.

The Ministry may at any time require the school authorities to furnish reports or other information in regard to any teacher.

15. The minimum rates of remuneration for secondary teachers in full-time employment as such in a recognised school, but not on its authorised staff shall be the following :—

| | | | |
|-------|----|----|--------------|
| MEN | .. | .. | £160 a year. |
| WOMEN | .. | .. | £150 a year. |

16. The minimum rates of remuneration for preparatory teachers in full-time employment as such in a recognised school, but not on its authorised staff shall be the following :—

| | | | |
|-------|----|----|--------------|
| MEN | .. | .. | £150 a year. |
| WOMEN | .. | .. | £140 a year. |

17. The minimum rates of remuneration for secondary and preparatory teachers in part-time employment as such in a recognised school, but not on its authorised staff shall be the following :—

| | | | |
|-------|----|----|---------------|
| MEN | .. | .. | 5/6 per hour. |
| WOMEN | .. | .. | 5/- per hour. |

Provided that such teachers may, should the Governing Body so desire, be paid salaries in accordance with the minimum rates set forth in 15 and 16 above for full-time teachers not on the authorised staff.

The Ministry may in the case of Music Teachers and others who give instruction to individual pupils rather than to classes, authorise lower rates of pay, and the same provision shall apply to the case of foreign teachers who are engaged for a limited period to give conversational lessons in Modern Languages and who at the same time receive instruction in English.

18. The rates of remuneration in Regulations 14 to 17 above are based on the assumption that teachers are non-resident. A reduction not exceeding £50 annually may be made by the School Governing Body from these rates where a teacher (including the Principal) receives free board or free lodging, or both.

PRINCIPAL'S GRANT.

19.—(a) The following additional salary allowance known as

the "Principal's Grant" shall be paid by the School Governing Body to Principals of recognised schools :—

- (i) £50 a year where the number of pupils on the rolls warrants the employment of not more than four teachers, including the Principal, on the authorised staff, as estimated in accordance with Regulation 34 (c) below ;
- (ii) £100 a year where the number of pupils on the rolls warrants the employment of more than four, but not more than seven teachers, including the Principal, on the authorised staff, as estimated in accordance with Regulation 34 (c) below ;
- (iii) £150 a year where the number of pupils on the rolls warrants the employment of more than seven, but not more than ten teachers, including the Principal, on the authorised staff, as estimated in accordance with Regulation 34 (c) below ;
- (iv) £200 a year where the number of pupils on the rolls warrants the employment of more than ten teachers, including the Principal, on the authorised staff, as estimated in accordance with Regulation 34 (c) below.

(b) Not more than one Principal's Grant shall be paid to any one school in any year, but in special cases with the approval of the Ministry the Governing Body may be permitted to divide the Principal's Grant between two or more persons.

(c) A school containing two or more departments, preparatory, intermediate or secondary, shall be regarded for the purpose of the Principal's Grant as a single school.

(d) No Principal shall be eligible for more than one complete Principal's Grant in respect of any one school year.

(e) The scale of Principal's Grants shall be applicable to all schools whether secondary, intermediate or preparatory.

20. The Governing Body of the school shall pay to each teacher the salary including increments and allowances prescribed by these regulations, but shall deduct therefrom and retain such contributions, if any, as are payable by the teacher under the Northern Ireland Secondary and Preparatory Teacher's Superannuation Scheme.

21. The School Governing Body, if its funds permit, may pay a higher salary than the prescribed salary or remuneration to any teacher, provided that the sanction of the Ministry has first been obtained. Such sanction will only be given where the Ministry is satisfied that all other demands on the school have already been adequately met and that the teacher is worthy of the extra remuneration.

22. The Ministry will pay to the Governing Body of the school an amount equal to all the increments granted under these Regulations and also an amount equal to the Principal's Grant. The whole amount payable under these Regulations to the Governing Body shall be known as the Increment Grant. The Ministry will deduct from these or other Grants payable to the Governing Body of the School the amount of the teachers' contributions towards pension retained by the Governing Body under Article 20.

EMPLOYMENT OF A TEACHER IN MORE THAN ONE SCHOOL.

23.—(a) Where a teacher is employed by a School Governing Body in control of two or more recognised schools, in two or more such schools, he shall be entitled to the appropriate salary on the same terms and conditions as if he were teaching in a single school.

(b) Where a teacher is employed in two or more recognised schools under different School Governing Bodies, those Bodies may make a joint appointment of the teacher; and in that case the teacher shall be entitled to the appropriate salary on the same terms and conditions as if he were teaching in a single school. Such salary shall be paid by the different Governing Bodies in such proportion as may be agreed upon by them with the approval of the Ministry.

(c) The Ministry shall in each case of a teacher in full-time employment in two or more schools consider whether the teacher should be placed on the authorised staffs of all these schools or should not be placed on any authorised staff; and, if placed on the authorised staffs, he shall receive salary at the appropriate rate in the scale under Regulation 14 above, but shall be considered as supernumerary to the number of authorised teachers to which the school is entitled under Regulation 34 below, and shall not be reckoned as an authorised teacher for the purpose of Regulation 19 above.

(d) Where a full-time Technical Teacher employed by an Education Authority (including an Urban District Council acting as such under Part III. of the Education Act (N.I.) 1923), or by the Managers of a Technical School recognised by the Ministry, is utilized to give instruction in an Intermediate or Secondary School, the School Governing Body shall repay to the Education Authority or Managers of the Technical School such proportion of the basic salary of the teacher as a Technical Teacher as may, with the approval of the Ministry, be agreed upon between the Governing Body and the said Authority or Managers. The Education Authority or Managers shall in the first instance pay the whole salary of the teacher.

PLACING OF TEACHERS AT THEIR APPROPRIATE POSITIONS ON THE SCALES OF SALARIES.

24. When a teacher is placed or replaced on the scale of salaries

for Secondary Teachers the Ministry may allow to count for the purposes of awarding increments all or any of the following :—

- (a) One-half of his previous approved Secondary service while not on the authorised staff of a School, together with the whole of his previous Secondary service as a teacher on the authorised staff of a school.
- (b) The excess over five years of the sum of one-half of his previous approved Preparatory service while not on the authorised staff of a school, and the whole of his previous Preparatory service as a teacher on the authorised staff of a school.
- (c) One-half of the period of his services with the forces of the Crown or Allied Powers, or of internment in an enemy country as a civilian prisoner of war, during the European War 1914-1919.
- (d) One-half of any period of disablement due to the war, which the Ministry at its discretion may allow to count.

25. When a teacher is placed or replaced on the scale of salaries for Preparatory Teachers, the Ministry may allow to count for the purposes of awarding increments all or any of the following :—

- (a) One-half of his previous approved Secondary and Preparatory service while not on the authorised staff of a school, together with the whole of his previous service as a teacher on the authorised staff of a school.
- (b) One-half of the period of his services with the forces of the Crown or Allied Powers, or of internment in an enemy country as a civilian prisoner of war, during the European War 1914-1919.
- (c) One-half of any period of disablement due to the war, which the Ministry at its discretion may allow to count.

26. For the purposes of Regulations 24 and 25 above, service as a teacher in a Public Elementary School in Northern Ireland recognised by the Ministry given prior to 1st August, 1923, will be treated as if it were service not on the authorised staff of a school, while similar service given after 1st August, 1923, will be considered as if it were service on the authorised staff of a school.

For the purposes of Regulations 24 and 25 above, service as a teacher in a Technical or Junior Technical School in Northern Ireland recognised by the Ministry given prior to 1st August, 1922, will be treated as if it were service not on the authorised

staff of a school, while similar service given after 1st August, 1922, will be considered as service on the authorised staff of a school :—

27. For the purposes of Regulations 24 and 25 the following shall be recognised as Preparatory Service :—

approved service—

- (i) in any Preparatory School or preparatory department of an Intermediate or Secondary School in the British Isles during a period when it was recognised as efficient by or in respect of which it was in receipt of grants from the accredited Educational Authority.
- (ii) in a Primary School in the British Isles during a period when it was recognised by the accredited Educational Authority ;
- (iii) such other service as, in the opinion of the Ministry, should be so recognised.

28. For the purposes of Regulations 24 and 25 the following shall be recognised as Secondary Service :—

approved service—

- (i) in a Secondary or Technical School (exclusive of the preparatory department, if any) in the British Isles during a period when it was recognised as efficient by or in respect of which it was in receipt of grants from the accredited Educational Authority ;
- (ii) in a Technical or Junior Technical School in the British Isles during a period when it was recognised as efficient by or in respect of which it was in receipt of grants from the accredited Educational Authority ;
- (iii) on the staffs of university institutions and training colleges in the British Isles or Dominions as specially considered ;
- (iv) such other service as, in the opinion of the Ministry, should be so recognised.

29. No service given before the age of 21 shall be recognised.

30. In respect of service not on the authorised staff of a school, a teacher shall be regarded as having given a year's service for the purposes of Regulations 27 and 28 :—

- (a) If he has been employed as a full-time teacher for a period of one year during which he has actually taught for at least 35 weeks.
- (b) If he has been employed as a full-time teacher for broken periods for not less than a total of 40 weeks of actual teaching, provided that no period of less than ten continuous weeks, exclusive of vacations, in any one school shall be taken into account.

- (c) Where a teacher has taught for less than 18, but not less than 10 hours a week, the Ministry may, if it considers that the circumstances warrant it, allow a portion which in no case will exceed one-half of such service, to count as part of the teacher's approved service.
- (d) The case of a teacher who has given service in a University Institution may be specially considered, but such service can only be considered when it is certified by the University Authorities as full-time service.
- (e) Special consideration may be given to breaks in service due to exceptional causes.

The Ministry shall have power to allow, in exceptional cases, a modification of Regulations 24 to 30, where it is satisfied that a strict application thereof would involve hardship to the teachers concerned.

31. No teacher shall be placed on the scale of salary at the point which would be appropriate in view of his past service unless the Ministry is satisfied as to his efficiency. —

32. Teachers shall in all cases be allowed to retain credit for service which has already been recognised for the purpose of determining the award of increments in respect of them under previous regulations.

33. Members of Religious Communities who were on the Authorised Staff of a School prior to 1st August, 1925, may be placed on the appropriate scales of salary as from that date. The point in the scale of salary at which such a teacher may be placed shall be taken as if the Regulations governing lay teachers at the date of first appointment on an authorised Staff of a Preparatory, Intermediate or Secondary School had been applicable from that date to such teacher.

AUTHORISED STAFFS OF SCHOOLS.

34.—(a) In any recognised Preparatory, Intermediate or Secondary School, the authorised staff of full-time certified teachers, including the Principal shall be determined by the number of pupils of six years of age and over on the rolls of that school for the preceding year. The number of pupils on the roll of the school will, for the purpose of this Regulation, be taken to be one-third of the sum of the numbers of pupils whose names are on the roll on 1st October, 1st February and 1st May of the school year.

(b) In the case of a school not recognised by the Ministry in the preceding year the number on the authorised staff shall be determined by the Ministry after consideration of the number of pupils on the roll of the school on a date selected by the Ministry at its discretion.

(c) The authorised staff shall be in accordance with the following scale :—

| Average number of pupils on the rolls. | | Authorised Staff. |
|-------------------------------------------|-------|-------------------|
| Less than 40 | | 2 |
| 40, but less than 60 | | 3 |
| 60, but less than 80 | | 4 |

and so forth, an extra teacher being allowed for each additional 20 pupils on the rolls.

(d) When a staff of teachers has been authorised for any school the Ministry will not, merely on account of a diminution of the number of pupils, require the removal from the authorised staff of any member of that staff until all the circumstances shall have been fully considered and due notice given by the Ministry to the School Governing Body.

The Ministry, in such exceptional circumstances as appear to it so to require, may decide that the proportion of authorised teachers to pupils, as set forth in regulation 34 (c) above, shall be increased or diminished in any particular school. No such increase or diminution shall affect the Principal's Grant.

(e) The nomination of full-time certified teachers to be members of the authorised staff shall be made by the School Governing Body in the first instance on the prescribed form supplied by the Ministry, but their appointment shall be subject to confirmation or otherwise by the Ministry.

(f) A certified teacher who continues to render full-time service in a school shall not be replaced by another appointment to the authorised staff without the approval of the Ministry. Such approval will only be given for exceptional reasons, and after due consideration of all the circumstances involved.

35. A teacher shall not be regarded as a member of the authorised staff of a school, unless he is recognised by the Ministry as competent to give instruction in the subjects which he is required to teach in the school.

AWARD OF INCREMENTS AND PAYMENT OF SALARIES.

36. During the period of probation of a teacher on the authorised staff no increment will be paid, but on the granting of full recognition an increase of salary may be allowed. This increase in respect of the probationary period will not amount to more than one increment for each probationary year, and in no case will it amount to more than two increments.

37. A teacher who has done the work of a full-time teacher for the whole of that part of the school year during which the school is open shall be paid a full year's salary for that year. If such work has been performed on behalf of more than one school the amount of salary payable to the teacher, shall be paid by the several school authorities by whom the teacher was employed, in such proportion, based upon the amount of his

teaching service, given in each school, as may be agreed upon between the authorities of the schools, or, failing such agreement as may be decided by the Ministry.

38. For the purpose of the award of increments of salary in respect of service not on the authorised staff of a school only complete quarter years calculated as set forth in regulations 24 and 25 will be taken into account.

In respect of service on the authorised staff of a school increments will, subject to regulation 39, be granted in accordance with the actual period of such service.

39. A teacher having done a full year's work as defined in Regulation 37 shall be regarded for purposes of increment, as having completed one year of service at the end of the school year.

LEAVE OF ABSENCE.

40. Payment of full salary shall be made in respect of absence, extending over not more than one week in any one instance, occasioned by minor indispositions, subject to the provisions of Regulations 41 and 42 below. After one week's 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.

This Regulation shall also apply in the case of a teacher who is necessarily absent from duty owing to infectious disease in his home.

41. If the period during which a teacher is so absent in any school year without medical certificate shall exceed two weeks in the aggregate, no payment of increment grant shall be made in respect of the number of days by which such aggregate period of absence exceeds two weeks.

42. In all cases when absence through illness extends to more than one week, a report, accompanied by the required medical certificate should be submitted through the Governing Body to the Ministry.

43. A teacher shall, subject to Regulation 44, within any period of twelve months, be entitled while on sick leave to receive full salary for the equivalent of thirteen weeks, exclusive of any period during which he would ordinarily be on leave. The Governors may also, at their discretion, allow payment of half salary for a further similar period not exceeding thirteen such weeks. The Ministry may, in special circumstances, authorise 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 teacher would have been qualified.

In respect of a period of ordinary school leave occurring during or immediately following a period of sick leave the teacher shall, subject to Regulation 37, be entitled to receive salary at the rate appropriate to the period of sick leave immediately prior to such school leave.

44. When payment of salary has been made to any teacher in respect of periods of absence on sick leave which have amounted in the aggregate to the equivalent of 26 weeks, (exclusive of any period during which he would have been entitled to ordinary leave) 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 and the written approval of the Ministry obtained.

45. Payment of full salary may be made to a teacher during a brief period of necessary absence on account of the serious illness or death of a near relative.

46. Special leave of absence with full pay, may, in exceptional circumstances subject to the approval of the Ministry, be granted by a Governing Body to a teacher.

47. Periods of absence, granted with full or half-pay, under this Section of the Regulations, shall be regarded as service for the purpose of increments.

48. A teacher, if on the authorised staff of a school immediately prior to any such period of absence, shall not be removed from the authorised staff except the express sanction of the Ministry shall have first been obtained.

49. The Governing Body is expected to make adequate provision for the continuance of school work during the absence of any teacher on leave given under these Regulations.

CONDITIONS OF EMPLOYMENT OF TEACHERS.

50. The appointment of any teacher by the Governing Body of a Preparatory, Intermediate or Secondary School shall not be regarded as final until—

- (a) he has received certification under these regulations ;
- (b) if a full-time teacher, he has fulfilled the conditions necessary for entry to the Northern Ireland Secondary and Preparatory Teachers' Superannuation Scheme.

51. Each full-time teacher other than interim or temporary teachers, or teachers on probation, shall be appointed under a written contract which shall provide that the contract may

only be determined upon at least three months' notice in writing. Upon the completion of each such contract a properly executed copy thereof must be given to the teacher and copy forwarded to the Ministry.

52. Full-time teachers must comply with the conditions laid down in the Northern Ireland Secondary and Preparatory Teachers' Superannuation Scheme.

GENERAL.

53. In any case where the Governing Body of a school has not been fully constituted and approved by the Ministry, the Ministry may recognise temporarily to act in place of the Governing Body under these Regulations such person or persons as it may deem right.

54. The Interpretation Act, 1921 (2 Geo. 5, c. 4), shall apply 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.

55. 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.

56. These Regulations shall take effect as from 1st August, 1925, and shall supersede all previous Regulations dealing with Salaries and Certification of Teachers in Preparatory, Intermediate and Secondary Schools. They may be cited as the Regulations for Secondary Teachers (Northern Ireland), 1926.

Given under the Seal of the Ministry of Education for Northern Ireland this 6th day of March, 1926.

L. A. M'Quibban,
Secretary.

(L.S.)

SCHEDULE.

QUALIFICATIONS OF TEACHERS.

The following qualifications or others judged by the Ministry to be equivalent will be required before provisional certification can be granted:—

A. FOR SECONDARY TEACHERS.

I. IN CLASSICS, ENGLISH, HISTORY, GEOGRAPHY, MODERN LANGUAGES, MATHEMATICS AND SCIENCE.

1. The degree or diploma of any University, approved by the Ministry, in the subjects taken at the final examination for the degree or diploma.

In the case of pass degrees, it must be shown that the course of study in each subject in which certification is sought has extended progressively over at least two academic years or six university terms.

2. The Associateship of the Royal College of Science (London or Dublin) in respect of the subjects covered by the Associateship.
3. A recognised post-graduate course of study at some University, or equivalent institution recognised by the Ministry in the subject of post-graduate study.
4. For recognition as teacher of Modern Languages, evidence of having studied for at least three continuous months in the country (or in the case of Irish, the district) in which the Language is spoken will as a rule also be required.

II. IN DOMESTIC SCIENCE.

1. The diploma of any approved Training College in Domestic Science in respect of the subjects covered by the Training Certificate.
2. Teachers' Certificates of the City and Guilds of London Institute in respect of Plain Needlework, and Dressmaking and Millinery.

III. IN MANUAL INSTRUCTION.

1. Teachers' Certificates in Manual Instruction (Woodwork and Metalwork) of the City and Guilds of London Institute.
2. Teachers' Higher Certificates (Woodwork and Metalwork) of the Board of Examinations for Educational Handwork.
3. Teachers' Certificates in Manual Training (Woodwork) awarded by the Ministry, or by the Department of Agriculture and Technical Instruction.

IV. IN COMMERCIAL SUBJECTS.

1. The degree of a University, or the certificate of the London School of Economics in respect of the subjects taken at the final examination for the degree or certificate.
2. An Honours Certificate in the Technical School Examinations of the Ministry, or of the Department of Agriculture and Technical Instruction for Ireland in respect of Economic Geography and Economics and Industrial History.
3. The Four Year Course Certificate in the Technical School Examinations in respect of the subjects, other than Economic Geography, Economics and Modern Languages covered by the Certificate, in which first-class passes have been secured.
4. Certificates of Class I., Stage III., of the Royal Society of Arts in respect of the subjects other than English and Modern Languages mentioned in the Certificates.
5. Teachers' Certificates of the London Chamber of Commerce in respect of Commercial Subjects other than languages mentioned thereon.
6. Pitman's Full Teachers' Certificate for Shorthand.
7. The Associateship or the Fellowship of the Institute of Chartered Accountants of England and Wales, Scotland, or Ireland, in respect of Book-keeping, Accountancy and Economics.
8. The Associateship or Fellowship of the Society of Incorporated Accountants and Auditors in Book-keeping, Accountancy and Economics.
9. The Fellowship of the Scottish Corporation of Accountants in Book-keeping, Accountancy and Economics.

V. ART.

1. The Associateship of the Royal College of Art.
2. The Associateship of the Manchester School of Art.
3. The diploma of the Edinburgh College of Art.
4. The Art Master's Certificate of the Board of Education.
5. The Art Teachers' Certificate of the Board of Education, England, or of the Ministry, or of the Department of Agriculture and Technical Instruction.

6. The Art Class Teacher's Certificate (Board of Education).
7. The Secondary Teachers' Advanced Drawing Certificate of the Ministry, or of the Department of Agriculture and Technical Instruction.
8. Specially qualified persons may be exceptionally recognised. Applications for such recognition must be accompanied by a complete detailed statement of the applicants' course of study and work.

VI. IN MUSIC.

1. A University degree in Music, in the subjects taken at the final examination for the degree.
2. The Associateship of the Royal College of Music, in respect of the subjects covered by the diploma.
3. Fellowship or Associateship of the Royal College of Organists (London). For vocal music, this must be supplemented by the special diploma in choir training.
4. For teachers in Preparatory Schools :—
 - (a) The Grade 5 Certificate of the Incorporated Society of Musicians.
 - (b) The Certificate of the Advanced Grade of the Associated Board of the Royal Academy of Music and the Royal College of Music.
5. Licentiate of the Royal Academy of Music (London) in respect of the subjects covered by the diploma.
6. Fellowship of the Tonic Sol-fa College (London) in aural training and class singing.

VII. IN PHYSICAL EDUCATION.

1. The diploma of any institution approved by the Ministry.

B.—FOR PREPARATORY TEACHERS.

Teachers possessing the qualifications required for Secondary Teachers may be recognised as qualified to teach the same subjects in Preparatory Schools.

For the general teaching of pupils in Preparatory Schools the following qualifications will be accepted by the Ministry :—

1. The full course of training in a Training College recognised by the Ministry for Public Elementary School Teachers in Northern Ireland.
2. The certificates as Primary Teachers of either the English Board of Education or the Scottish Education Department.
3. The Higher Certificate of the National Froebel Union.

Certification, Recognition, Payment of Salaries and Conditions of Employment of Teachers of Technical Schools and Classes.

MADE BY THE MINISTRY OF EDUCATION, NORTHERN IRELAND,
UNDER SECTIONS 65, 69 AND 77 OF THE EDUCATION ACT
(NORTHERN IRELAND), 1923, AFTER CONSULTATION WITH
THE MINISTRY OF FINANCE, NORTHERN IRELAND, AND
LAID BEFORE PARLIAMENT IN ACCORDANCE WITH THE PRO-
VISIONS OF SECTION 99 (2) OF THE ACT AFORESAID.

1926. No. 44.

(A). Recognition and Certification of Teachers.

1. Teachers in Technical Schools and Classes who satisfy the requirements of the Ministry may be certified as qualified to give