

Public Elementary Schools : Salaries and Allowances

REGULATIONS, DATED 3RD JANUARY, 1946, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1923 TO 1942, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1946. No. 5

The Ministry of Education (hereinafter referred to as "the Ministry") in pursuance of the powers vested in it by Sections 65, 69 and 77 of the Education Act (Northern Ireland), 1923, and of all other powers enabling it in that behalf, and after consultation with the Ministry of Finance, hereby makes the following Regulations :—

Short title
and
construction

1. (1) These Regulations may be cited as the Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946.

(2) In these Regulations the expression "the principal Regulations" means the Public Elementary Schools Regulations, 1934, as amended by subsequent Regulations other than these Regulations.

(3) These Regulations shall be construed as one with the principal Regulations.

Application
of
Regulations.

2. (1) Subject as hereinafter provided, these Regulations shall apply to all principal teachers, privileged assistants, vice-principals, assistants and junior assistant mistresses in public elementary schools.

(2) In their application to teachers to whom these Regulations apply the principal Regulations shall have effect subject to the following provisions of these Regulations.

3. (1) For the scales of salaries and allowances prescribed by the principal Regulations and the conditions prescribed by those Regulations for admission to such scales of salaries and for the granting of such allowances there shall be substituted respectively the scales of salaries and allowances and the conditions prescribed by these Regulations.

(2) The scales of salaries and allowances prescribed by these Regulations and the conditions so prescribed for admission to such scales of salaries and for the granting of such allowances shall have effect as from the 1st day of April, 1945, and shall continue in operation until the 31st day of March, 1948.

Salary
scales for
qualified
teachers.

4. (1) Subject to the provisions of these Regulations the salary scales for full-time qualified teachers shall be those set out in the following table :—

Year of Service	Scale I		Scale II		Scale III		Scale IV		Scale V	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	£ 280	£ 250	£ 295	£ 260	£ 315	£ 275	£ 315	£ 275	£ 350	£ 300
2	280	250	295	260	315	275	315	275	350	300
3	295	260	310	270	330	285	330	285	365	310
4	310	270	325	280	345	295	345	295	380	320
5	325	280	340	290	360	305	360	305	395	330
6	340	290	355	300	375	315	375	315	410	340
7	355	300	370	310	390	325	390	325	425	350
8	370	310	385	320	405	335	405	335	440	360
9	385	320	400	330	420	345	420	345	455	370
10	400	330	415	340	435	355	435	355	470	380
11	415	340	430	350	450	365	450	365	485	390
12	430	350	445	360	465	375	465	375	500	400
13	445	360	460	370	480	385	480	385	515	410
14	460	370	475	380	495	395	495	395	530	420
15	475	380	490	390	510	405	510	405	545	430
16	490	390	505	400	525	415	525	415	560	440
17	505	400	520	410	540	425	540	425	575	450
18	520	410	535	420	555	435	555	435	590	460
19	535	420	550	430	570	445	570	445	605	470
20	550	430	565	440	585	455	585	455	620	480
21		440		450		465	600	465	635	490
22		450		460		475		475	650	500
23								485		510
24										520

(2) Scale I shall apply to teachers holding recognised qualifications obtained as the result of full-time attendance at an approved training college for a course of training of less than three years.

(3) Scale II shall apply to teachers holding recognised qualifications obtained as the result of full-time attendance at an approved training college for a three year course.

(4) Scale III shall apply to teachers holding recognised qualifications obtained as the result of full-time attendance at an approved training college for a four year course.

(5) For the purpose of admission to Scale I, Scale II or Scale III full-time attendance at an approved institution other than a training college may, to such extent as the Ministry may determine, be treated as full-time attendance at an approved training college.

(6) Scale IV shall apply to teachers, other than those eligible for admission to Scale V., who hold a university degree (or the Associateship of the Royal College of Science) which is recognised by the Ministry for teaching purposes and has been obtained as the result of full-time attendance at an approved university or college.

(7) Scale V shall apply to teachers who hold a first or second class honours degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes and has been obtained as the result of full-time attendance at an approved university or college.

Provided that admission to Scale V shall be limited to principals of schools having more than 200 pupils on the rolls and having classes for pupils of over twelve years of age.

Placing of
qualified
teachers on
salary scales.

5. (1) Except as otherwise provided in these Regulations, an existing qualified teacher shall be placed at the point in the salary scale applicable to him under these Regulations which he would have reached if the scale had been in operation throughout the period of his service as a teacher, that is to say, full credit shall be given, in accordance with the principal Regulations as amended by these Regulations, for previous satisfactory service.

(2) In determining the point in a salary scale at which a teacher shall be placed for the purposes of this Article—

- (a) full-time service in recognised preparatory schools and secondary schools (including the preparatory departments thereof) shall be treated as if it were service in a public elementary school ;
- (b) service as a trained junior assistant mistress shall be treated as if it were service as a trained assistant ;
- (c) save as provided in sub-paragraphs (a) (b) and (d) of this paragraph, service, other than service as a trained junior assistant mistress, which, under any regulation in force at the time such service was given, could not be recognised for increment purposes in the normal salary scales for trained teachers, shall not be recognised for increment purposes in the salary scales prescribed by these Regulations ;
- (d) notwithstanding the provisions of sub-paragraph (c) of this paragraph, credit shall be given for each year of satisfactory service given on and after reaching the maximum of the appropriate normal salary scale for trained teachers prescribed by the principal Regulations, save that where in any such year the teacher's work was rated as less than efficient, the provisions of paragraph (d) of Article 120 of the principal Regulations shall apply.

6. (1) An untrained principal or assistant appointed on or before 1st day of April, 1905, shall be treated as a qualified teacher and placed on Scale I in accordance with the provisions of Article 5 of these Regulations.

(2) An untrained principal or assistant appointed after 1st day of April, 1905, but not later than 31st day of December, 1920, shall be placed on Scale I in accordance with the following provisions of this paragraph :—

- (a) If now halted at the sixth increment on the normal scale for trained teachers prescribed in the principal Regulations, he shall be placed on Scale I as if at the beginning of the seventh year of service ;
- (b) If he has reached the maximum of the normal scale for trained teachers prescribed in the principal Regulations, he shall be placed on Scale I as if at the beginning of the sixteenth year of service ;
- (c) If he has passed the sixth increment on the normal scale for trained teachers prescribed in the principal Regulations but has not yet reached the maximum of that Scale, he shall be placed at the appropriate point beyond the seventh year of service on Scale I according to the number of increments he has already received in excess of six on the aforesaid normal scale.

Where a teacher has been placed on a salary scale in accordance with the foregoing provisions of this paragraph, his next increment shall not fall due until he has given one year's incremental service following the date of such placing. He shall thereafter be eligible to proceed to the maximum of the scale by annual increments.

(3) A teacher who was appointed as an untrained principal or assistant after 1st day of April, 1905, but not later than 31st day of December, 1920, and who was paid salary as an untrained assistant on the normal scale for trained teachers prescribed in the principal Regulations but who, owing to a decline in the average attendance of the school, was subsequently reduced to the status of an untrained junior assistant mistress and paid salary accordingly, shall either—

- (a) be placed on a salary scale in accordance with the provisions of Article 7 of these Regulations as though the whole of her service had been given as an untrained junior assistant mistress ; or
- (b) be placed on Scale I with credit for years of service equal to the number of increments she had been awarded on the normal scale for trained teachers at the time when she ceased to be recognised as an untrained assistant,

whichever is the more favourable.

Placing of untrained principals and assistants appointed after 31st December, 1920, and of untrained junior assistant mistresses.

7. (1) The following provisions of this Article shall apply to untrained principals and assistants appointed after 31st day of December, 1920, and to all untrained junior assistant mistresses (in this Article referred to as "untrained teachers").

(2) An untrained teacher who had 20 years' satisfactory service at 1st day of April, 1945, shall be placed at the minimum of Scale I.

(3) An untrained teacher who had more than 20 years' satisfactory service at 1st day of April, 1945, shall be placed on Scale I and shall, for the purpose of increments, receive credit for the period of satisfactory service in excess of 20 years in the ratio of 1 year for 4 years.

(4) An untrained teacher who had 15 but less than 20 years' satisfactory service at 1st day of April, 1945, shall have the option—

(a) of remaining on the maximum of the Scale for unqualified teachers prescribed by Article 14 of these Regulations until the completion of 20 years' satisfactory service, and of then being admitted to Scale I at the minimum of that Scale ; or

(b) of attending an approved course of training for a period normally not exceeding one year, and on the satisfactory completion of that course, of being admitted to Scale I at the minimum of that Scale.

(5) An untrained teacher who had 5 but less than 15 years' satisfactory service at 1st day of April, 1945, shall be placed at the appropriate place on the Scale for unqualified teachers prescribed by Article 14 of these Regulations and shall remain on that Scale, unless the teacher attends an approved course of training for a period not exceeding one year, on the satisfactory completion of which the teacher shall be admitted to Scale I at the minimum of that Scale.

(6) The provision of the last preceding paragraph shall apply in the case of an untrained teacher with less than 5 years' satisfactory service at 1st day of April, 1945, save that the teacher may be required to attend an approved course of training for a period not exceeding two years before being admitted to Scale I.

(7) An untrained teacher first appointed on or after 1st April, 1945, shall, as from the date of appointment, be placed at the minimum of the Scale for unqualified teachers, and shall remain on that Scale unless the teacher attends an approved course of training for a period, not exceeding two years, on the satisfactory completion of which the teacher shall be admitted to Scale I at the minimum of that Scale.

Principal's allowance.

8. In addition to his salary under the appropriate scale, the principal teacher of a school shall receive an allowance to be known as the "principal's allowance", calculated in accordance with the following table ;—

Number of pupils on rolls	Rate of Allowance per annum.
Not exceeding 30	£20
31 to 70	£35
71 to 120	£60
121 to 200	£100
201 to 300	£150
301 to 450	£200
Over 450	£225

9. (1) In each school having an average daily enrolment of more than 200 pupils there shall be a post of vice-principal, and in each school having an average daily enrolment of more than 300 pupils there shall, in addition to the post of vice-principal, be a post to be known as the "second post of special responsibility".

(2) In schools in which there are both a post of vice-principal and a second post of special responsibility one of the posts shall normally be held by a woman teacher.

(3) In the case of a large school, the post of vice-principal or the second post of special responsibility shall not be recognised in respect of any school year unless, during the period of twelve months ended on the 31st day of March last preceding the commencement of the school year, the average daily enrolment has been maintained; and, in the case of a school, other than a large school, neither of such posts shall be recognised unless the average daily enrolment has been maintained for such period as would warrant the appointment of an assistant teacher under Article 44 of the principal Regulations.

In relation to any such period as aforesaid, the expression "average daily enrolment" means the average number of pupils on the rolls of the school for each school day during that period.

(4) Where a post of vice-principal or a second post of special responsibility has been recognised in a school other than a large school, then, notwithstanding that the average daily enrolment falls below the average required to qualify for recognition of the post under this Article, the recognition shall not be withdrawn solely on account of such fall in average until the end of two consecutive quarters in both of which the average daily enrolment has so fallen.

10. (1) The teacher holding the post of vice-principal shall receive an allowance, to be known as the "vice-principal's allowance". The yearly rate of the vice-principal's allowance shall, save as otherwise provided in these Regulations, be an amount equal to one-quarter of the principal's allowance payable to the principal teacher of the school in which the vice-principalship is held.

(2) The teacher holding the second post of special responsibility shall receive an allowance, to be known as the "allowance for the second post of special responsibility". The yearly rate of this allowance shall be £35.

Supplementary provisions as to posts of special responsibility.

11. (1) In an amalgamated school in which privileged assistants or vice-principals or both privileged assistants and vice-principals are recognised, the Ministry may, after such consultation with the manager as it considers necessary, determine which (if any) of the privileged assistants or vice-principals recognised in the school shall be regarded as the vice-principal or the holder of the second post of special responsibility, as the case may be, for the purpose of Article 10 of these Regulations.

(2) A teacher shall not be appointed as vice-principal or as holder of the second post of special responsibility without the approval of the Ministry.

(3) The qualifications required for recognition as holder of the second post of special responsibility shall be those prescribed by the principal Regulations for recognition as vice-principal.

(4) A first vice-principal or second vice-principal recognised as such in accordance with the provisions of the principal Regulations during any period between the 1st day of April, 1945, and the date of the making of these Regulations, shall, for the purposes of these Regulations, be recognised as vice-principal or as the holder of the second post of special responsibility, as the case may be, if his appointment at the commencement of such period and his continued retention in that appointment would be warranted under the principal Regulations as amended by these Regulations.

Principals, privileged assistants and vice-principals in amalgamated schools.

12. (1) Where two or more schools are amalgamated, re-organised or superseded in whole or in part by a new school (hereinafter referred to as an "amalgamated school") and any of the principal teachers or privileged assistants of the schools so amalgamated, re-organised or superseded are retained as privileged assistants in the amalgamated school, the payment of principal's allowance, principal's grant and annual capitation grant in respect of the amalgamated school shall be made in accordance with the following provisions of this Article.

(2) The principal of an amalgamated school shall receive principal's allowance at the rate appropriate to the number of pupils on the roll of the amalgamated school.

(3) A privileged assistant shall, so long as he remains in the amalgamated school, receive, in addition to his salary, an allowance which shall be twenty-five per cent. greater than the yearly rate of annual capitation grant or principal's grant, as the case may be, to which he was entitled for the year ended 31st day of March, 1945.

(4) A vice-principal in an amalgamated school who is recognised as such only because of his former recognition in that capacity in a superseded school shall, notwithstanding the provisions of Article 10 of these Regulations, receive an allowance equal to the annual capitation grant or vice-principal's grant, as the case may be, at the yearly rate to which he was entitled for the year ended 31st day of March, 1945 :

Provided that the allowance payable under this paragraph shall not exceed £35 per annum.

13. (1) A qualified teacher on Scale I, Scale II or Scale III who holds a university degree which is recognised by the Ministry for teaching purposes, but which has not been obtained as the result of full-time attendance at an approved university or college, shall, in addition to the appropriate scale salary, receive an annual allowance of, in the case of a man £20, or, in the case of a woman, £15 : Allowances for certain degrees.

Provided that if the sum of the teacher's scale salary and the allowance payable under this paragraph exceeds the scale salary which he would receive if he were eligible for admission to Scale IV, the allowance payable under this paragraph shall be reduced by the amount of the excess:

(2) A qualified teacher on Scale I, Scale II or Scale III who holds a first or second class honours degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes but which has not been obtained as the result of full-time attendance at an approved university or college, shall, in addition to the appropriate scale salary, receive an annual allowance of, in the case of a man, £50, or, in the case of a woman, £35 :

Provided that—

- (a) if the sum of the teacher's scale salary and the allowance payable under this paragraph exceeds the scale salary which he would receive if he were eligible for admission to Scale V, the allowance payable under this paragraph shall be reduced by the amount of the excess ; and
- (b) the allowance under this paragraph shall not be payable except in the case of a person who is the principal of a public elementary school which has more than 200 pupils on the rolls and has classes for pupils over twelve years of age.

(3) A qualified teacher on Scale IV who holds a first or second class honours degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes but has not been obtained as the result of full-time attendance at an approved university or college, shall, in addition to his salary under Scale IV, receive an annual allowance of, in the case of a man, £30, or, in the case of a woman, £20 :

Provided that the allowance under this paragraph shall not be payable except in the case of a person who is the principal of a public elementary school which has more than 200 pupils on the roll and has classes for pupils over twelve years of age.

Salary scales for unqualified teachers.

14. The salary scales for full-time unqualified teachers shall be those set out in the following Table :—

Year of Service	Men	Women
	£	£
1	190	160
2	190	160
3	200	170
4	210	180
5	220	190
6	230	200
7	240	210
8	250	220
9	260	230
10	270	240

Award of increments.

15. (1) The award of increments in any salary scale prescribed by these Regulations shall be subject to the provisions of Article 120 of the principal Regulations as amended by the following provisions of this Article.

(2) In paragraph (b) of the said Article 120 for the words "increments, not exceeding two in number" there shall be substituted the words "not more than one increment" and for the words "thereby exceed two" there shall be substituted the words "thereby exceed one".

(3) For paragraph (e) of the said Article 120 there shall be substituted the following paragraph :—

"(e) Service as substitute for an absent teacher shall not rank for increments, and any service by a teacher in respect of which he receives salary on the scale for unqualified teachers shall not rank for increments in the event of that teacher being admitted to a salary scale for qualified teachers".

(4) An existing teacher who has been placed on a salary scale in accordance with the provisions of Articles 5, 6 or 7 of these Regulations, shall, save as provided in those Articles, be entitled to increments at his existing incremental date in accordance with the provisions of these Regulations.

Calculation of number of pupils on roll for year commencing 1st April, 1945.

16. For the purpose of determining the rate of any allowance or the scale salary payable to a teacher under these Regulations in respect of the year commencing 1st day of April, 1945, the number of pupils on the rolls of a school shall, unless in special circumstances the Ministry otherwise determines, be taken to be the average number of pupils on the rolls of the school for the year ended 31st day of December, 1944.

17. (1) Any existing teacher to whom the principal Regulations apply who desires to continue to be paid on the salary scale applicable to him under those Regulations or to receive any allowances (including war bonus) to which he would be entitled thereunder may, at any time before the 15th day of February, 1946, notify the Ministry, in writing, that he so desires ; and in the case of any teacher from whom such a notification is received by the Ministry before that date, these Regulations shall not apply, but the salary scales and allowances (including war bonus) prescribed by the principal Regulations shall continue to apply to him until such time as the Ministry receives from the teacher an application, in writing, for admission to the salary scales and allowances prescribed by these Regulations.

(2) Nothing in these Regulations shall prejudice or affect the operation of Article 119 or Article 149 of the principal Regulations.

18. (1) For Article 16 of the principal Regulations there shall be substituted the following Article :—

“ 16. Where the principal of any school which is amalgamated with another school is retained as a privileged assistant in the amalgamated school, he may continue to be recognised as a privileged assistant irrespective of the average attendance of pupils.”

(2) Article 128 of the principal Regulations shall have effect as if for the reference in paragraph (f) thereof to Principal's Grant there were substituted a reference to principal's allowance.

(3) Article 135 of the principal Regulations shall have effect as if for the reference in paragraph (6) thereof to Article 125 (b) (1) of those Regulations there were substituted a reference to Article 6 (2) of these Regulations.

(4) The following provisions of the principal Regulations shall cease to have effect, that is to say :—

Article 41, paragraph (c) of Article 46, Articles 64, 122, 123, 124, 125, 128 (except paragraph (f)), 129, 130, 131, 132, 137, 138, 146 and 148, paragraph (a) of Article 151 and Article 154 ;

Articles 6 to 10 (inclusive) of the Public Elementary Schools Regulations, 1934, Amending Regulations, No. 9, 1938 ;

So much of the Public Elementary Schools Regulations, 1934, Amending Regulations No. 19, 1944, as applies to teachers to whom these Regulations apply ;

(5) So much of the principal Regulations as requires the payment of war bonus to any teacher to whom these Regulations apply shall cease to have effect.

(6) This Article shall have effect as from the 1st day of April, 1945.

Consequen-
tial
amendments
of principal
Regulations.

Interpre-
tation.

19. In these Regulations, unless the contrary intention appears, the following expressions have the meanings hereby assigned to them, that is to say :—

“allowances” includes premiums, grants and additional increments ;

“existing teacher” means a teacher to whom these Regulations apply, who was in the service on the date of the making of these Regulations or who, being temporarily out of the service on that date, subsequently re-enters the service as a principal teacher, privileged assistant, vice-principal, assistant, or junior assistant mistress ;

“preparatory school” and “secondary school” have respectively the meanings assigned to those expressions by the Secondary Schools Grants Regulations, Northern Ireland, 1937 ; and the expression “preparatory department” has the meaning assigned to the expression “preparatory school” ;

“qualified teacher” means a teacher entitled to be admitted to any of the salary scales for qualified teachers prescribed by these Regulations, and the expression “unqualified teacher” shall be construed accordingly.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 3rd day of January, 1946, in the presence of

(L.S.)

R. S. Brownell,

Secretary.

REGULATIONS, DATED 17TH JULY, 1946, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1923 TO 1942, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1946. No. 107

The Ministry of Education (hereinafter referred to as “the Ministry”) in pursuance of the powers vested in it by Sections 65, 69 and 99 of the Education Act (Northern Ireland), 1923, and of all other powers enabling it in that behalf, and after consultation with the Ministry of Finance, hereby makes the following Regulations :—

1.—(1) These Regulations may be cited as the Public Elementary Schools (Salaries and Allowances) (Amendment) Regulations (Northern Ireland), 1946.

(2) In these Regulations the expression “the principal Regulations” means the Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946.