

(5) On the expiry of the period of absence under the provisions of this Regulation the appointment of the teacher shall be automatically terminated unless she resumes teaching duties or produces satisfactory medical evidence that she is unable to resume duty owing to illness and that her absence is not due to childbirth.

(6) This Regulation shall apply to absences which commence after 31st March, 1958: Provided that in respect of any absence which commenced on or before that date the provisions of Regulation 27 of the existing Regulations shall apply, as if this Regulation had not been made."

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 28th day of June, 1957, in the presence of

(L.S.)

Leslie Arndell,

Assistant Secretary.

The Ministry of Finance hereby approves of the foregoing Regulations in witness whereof the Seal of the Ministry of Finance has been affixed thereto this 28th day of June, 1957, in the presence of

(L.S.)

C. J. Bateman,

Assistant Secretary.

EXPLANATORY NOTE

(This note is not part of the Regulations, but is intended to indicate their general purport.)

These amending Regulations implement the majority recommendation regarding maternity leave which is contained in the Final Report of the Committee appointed by the Minister of Education to consider the Salaries, Allowances and other matters affecting the remuneration of Teachers (Cmd. 366).

Institutions of Further Education: Teachers' Salaries and Allowances Amending Regulations

REGULATIONS, DATED 28TH FEBRUARY, 1957, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1956, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1957. No. 41

[C]

The Ministry of Education (hereinafter referred to as "the Ministry") in pursuance of the powers vested in it by Sections 83 and 112 of the Education Act (Northern Ireland), 1947, (hereinafter referred to as "the Act") 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 Institutions of Further Education (Salaries and Allowances of Teachers) Amending Regulations, 1957

(2) These Regulations shall take effect as from 1st October, 1956.

2.—(1) The existing Regulations hereby amended are the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1954(a).

(2) The Institutions of Further Education (Salaries and Allowances of Teachers) Amending Regulations, 1955(b), are hereby revoked.

3. Regulation 5 of the existing Regulations is hereby revoked and the following substituted therefor:—

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

Year of Service	MEN					WOMEN				
	I	II	III	IV	V	I	II	III	IV	V
1	455	480	535	580	610	400	420	475	510	545
2	475	500	555	600	630	415	435	490	525	560
3	495	520	575	620	650	430	450	505	540	575
4	515	540	595	640	670	445	465	520	555	590
5	540	565	620	665	695	465	485	540	575	610
6	565	590	645	690	720	485	505	560	595	630
7	590	615	670	715	745	505	525	580	615	650
8	615	640	695	740	770	525	545	600	635	670
9	640	665	720	765	795	545	565	620	655	690
10	665	690	745	790	820	565	585	640	675	710
11	690	715	770	815	845	585	605	660	695	730
12	715	740	795	840	870	605	625	680	715	750
13	740	765	820	865	895	625	645	700	735	770
14	765	790	845	890	920	645	665	720	755	790
15	790	815	870	915	945	665	685	740	775	810
16	815	840	895	940	970	685	705	760	795	835
17	840	865	920	965	1005	705	725	780	815	860
18	865	890	945	990	1040	725	745	800	835	885
19	890	915	970	1015	1075	745	765	820	855	920
20	915	935	990	1040	1115	765				
21	935									

(a) S.R. & O., 1954, No. 54.

(b) S.R. & O., 1955, No. 154.

(2) Scale I shall apply to teachers whose qualifications do not entitle them to admission to a higher scale.

Provided that a teacher, other than a university graduate, who under the Regulations for Technical Teachers, 1937, had been graded in Group B and who at 18th February, 1946, had less than five years full-time service shall not proceed beyond the salary appropriate to the tenth year of service on the Scale unless he possesses or until he obtains the qualifications set forth in the Schedule to these Regulations.

(3) Scale II shall apply to teachers who have successfully completed a full-time three year course of training at an approved training college.

Scale II shall also apply to:—

- (a) teachers who have attended full-time at an approved training college for a two year course of training and whose training was successfully completed not later than 31st December, 1950;
- (b) teachers who attended an approved course of training under the Emergency Training Scheme or a corresponding Scheme in Great Britain and whose training was successfully completed not later than 31st December, 1950;
- (c) teachers who have had at least three years' approved industrial or commercial experience after attaining the age of 18 years, who have successfully completed an approved full-time course of at least two years' duration at the London School of Economics, and who hold other recognised certificates in commercial subjects.

(4) Scale III shall apply to:—

- (a) teachers who have successfully completed a full-time four-year course of training at an approved training college;
- (b) teachers who have had at least three years' approved industrial experience after attaining the age of 18 years and who
 - (i) have been granted recognition in Building Trades subjects on the successful completion of a full-time course of at least three years' duration at the Architectural Association School of Architecture or other approved institution; or
 - (ii) have been granted recognition in other technological subjects on the successful completion of a full-time course of at least three years' duration at an approved institution;
- (c) teachers (other than those to whom, by virtue of sub-paragraph 6(c), Scale IV applies) who have had at least three years' approved industrial experience after attaining the age of 18 years and who have been granted recognition in Science, Applied Science or Technology, as the result of having successfully completed, or been granted exemption from, Parts A and B of the examination for the associate membership of an approved professional institution;
- (d) teachers (other than those to whom, by virtue of sub-paragraph 6(d), Scale IV applies) who have had at least three years' approved industrial experience after attaining the age of 18 years and who hold one of the following qualifications (or a qualification adjudged by the Ministry to be equivalent)—
 - (i) Higher National Certificate;

- (ii) First Class Full Technological Certificate of the City and Guilds of London Institute;
- (iii) Full Course Honours Certificate in a course in Technology or Science in the Ministry's Technical School Examinations.

(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:—

- (a) teachers, other than those eligible for admission to Scale V, who hold a university 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;
- (b) teachers, other than those eligible for admission to Scale V, who have had at least four years' approved industrial or commercial experience after attaining the age of 18 years and who hold a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) recognised by the Ministry for teaching purposes;
- (c) teachers who have had at least four years' approved industrial experience after attaining the age of 18 years and who satisfy the conditions prescribed in sub-paragraph (4)(c) and in addition have successfully completed an approved course leading to a teaching qualification in Mathematics or Science;
- (d) teachers who have had at least four years' approved industrial experience after attaining the age of 18 years, who hold the Higher National Certificate and who have successfully completed an approved course leading to a teaching qualification in Mathematics or Science;
- (e) teachers who were placed on Scale I, Scale II or Scale III of the Salary Regulations in operation between 1st April, 1945 and 30th September, 1956, and who, at any date prior to 1st April, 1945, had been placed on a scale of salary classified as Group D or Group E under the Regulations for Technical Teachers, 1937.

(7) Scale V shall apply to:—

- (a) 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;

- (b) teachers who have had at least four years' approved industrial or commercial experience after attaining the age of 18 years and 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.

(8) A teacher who by reason of approved industrial or commercial experience is qualified for admission to Scale II, Scale III, Scale IV or Scale V, may, if he so desires, elect to be placed on a lower scale for which he possesses the prescribed qualifications.

(9) Credit for approved industrial or commercial experience for any of the purposes of this Regulation shall be limited to full-time teachers engaged in teaching classes in institutions of further education for not less than six hours per week: Provided that the Ministry may, at its discretion, regard a teacher, who, for limited periods in the educational year, is teaching the said classes for less than the aforesaid six hours, as satisfying the requirements of this paragraph.

(10) When a teacher satisfies the conditions prescribed in (a) or (b) of paragraph (3) for admission to Scale II and has in addition successfully completed a further year of approved full-time training the rate of salary otherwise payable shall be increased by an amount equal to the next increment in the Scale and upon reaching the maximum of the Scale, the teacher shall be eligible to receive one further annual increment of £25 in the case of a man and £20 in the case of a woman beyond the maximum of the Scale.

(11) (a) Where a teacher—

- (i) satisfied the conditions prescribed in this Regulation for admission to Scale IV or Scale V and has successfully completed a full-time post-graduate year of approved training;
- (ii) has successfully completed an approved combined course of training and university study of at least four years' duration; or
- (iii) has successfully completed an approved full-time course of training of at least one year's duration before the commencement of the course by virtue of which he satisfied the conditions prescribed in this Regulation for admission to Scale IV or Scale V;

the rate of salary otherwise payable to him on Scale IV or Scale V shall be increased by an amount equal to the next increment in the Scale.

- (b) Where a teacher satisfied the conditions prescribed in this Regulation for admission to Scale IV or Scale V, and has undertaken, otherwise than in gainful employment, approved full-

time post-graduate study or research, the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased—

- (i) by an amount equal to the next increment in the Scale where the period of such study or research covers one complete academic year; or
 - (ii) by an amount equal to the sum of the next two increments in the scale where the period of such study or research covers at least two complete academic years.
- (c) Where an increase is awarded to a teacher under the provisions of this Regulation the scale applicable to such teacher shall be extended by one increment of £25 in the case of a man and £20 in the case of a woman.
- (d) A teacher shall not receive more than two increments under the provisions of this Regulation.

5A.—(1) In the case of a woman teacher the salary and allowances as otherwise determined under the provisions of these Regulations shall be augmented by the addition of the relevant proportion of the difference between the aforesaid salary and allowances and the salary and allowances for a man with equivalent qualifications, training and service, employed in a similar capacity. The relevant proportion for service during each period set out in column (i) below shall be the proportion shown opposite in column (ii):

(i) <i>Period</i>		(ii) <i>Equal Pay Increment</i>
<i>From</i>	<i>To</i>	
1st October, 1956	to 31st March, 1957	Two-sevenths
1st April, 1957	to 31st March, 1958	Three-sevenths
1st April, 1958	to 31st March, 1959	Four-sevenths
1st April, 1959	to 31st March, 1960	Five-sevenths
1st April, 1960	to 31st March, 1961	Six-sevenths

Provided that where the amount of the addition includes a fraction of a pound the said fraction shall be ignored if under 10s. and reckoned as £1 0s. 0d. if it is 10s. or over.

(2) From 1st April, 1961, the salaries prescribed for men shall apply equally to women."

4. Regulation 6 of the existing Regulations shall be amended by the deletion of the words "where the post is held by a vice-principal" in paragraph (2).

5. Regulation 9 of the existing Regulations is hereby revoked and the following substituted therefor—

"9.—(1) (a) A qualified teacher on Scale I, Scale II or Scale III who holds a university degree (other than 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 receive in addition to the appropriate scale salary an annual allowance of £65 in the case of a man or £50 in the case of a woman:

Provided that if the sum of the teacher's scale salary and the allowance payable under this subparagraph exceeds the scale salary which the teacher would receive if placed on the corresponding point of Scale IV, the said allowance shall be reduced by the amount of the excess:

- (b) 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 receive in addition to the appropriate scale salary an annual allowance of £115 in the case of a man or £90 in the case of a woman:

- (c) 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 which has not been obtained as the result of full-time attendance at an approved university or college, shall receive in addition to the salary under Scale IV an annual allowance of £50 in the case of a man or £40 in the case of a woman:

Provided that if the sum of the teacher's scale salary and the allowance payable under subparagraph (b) or (c) exceeds the scale salary which the teacher would receive if placed on the corresponding point of Scale V, the said allowance shall be reduced by the amount of the excess.

(2) A qualified teacher who holds a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) obtained otherwise than as a result of full-time attendance at an approved university or college and who under the Regulations in force immediately prior to the date of these Regulations had elected to relinquish the allowance payable in respect of the aforesaid degree may abrogate his election by giving notice to the Ministry to that effect before such date as the Ministry may determine and thereupon with effect from 1st October, 1956, he shall be entitled to the appropriate allowance specified in paragraph (1) of this Regulation.

(3) A qualified teacher who has not abrogated his election in accordance with the provisions of paragraph (2) shall not be entitled to the appropriate allowance specified in paragraph (1) and

- (a) where he holds a qualification specified in subparagraph 1(a) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale. After remaining for two years at that point, the teacher shall proceed by annual increments of £25 in the case of a man or of £20 in the case of a woman and in the case of a teacher on Scale I or Scale II a further annual increment of £30 to the maximum of Scale IV;
- (b) where he holds a qualification specified in subparagraph (1)(b) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale and thence by annual increments of £25 in the case of a man or of £20 in the case of a woman, and in the case of a teacher on Scale I or Scale II by a further annual increment of £30 to the maximum of Scale IV. After remaining for two years at that point, the teacher shall proceed by three annual increments of £25 in the case of a man or by two annual increments of £20 and a further annual increment of £25 in the case of a woman to the maximum of Scale V;
- (c) where he holds a qualification specified in subparagraph (1)(c) he shall proceed by annual increments in the normal way to the maximum of Scale IV. After remaining for two years at that point the teacher shall proceed by three annual increments of £25 in the case of a man or by two annual increments of £20 and a further annual increment of £25 in the case of a woman to the maximum of Scale V.

(4) The provision of paragraph (3) whereby a teacher is required to remain for two years at the maximum of the appropriate scale, or of Scale IV, shall not apply in the case of any teacher who has not received one of the allowances in respect of a qualification specified in paragraph (1)."

6. Regulation 11 of the existing Regulations shall be amended by the substitution of "8s. 6d." for "7s. 6d." in paragraph (1).

7. Regulation 12 is hereby revoked and the following substituted therefor—

"12. The minimum rates of salary for full-time unqualified teachers employed in a temporary capacity shall be, in the case of men £280 per annum and, in the case of women, £240 per annum."

8. Notwithstanding anything contained in the foregoing Regulations:—

- (a) a teacher may elect to be paid in accordance with—
- (i) the salary scales and allowances and other conditions which were in force on 30th September, 1956, with respect to his remuneration; or
 - (ii) the salary scales and allowances and other conditions which, if he did not so elect, would be in force on 1st August, 1957, with respect to his remuneration;

and for the purposes of this paragraph the acceptance by a teacher of payment after 31st August, 1957, in accordance with the scales, allowances and conditions referred to in sub-paragraph (ii) shall be regarded as an election by such teacher to be paid in accordance with those scales, allowances and conditions.

- (b) the salary scales, allowances and other conditions prescribed by these Regulations shall be subject to such modifications as may be hereafter prescribed by amending Regulations.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 28th day of February, 1957, in the presence of

(L.S.)

R. S. Brownell,

Secretary.

EXPLANATORY NOTE

(This note is not part of the Regulations, but is intended to indicate their general purport.)

These amending Regulations implement certain recommendations contained in the Second Interim Report of the Committee appointed by the Minister of Education to consider the Salaries, Allowances and other matters affecting the remuneration of teachers (Cmd. 365 of 1956). They prescribe in respect of teachers in Institutions of Further Education, new scales of salaries, new rates of allowances in respect of certain qualifications and the conditions applicable to those scales and allowances. The salary scales and allowances prescribed in these amending Regulations do not apply to the Principals of Institutions of Further Education or to the holders of higher posts in the Belfast College of Technology.

REGULATIONS, DATED 27TH MAY, 1957, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1956, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1957. No. 88

[C]

The Ministry of Education (hereinafter referred to as "the Ministry") by virtue of the powers vested in it by Sections 83 and 112 of the Education Act (Northern Ireland), 1947, and of all other powers enabling it in that behalf, and after consultation