

The Ministry of Finance hereby approves of the foregoing Regulations.

Sealed with the Official Seal of the Ministry of Finance for Northern Ireland this 25th day of April, nineteen hundred and sixty-one, in the presence of

(L.S.)

K. R. Shimeld,
Assistant Secretary.

EXPLANATORY NOTE

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

These Regulations make provision for the conduct of teachers' courses and prescribe the conditions under which grants may be paid to teachers attending such courses.

1961. No. 104

[C]

EDUCATION

Primary Schools: General

REGULATIONS, DATED 26TH APRIL, 1961, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACT (NORTHERN IRELAND), 1947, WITH THE APPROVAL OF THE MINISTRY OF FINANCE.

The Ministry of Education (hereinafter referred to as "the Ministry") in pursuance of the powers vested in it by Sections 19, 83, 84, 104 and 112 of the Education Act (Northern Ireland), 1947(a), and of all other powers enabling it in that behalf, and with the approval of the Ministry of Finance, hereby makes the following Regulations:—

1.—(1) These Regulations may be cited as the Primary Schools (General) Regulations (Northern Ireland), 1961.

(2) These Regulations shall take effect on 1st May, 1961.

2.—(1) These Regulations shall not apply to a primary school which is managed and conducted as a nursery school.

(2) These Regulations shall apply to nursery classes in primary schools, subject to the modifications set out in the Nursery Classes in Primary Schools Regulations (Northern Ireland), 1956(b).

(3) Paragraphs (2) and (3) of Regulation 6 of the Nursery Classes in Primary Schools Regulations (Northern Ireland), 1956, are hereby revoked.

3. In these Regulations—

"the Act" means the Education Act (Northern Ireland), 1947;

"approved" means approved by the Ministry for the purposes of the context;

(a) 1947. c. 3.

(b) S.R. & O. (N.I.) 1956, No. 69.

- “category” of a school means 25 to 64 pupils, 65 to 104 pupils, 105 to 144 pupils, and so on as determined under Regulation 25;
- “infants’ school” means a school at which education is provided mainly for children who have not reached the age of eight years;
- “mixed school” means a school for boys and girls;
- “nursery class” means a class specially approved for the purpose of providing education mainly for children who have attained the age of 3 years but have not attained the age of 5 years;
- “recognised” means recognised by the Ministry for the purposes of the context;
- “Salaries Regulations” means the Regulations in force relating to the salaries of teachers in primary schools;
- “salary” includes any allowances payable under the Salaries Regulations and any compensation grants payable under the Teachers’ Salaries and Allowances (Compensation Grants) Regulations, 1953(a);
- “school” means a recognised primary school other than a nursery school;
- “school authorities” means, in the case of a county school, the local education authority and, in the case of a voluntary school, the manager of that school;
- “school year” means a year beginning on 1st August and ending on 31st July;
- “temporary teacher” means any teacher employed on a full-time basis in respect of whose employment an agreement is not required under Section 84 of the Act.

4.—(1) These Regulations prescribe the conditions which shall be satisfied by schools in order that grant may be payable under Section 104 of the Act.

(2) These Regulations prescribe the conditions which shall be satisfied by teachers in schools in order that they may be recognised by the Ministry.

Recognition and Management of Schools

5. The Ministry shall approve a suitable person or body of persons as manager of each voluntary school other than a voluntary school for which a committee of management is appointed under Section 81 of the Act.

6. As a condition for his approval by the Ministry, a manager of a voluntary school, other than a voluntary school for which a committee of management is appointed under Section 81 of the Act, shall give an undertaking, in the approved form, to comply with the appropriate Regulations of the Ministry, and in the event of his failure to observe such undertaking the Ministry may withdraw such approval.

7. Recognition of a school shall be dependent upon the maintenance of an average daily enrolment of at least 20 pupils: provided that, in exceptional circumstances, the Ministry may recognise a school in which an average daily enrolment of 20 pupils is not maintained.

8.—(1) Where the Ministry considers that the amalgamation of two or more schools would result in the more efficient instruction of the pupils, the Ministry may require that the schools be amalgamated or may require that any further appointment of a teacher in any of the schools shall be made only as a temporary appointment.

(2) Where a school for boys and a school for girls are conducted in the same neighbourhood and the Ministry considers that such schools could be conducted more efficiently or more economically as one school, it may require that they be amalgamated.

(3) Where at either of such schools as are referred to in paragraph (2) the average daily enrolment for the preceding calendar year has been less than 50, the schools shall be amalgamated on the occurrence of a vacancy in either of the schools unless for special reasons the Ministry otherwise directs.

9. A school shall not be used for political meetings, the transaction of any political business or for any purpose connected directly or indirectly with Parliamentary or Local Government elections except as polling booths on the requisition of the officer responsible in accordance with the statutes governing such elections.

10.—(1) It shall be the duty of the school authorities to ensure that the school buildings and out-offices and the school grounds are kept in a satisfactory condition for the purpose of providing education for the pupils and that the school buildings are adequately heated and lighted.

(2) No financial responsibility in connection with the duty of the school authorities under paragraph (1) shall rest with a teacher.

11. A new manager of a school shall enter into agreement with each teacher on the existing staff of the school (other than any temporary teacher) and he shall not dispense with the services of any teacher on the existing staff except under the terms of such agreement.

Organisation

12. A school shall not be closed by a teacher for any reason without the permission of the school authorities.

13. The principal shall be responsible to the school authorities for the discipline of the school generally and for the control of the other members of the teaching staff.

14.—(1) The instruction to be given in a school shall be determined with due regard to the age, ability and aptitude of the pupils, and the curriculum, syllabus and time-table shall be subject to the approval of the Ministry.

(2) The Ministry may prohibit the use in a school of any book of which it does not approve.

15. A school shall be in operation during any school year for at least 200 days (exclusive of Sundays), of which not more than five days may be counted in any one week from Sunday to Saturday inclusive:

Provided that in exceptional circumstances, the Ministry may sanction a reduction in the minimum of 200 days.

16.—(1) In this Regulation the expression "authority" means the local education authority for the area in which the school is situated.

(2) A school shall be in operation for three terms in any school year; the first term shall end in December, the second in March or April and the third in June or July.

(3) The dates of school holidays shall be determined by the authority in the case of county schools and, subject to the provisions of paragraph (4), shall be subject to the approval of the authority in the case of voluntary schools.

(4) (a) The closing of a voluntary school during term for a period of not more than three school days shall be at the discretion of the manager and any such closings shall be known as "discretionary closings".

(b) Not more than 15 school days may be reserved for "discretionary closings" within any school year.

(5) Not later than 31st March in any year the principal of every voluntary school shall furnish to the authority, in such form as the authority may prescribe, a statement (countersigned by the manager) of the dates on which it is proposed that the school will be closed in the ensuing school year, including (so far as is known at that time) the dates of "discretionary closings".

(6) (a) The authority's approval to proposals for holiday closings, as submitted in accordance with paragraph (5), shall not be unreasonably withheld and the authority shall take into account any representations made by or on behalf of the manager of a voluntary school.

(b) In the event of the authority being unwilling to approve the proposals for closings submitted in accordance with paragraph (5) (or any amended proposals submitted after consultation between the authority and the manager) the authority shall determine the date of such closings and shall notify the manager.

(c) If the manager of a voluntary school is unwilling to accept the decision of the authority about the dates of closing he may, within fourteen days of receipt of the notification referred to in the preceding sub-paragraph, refer the matter to the Ministry for final determination.

17. A teacher shall be required to be in attendance in the school in which he is engaged in teaching for at least twenty-five hours in each week in which the school is open, of which not less than twenty hours shall be devoted to class teaching in subjects of the approved time-table:

Provided that—

(a) in a school in which the approved time-table provides for less than twenty hours of class instruction per week, the condition requiring a teacher to devote at least twenty hours per week to class teaching may, with the approval of the Ministry, be relaxed; and

(b) the Ministry may relax the aforementioned condition regarding class teaching in the case of a principal, or of any teacher who is performing the duties of a principal during the principal's absence, if the Ministry is satisfied that such relaxation is desirable having regard to the duties other than teaching duties, which the principal or the teacher as the case may be, is expected to perform.

18.—(1) The Ministry may require that such of the Regulations relating to the registration and attendance of pupils as it may from time to time direct shall be complied with in the case of pupils who are over or under compulsory school age.

(2) The school authorities shall keep and preserve such records and furnish such returns as the Ministry may consider necessary.

19.—(1) A child under three years of age shall not be registered as a pupil at a school.

(2) A child who has reached the age of three years but has not reached the age of four years shall not be so registered unless he is enrolled in a nursery class.

(3) Where the Ministry considers that restriction of registration of pupils is necessary in any school it may direct that such registration in such school should be restricted to certain numbers or to children who have reached the lower limit of compulsory school age or may apply such other restriction as it thinks fit.

20. A child who is not a registered pupil of a school shall not be permitted to be in attendance at the school.

21.—(1) Subject to the provisions of paragraph (2):—

(a) a boy who is under the age of seven shall not be registered in a school in which the teaching staff does not include at least one woman teacher;

(b) a boy who is registered as a pupil in a girls' school shall cease to be so registered before the 1st August next following the date on which he reaches the age of eight years;

(c) a child shall not be registered as a pupil in an infants' school on or after the 1st August next following the date on which he reaches the age of eight years;

(d) a child shall be transferred on 1st August to a suitable secondary school if one is available and if he has attained the age of eleven years by the preceding 1st July.

(2) The Ministry may sanction the modification of the provisions of this Regulation where it is satisfied that such modification is necessary.

22.—(1) Subject to the following provisions of this Regulation an attendance shall mean an attendance on any day under instruction, other than in religious education, for a period of not less than—

(a) 3 hours in the case of a pupil enrolled in a class composed mainly of pupils who, at the beginning of the school year, had not attained the age of 8 years;

(b) 4 hours in the case of a pupil enrolled in a class composed mainly of pupils who, at the beginning of the school year, had attained the age of 8 years but had not attained the age of 11 years by the preceding 1st July;

(c) 4½ hours in the case of a pupil enrolled in a class composed mainly of pupils who had attained the age of 11 years by the 1st July preceding the beginning of the school year.

(2) In the case of a pupil to whom the provisions of sub-paragraph (b) or sub-paragraph (c) of paragraph (1) applies, an attendance shall be made in two sessions separated by a period of not less than half an hour.

(3) The Ministry may approve the modification of this Regulation in the case of pupils for whom instruction of a special nature is being provided or when there are special circumstances connected with the organisation of the school.

23. The minimum time specified in paragraph (1) of Regulation 22 may include any time occupied by a pupil:—

- (a) in undergoing inspection or treatment under a scheme approved under the School Health Service Regulations (Northern Ireland), 1948(a); or
- (b) in attending an examination; or
- (c) in taking part in organised games on not more than one day in any week in accordance with an approved time-table; or
- (d) in any other manner approved by the Ministry.

Staffing of Schools

24. The appointment of a teacher or temporary teacher shall be subject to the approval of the Ministry.

25. Subject to the provisions of Regulations 26 to 33, the number of teachers in a school, in addition to a principal, shall be as follows:—

<i>Average daily enrolment of pupils for year ending 31st December</i>	<i>Number of assistants (in addition to a principal) for the school year following</i>
At least 25 but not exceeding 64 pupils ...	1
Exceeding 64 but not exceeding 104 pupils ...	2

and so on, an extra teacher being added for each additional 40 pupils on the roll.

26.—(1) In addition to the number of teachers authorised under Regulation 25, the Ministry may sanction the appointment of additional teachers either under paragraph (2) or paragraph (3).

(2) An assistant teacher may be appointed for each 265 pupils on the average daily enrolment for the year ended 31st December; this will have effect from the beginning of the following school year.

(3) Where with the approval of the Ministry Art and Craft, Domestic Science, Music, Physical Education or Science is taught in a school and the Ministry is satisfied that suitable accommodation and equipment for the instruction of the pupils in such a subject are available an additional assistant or assistants may be appointed as follows:—

<i>Average daily enrolment of pupils in Primary 7 and above for the year ended 31st December</i>	<i>Number of assistants who may be recognised under the provisions of paragraph (3) in the school year following</i>
Exceeding 120 but not exceeding 240 ...	1
Exceeding 240 but not exceeding 360 ...	2

and so on, one assistant being added for each additional 120 pupils enrolled in Primary 7 and above.

27. The Ministry may recognise, subject to such conditions as it may determine, an assistant or assistants in excess of the number appointed under Regulations 25 and 26 if

- (a) the number of pupils enrolled is substantially greater than the figure of average daily enrolment on which, in accordance with the provisions of Regulation 25, the number of teachers to be employed in the school is based; or
- (b) educational instruction of a special or experimental nature is being provided; or
- (c) the facilities for primary education in the district have been re-arranged; or
- (d) under the provisions of Regulations which are superseded by these Regulations, a teacher has been granted a right to continued recognition in a school notwithstanding that the number of pupils enrolled in the school is not sufficient to justify such recognition; or
- (e) the number of teachers who may be recognised under Regulations 25 and 26 is insufficient because of special circumstances connected with the organisation of the school, the welfare of the pupils or the efficient discharge of their duties by the teachers in the school.

28. In the event of a dispute as to the order of seniority of assistants, other than vice-principal or holder of a post of special responsibility, the question may be referred to the Ministry for determination.

29.—(1) In a new school, in a school which has been formed by the amalgamation of two or more schools, or in a school which has been affected by a re-arrangement of the educational facilities in the district which it serves the conditions governing the recognition of teachers and the number of teachers shall be determined by the Ministry.

(2) Subject to the giving of suitable notice to the school authorities the number of teachers determined under paragraph (1) may be changed from time to time by the Ministry having regard to any substantial decrease or increase in the enrolment of the school.

(3) This Regulation shall cease to apply to a school when its category has been determined under the operation of Regulation 25.

30. The Ministry may refuse to sanction the appointment of a teacher to a school if it is not satisfied that the accommodation in the school is adequate and suitable for the provision of reasonable teaching facilities having regard to the enrolment of pupils and the organisation of the school.

31.—(1) In a school in which only one teacher is employed the teacher shall be a woman.

(2) On the occurrence of a vacancy in the post of principal in a mixed school with an average daily enrolment of fewer than 35 pupils for the year ending 31st December preceding the occurrence of the vacancy, the post shall, save in exceptional circumstances, be filled by a woman.

32. A temporary teacher may be recognised for a limited period pending the appointment of a principal or an assistant.

33. Subject to the giving of suitable notice to the school authorities, the Ministry may withdraw sanction from the appointment of an assistant teacher

in a school if the number of pupils enrolled is substantially less than the figure of average daily enrolment on which, in accordance with the provisions of Regulation 25, the number of teachers to be employed in the school is based.

34.—(1) A points score shall be determined for each school on the second Friday following the opening of the school for the second term in the school year on the basis of the enrolment of pupils in the school on that day, the number of pupils as thus ascertained being classified according to their ages as at 31st March following:—

For each pupil under 13 years of age	1 point
For each pupil aged 13 and under 15 years of age...	2 points
For each pupil aged 15 and under 16 years of age ...	4 points
For each pupil aged 16 and under 17 years of age ...	6 points
For each pupil aged 17 and over	10 points

(2) Where the points score of a school determined in accordance with paragraph (1) exceeds 200 a vice-principal shall be appointed for the school year following such determination.

(3) Where the points score determined in accordance with paragraph (1) exceeds 184 but does not exceed 200 a vice-principal may be appointed for the school year following such determination, subject to the approval of the Ministry.

(4) The appointment of a teacher to a post of vice-principal shall be subject to the approval of the Ministry.

(5) Other posts of special responsibility shall be allocated by school authorities, subject to the approval of the Ministry in respect of the duties attached to the posts, their value and the persons appointed to them, in accordance with the following table:—

<i>Points Score</i>	<i>Number of posts which may be recognised during the school year following the determination</i>
301 to 400	1
401 to 500	2
501 to 600	3
601 to 700	4
701 to 800	5
801 to 900	5
901 to 1000	6
1001 to 1100	7
1101 to 1200	8
Exceeding 1200	9

(6) In a new school, in a school which has been formed by the amalgamation of two or more schools, or in a school which has been affected by a re-arrangement of the educational facilities in the district which it serves, the number of posts of special responsibility (including that of vice-principal) shall be determined by the Ministry and such determination shall cease to have effect when an allocation of posts can be made under the operation of paragraphs (2), (3) and (5).

(7) In a school in which, in addition to a post of vice-principal, one or more posts of special responsibility are recognised, either the post of vice-principal or one of such posts of special responsibility shall, save in exceptional circumstances, be held by a woman, and in a school in which the points score exceeds 500, either the post of vice-principal or one of the posts of special responsibility shall normally be held by a woman in charge of the infants' department.

Appointment and Transfer of Teachers in County Schools

35.—(1) Every advertisement issued pursuant to sub-section (1) of Section 19 of the Act shall state—

- (a) the nature of the appointment, for example, whether principal or assistant, and, if necessary, whether a man or a woman is required;
- (b) the name, location and average daily enrolment of the school;
- (c) that forms of application and particulars of the position may be obtained on application to the local education authority;
- (d) the latest date for receiving completed application forms;
- (e) such special conditions and other relevant particulars as the local education authority may consider should be stated.

(2) Every such advertisement shall be published in such newspapers or educational journals, and with such frequency, as the Ministry, after consultation with the local education authority, may direct.

(3) The local education authority shall, after the latest date appointed as aforesaid for receiving such applications, transmit the said applications along with the particulars of the candidates to the school management committee by which the school is managed.

36.—(1) In every case in which sub-section (1) of Section 19 of the Act does not apply and which comes under paragraph (a) of sub-section (3) of the said Section 19, and in which the local education authority proposes, in pursuance of the powers contained in the last-named sub-section, to appoint or transfer a teacher to a county school, it shall be the duty of the local education authority to inform the school management committee by which the school is managed of the proposal as soon as possible after the meeting at which the resolution embodying the proposal is adopted.

(2) If the school management committee desires, under sub-section (4) of the said Section 19 of the Act, to appeal to the Ministry against the said proposal, such appeal must be lodged with the Ministry within a period of 21 days reckoned from the date of issue to the school management committee of the notification of the local education authority's proposal. Every such appeal must state clearly the grounds upon which it is made.

(3) If no appeal is received from the school management committee within the said 21 days, the Ministry shall confirm the proposed appointment or transfer if it is satisfied that it is otherwise in accordance with the Ministry's Regulations.

Recognition of Teachers

37. To be eligible for recognition by the Ministry as a qualified teacher a person must—

- (a) have completed successfully a full-time course of training approved by the Ministry; or

- (b) have been recognised by the Ministry as a trained teacher in a school prior to 16th June, 1949; or
- (c) have been admitted by the Ministry to the scale of salaries for qualified teachers by virtue of having completed twenty years' service as an unqualified teacher; or
- (d) hold such other qualifications as the Ministry may approve.

38.—(1) Subject to the provisions of Regulation 39, the Ministry may sanction the employment, as an unqualified teacher, of a person who does not fulfil the conditions for recognition as a qualified teacher, if he has reached a standard of education satisfactory to the Ministry and is otherwise suitable.

(2) A person who, before 16th June, 1949, was recognised as an untrained teacher shall, if he is not entitled to recognition as a qualified teacher, be recognised as an unqualified teacher and any conditions applicable to his employment as a teacher before 16th June, 1949, shall continue to have effect.

39.—(1) Where there is a vacancy in the teaching staff of a school and the school authorities can secure the services of either—

- (a) a qualified teacher; or
- (b) an unqualified teacher who, before 1st August, 1945, was recognised as an untrained teacher;

the Ministry shall not, save in exceptional circumstances, approve the appointment of a person who is not in either of these classes.

(2) The employment of a person who is not in one of the classes mentioned in paragraph (1) shall be temporary and shall be subject to such other conditions as the Ministry may impose.

40.—(1) The conditions governing appointments to posts of Principal, Vice-Principal or Special Responsibility shall be as follows:—

<i>Particulars of service</i>	<i>Recognition</i>
<p>A qualified teacher who has successfully completed his period of probation and is placed—</p> <ul style="list-style-type: none"> (i) on point 5 or higher of his salary scale (ii) on point 7 or higher of his salary scale (iii) on point 9 or higher of his salary scale (iv) on point 11 or higher of his salary scale 	<p>Principal in a school in which the average daily enrolment does not exceed 100.</p> <p>Vice-Principal or holder of a post of special responsibility in any school.</p> <p>Principal in a school in which the average daily enrolment does not exceed 200.</p> <p>Principal in a school in which the average daily enrolment does not exceed 300.</p> <p>Principal in any school.</p>

(2) For the purpose of this Regulation "average daily enrolment" means the average daily enrolment of the school in the preceding year ended 31st December.

(3) In any case in which the school authorities are unable to appoint to a post of principal or a post of special responsibility a teacher possessing the qualifications required by this Regulation the Ministry may recognise, for a limited period, the appointment of a teacher who is not so qualified.

(4) Notwithstanding the provisions of this Regulation, the recognition of teachers who, at 31st December, 1959, held posts of principal, vice-principal or special responsibility shall be continued to the same extent, and subject to the same conditions as to the tenure of the posts, as was accorded under the provisions of the Regulations which were in force in relation to such posts on that date.

41.—(1) Every teacher must satisfy the Ministry regarding his health and his physical capacity for teaching.

(2) The Ministry may refuse or withdraw recognition of a teacher on the grounds of inefficiency or misconduct.

42. A teacher shall not engage in any activity which, in the opinion of the school authorities or of the Ministry, would interfere with the efficient and proper discharge of his duties as a teacher.

43.—(1) If a teacher has been dismissed from his employment on grounds of misconduct, no salary shall be paid to him in respect of any period of suspension which preceded his dismissal.

(2) If a teacher has been suspended pending consideration of an allegation of misconduct and if he is not subsequently dismissed, the period of suspension shall be treated as a period of absence to which paragraph (b) or paragraph (c) of Regulation 52 applies.

44. The Ministry may, as a condition of recognition, or continued recognition, require a teacher to attend such further courses of study or to comply with such other conditions as it may determine.

Probation of Teachers

45. A teacher who is recognised under Regulation 37 shall serve a period of probation of not less than two years (which may include a period of absence approved under these Regulations), and during such period of probation his recognition as a teacher shall be provisional:

Provided that the Ministry may waive part of, or the whole of, the probationary period in the case of a teacher who has had previous approved teaching experience.

46.—(1) The Ministry's inspectors shall report to the Ministry in respect of each year of probationary service upon the manner in which the teacher has discharged his duties:

Provided that, in respect of a teacher who is engaged in giving religious instruction, the Ministry's inspectors shall not report on his efficiency in giving such instruction.

(2) After consideration of the reports furnished under the provisions of paragraph (1) the Ministry shall decide whether to confirm recognition, to refuse further recognition, or to extend the probationary period.

Emoluments of Teachers

47. The scales of salaries and allowances for teachers, including temporary teachers, employed in schools and the conditions for admission to such scales of salaries and for the granting of such allowances shall be those prescribed from time to time by the Ministry and it shall be a condition for the payment of any grant from the Ministry under the Act in respect of a school that the teachers shall be remunerated at the appropriate rates so prescribed.

48. If the principalship of a school is vacant or the principal is absent on leave without pay, the principal's allowance may be paid to a teacher who with the approval of the Ministry discharges the duties of principal for a period of at least one month.

49. After a teacher's rate of salary has been determined in accordance with the Salaries Regulations, the subsequent increments in the scale shall be granted annually on the teacher's normal incremental date:

Provided that—

(1) an increment may be withheld at any time if a teacher's service, in the judgment of the Ministry, does not reach a satisfactory standard;

(2) if an increment be withheld in any year and if, in the following year, the teacher's service reaches a satisfactory standard he may be allowed such an increase in his salary as will place him at the position in the salary scale which he would have reached had the increment not been withheld; and

(3) if increments be withheld for a period of two or more years and the teacher's service subsequently reaches a satisfactory standard he shall be entitled to one increment only with effect from the beginning of the school year in which, in the judgment of the Ministry, his service has reached such a standard, or, if he was not serving at the beginning of that school year, from the date of his resumption of service.

Absences of Teachers

50.—(1) A teacher (other than a temporary teacher) shall, subject to the provisions of these Regulations, be entitled, whilst absent owing to illness, to receive salary at the full rate for a period not exceeding six months and thereafter at one-half the appropriate full rate for a further period not exceeding six months in any period of four years' service. For the purposes of this paragraph six months shall be taken as 183 days.

(2) A teacher who has been absent owing to illness for an aggregate of twelve months in any period of four years' service, shall not, within that period, be entitled to salary for any further period of absence from duty owing to illness.

(3) For the purposes of this Regulation a period of school vacation shall be reckoned as absence owing to illness in the case of a teacher who has not resumed teaching duties after such absence for at least ten successive working days either immediately preceding or immediately succeeding the period of vacation or for at least a total of ten successive working days immediately preceding and immediately succeeding the period of vacation.

51. A teacher who is absent owing to illness shall not be entitled to salary—

(a) for more than three successive working days, or

(b) for more than ten days in the aggregate in any year ending 31st December

unless a medical certificate, specifying the nature of the illness and certifying the incapacity of the teacher for the performance of duty, is furnished to the Ministry.

52. Full salary may be paid to a teacher—

(a) for a brief period of necessary absence due to infectious disease in his home or to the serious illness or death of a near relative; or

(b) for a period not exceeding three working days where the absence is due to special circumstances; or

(c) with the approval of the Ministry, for a period exceeding three working days, where the absence is due to special circumstances.

53. Save as provided in Regulations 54, 55, 56 and 57, a period of absence in respect of which salary is not paid shall not rank as service for the purpose of the award of increments.

54.—(1) With the prior approval of the Ministry a teacher may be granted leave of absence, with or without pay as the Ministry may determine, to attend an approved course of study or training.

(2) A period of such absence shall rank for increment unless the course is such that its successful completion would qualify the teacher for higher remuneration.

55.—(1) Provided that they notify the Ministry forthwith school authorities may arrange that teaching duties in a school from which a teacher is absent shall be carried out for a limited period by a teacher seconded from another school with the consent of the school authorities concerned.

(2) Service given by a teacher under an arrangement made under paragraph (1) shall count for all purposes (including salary) as service in the school in which he is normally employed.

(3) The Ministry may for the period of a teacher's secondment sanction such appointments and the payment of such allowances as it considers necessary.

56.—(1) The Ministry may approve the secondment of a teacher for service elsewhere than in a primary school provided that he obtains beforehand the consent of the school authorities and of the Ministry.

(2) During a period of secondment a teacher shall not be entitled to receive salary as a teacher of the school from which he is seconded, but the period of secondment may be reckoned for increment as if he had continued to serve in the school from which he was seconded.

(3) The Ministry may, for the period of a teacher's secondment, sanction such appointments and pay such allowances as it considers necessary for the proper continuance of the educational facilities which the school normally provides.

57.—(1) Subject to the provisions of paragraph (6), a teacher who is a married woman shall be required to be absent from duty for a period to be determined by the school authorities of not less than 18 weeks and not more

than 26 weeks continuously during the period before and after childbirth of which not less than 11 weeks should precede the week in which the birth is due to take place.

(2) In respect of the period of absence prescribed in paragraph (1) the teacher shall be entitled to incremental credit as if it were teaching service.

(3) In exceptional circumstances the period of absence may, at the teacher's request and subject to the approval of the Ministry, be extended by the school authorities and in respect of such extension a teacher shall not be entitled to incremental credit.

(4) A teacher shall not be entitled to salary in respect of any period of absence under the provisions of this Regulation and the aforesaid period shall not be deemed to be absence owing to illness.

(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 duty 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) The period of absence determined under paragraph (1) may be reduced in any case where the school authorities and the Ministry are satisfied that the circumstances are so exceptional as to warrant such a reduction.

58. The Ministry may approve the appointment by the school authorities of a substitute for a teacher and may pay grant in respect of the substitute's salary, provided that—

- (a) the absence of the teacher is due to a cause which the Ministry considers reasonable in the circumstances; and
- (b) the Ministry is satisfied that, having regard to the estimated duration of the teacher's absence and the educational needs of the school, the appointment of a substitute is desirable.

59.—(1) To enable teachers to widen their experience, the Ministry may, on the recommendation of the school authorities, approve the interchange of teachers between two primary schools or between a primary school and a secondary school for periods not exceeding one term in duration.

(2) During the period of such interchange the service of a teacher shall count as service in the primary school in which he is normally employed.

Grants

60.—(1) Subject to the deduction of any sums properly deductible therefrom, the Ministry may pay grants under these Regulations to school authorities equal in amount to the salaries payable by the school authorities to teachers appointed in accordance with these Regulations.

(2) If the school authorities so desire, the salaries of teachers may, after the deduction of any sums properly deductible therefrom, be paid by the Ministry direct to the teachers.

(3) For the purpose of this Regulation, "teachers" includes approved temporary teachers.

61. If, in respect of any school, the school authorities fail to satisfy the requirements of these or any other relevant Regulations of the Ministry, the

Ministry may either withdraw recognition from the school after such notice, if any, as the Ministry may determine, or withhold or make deduction from grant payable under these Regulations.

62.—(1) Any personal right or privilege granted before 16th June, 1949, under Regulations made before that date and maintained by Regulation 73(2)(b) of the Primary Schools (General) Regulations (Northern Ireland), 1949(a), is hereby maintained.

(2) Subject to the provisions of the preceding paragraph such provisions of the Regulations mentioned in the Schedule to these Regulations as are in force shall be revoked and cease to have effect from the date on which these Regulations come into operation.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 26th day of April, 1961, in the presence of
the presence of

(L.S.)

A. C. Williams,
Secretary.

The Ministry of Finance for Northern Ireland hereby approves of the foregoing Regulations.

Sealed with the Official Seal of the Ministry of Finance for Northern Ireland this 26th day of April, 1961, in the presence of

(L.S.)

K. R. Shimeld,
Assistant Secretary.

SCHEDULE

Statutory Rules and Orders Revoked

<i>Year</i>	<i>Number</i>	<i>Title</i>	Regulation 62(2).
1949	100	Primary Schools (General) Regulations (Northern Ireland), 1949.	
1950	106	Primary Schools (General) (Amending) Regulations (Northern Ireland), 1950.	
1952	129	Primary Schools (General) Amending Regulations (Northern Ireland), 1952.	
1953	10	Primary Schools (General) Amending Regulations (Northern Ireland), 1953.	
1957	121	Primary Schools (General) (Amending) (No. 2) Regulations (Northern Ireland), 1957.	
1958	31	Primary Schools (General) (Amending) Regulations (Northern Ireland), 1958.	
1958	153	Primary Schools (General) (Amending) (No. 2) Regulations (Northern Ireland), 1958.	
1958	208	Primary Schools (General) (Amending) (No. 3) Regulations (Northern Ireland), 1958.	
1959	155	Primary Schools (General) (Amending) Regulations (Northern Ireland), 1959.	

(a) S.R. & O. (N.I.) 1949, No. 100.