

## Paragraph 2.

MALE WORKERS (other than Foremen or Syrup-makers) aged—

21 years and over ..	..	..	..	161	9
20 and under 21 years	..	..	..	130	9
19 " 20 "	..	..	..	114	0
18 " 19 "	..	..	..	98	6
17 " 18 "	..	..	..	82	3
16 " 17 "	..	..	..	69	6
under 16 years ..	..	..	..	56	3

## Paragraph 3.

FEMALE WORKERS (other than Forewomen or Syrup-makers) aged—

19 years and over ..	..	..	..	114	0
18 and under 19 years	..	..	..	96	3
17 " 18 "	..	..	..	82	3
16 " 17 "	..	..	..	67	3
under 16 years ..	..	..	..	56	3"

## EXPLANATORY NOTE

*(This Note is not part of the Order, but is intended to indicate its general purport.)*

This Order, which comes into operation on 15th January, 1962, amends the First Schedule to the Aerated Waters Wages Regulation Order (Northern Ireland), 1960 (Order N.I.A. (56)), as amended by the Aerated Waters Wages Regulation (Amendment) Order (Northern Ireland), 1961 (Order N.I.A. (58)), by increasing the statutory minimum remuneration fixed by those Orders.

**1961. No. 249**

[C]

**EDUCATION**

**Teachers' Salaries and Allowances**

REGULATIONS, DATED 22ND DECEMBER, 1961, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1960.

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The Ministry of Education, hereinafter called "the Ministry", in pursuance of the powers vested in it by Sections 83 and 112 of the Education Act (Northern Ireland), 1947(a), 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:—

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(a) 1947. c. 3.

## INTRODUCTION

*Citation and commencement*

1. These Regulations may be cited as the Teachers' Salaries Regulations (Northern Ireland), 1961, and shall come into operation on 1st January, 1962.

*Regulations revoked*

2.—(1) The Regulations set out in Part 1 of Schedule IX are hereby revoked to the extent indicated therein.

(2) The Regulations set out in Part 2 of Schedule IX are amended to the extent indicated therein.

*Definitions*

3.—(1) In these Regulations

“approved” means approved by the Ministry for the purposes of the context;

“employing authority” means the local education authority or, in the case of a school not under the management of a local education authority, the managers of the school;

“intermediate school” does not include a technical intermediate school;

“qualified teacher” means a teacher who is recognised as a qualified teacher in a nursery or a primary school or who is recognised under the grant conditions regulations relating to the school in which he is employed;

“recognised” means recognised by the Ministry for the purposes of the context;

“temporary teacher” means a full-time teacher in respect of whose employment an agreement is not required under Section 84 of the Act;

“unqualified teacher” means a teacher who is not recognised as a qualified teacher in the school in which he is employed; and

“working day” means a day on which a school is in operation or such other day as the Ministry may determine to be a working day for the purposes of these Regulations.

(2) In these Regulations, except where otherwise provided,

(a) “allowance” means an allowance payable under these Regulations;

(b) “salary” shall not include allowances, or compensation grants or compensation allowances payable under the Teachers' Salaries and Allowances (Compensation Grants) Regulations 1953(a), or any Regulations superseding those Regulations; and

(c) the rates indicated for salaries and allowances are rates per annum.

(3) A grammar school containing a preparatory department in addition to a secondary department shall be regarded as a single school for the purposes of these Regulations.

(4) Other expressions to which meanings have been assigned in the Nursery Schools Regulations (Northern Ireland), 1948(b), the Nursery Classes in Primary Schools Regulations (Northern Ireland), 1956(c), the Primary Schools (General) Regulations (Northern Ireland), 1961(d), the Handicapped Pupils and

(a) S.R. & O. (N.I.) 1953, No. 95; 1954, No. 120.

(b) S.R. & O. (N.I.) 1948, No. 97; 1953, No. 12; 1953, No. 90.

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

(d) S.R. & O. (N.I.) 1961, No. 104.

Special Schools Regulations (Northern Ireland), 1957(a), the Intermediate School (Grant Conditions) Regulations, 1958(b), or the Grammar School (Grant Conditions) Regulations, 1956(c), shall have for the purposes of these Regulations the same respective meanings in relation to the schools to which those Regulations respectively apply.

#### *Application*

4.—(1) These Regulations shall apply to teachers employed in grant-aided schools other than technical intermediate schools.

(2) In the Regulations which follow, except where otherwise indicated, "teacher" means a full-time qualified teacher.

#### SALARIES

#### *Salary Scales*

5.—(1) Subject to the provisions of these Regulations the scales of salary for teachers shall be those set out in Schedule I.

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

Provided that a teacher in an intermediate school other than a university graduate, who under the Regulations for Technical Teachers, 1937, was 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 Schedule II.

(3) Scale II shall apply to—

- (a) teachers, other than teachers to whom paragraph (4) applies, who have successfully completed a full-time three-year course of training at an approved training college;
- (b) teachers who have successfully completed a full-time two-year course of training after 31st December, 1950, and who have in addition successfully completed a further year of approved full-time training;
- (c) teachers, other than teachers to whom paragraph (4) applies, who successfully completed a full-time two-year course of training at an approved training college not later than 31st December, 1950;
- (d) teachers, other than teachers to whom paragraph (4) applies, who successfully completed an approved course of training under the Emergency Training Scheme or under a corresponding scheme in Great Britain not later than 31st December, 1950.

(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 successfully completed a full-time three-year course of training at an approved training college and who have in addition successfully completed a further year of approved full-time training;

(a) S.R. & O. (N.I.) 1957, No. 153; 1959, No. 83; 1961, No. 154.

(b) S.R. & O. (N.I.) 1958, No. 100; 1958, No. 111; 1959, No. 147; 1961, No. 73; 1961, No. 162.

(c) S.R. & O. (N.I.) 1956, No. 110; 1957, No. 34; 1957, No. 118; 1958, No. 98; 1958, No. 112; 1959, No. 20; 1959, No. 148; 1959, No. 157.

- (c) teachers who successfully completed a full-time two-year course of training at an approved training college not later than 31st December, 1950, and who have in addition successfully completed a further year of approved full-time training; and
- (d) teachers who successfully completed an approved course of training under the Emergency Training Scheme or under a corresponding scheme in Great Britain not later than 31st December, 1950, and who have in addition successfully completed a further year of approved full-time training.
- (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) Subject to the provision of paragraph (8), Scale IV shall apply to—
- (a) teachers, other than those eligible for admission to Scale V, who hold a university degree which is recognised by the Ministry for teaching purposes and has been obtained as a result of not less than three years' full-time study at an approved university or college; and
- (b) teachers who hold a qualification adjudged by the Ministry to be equivalent to such degree having regard to the nature of the qualifications and of the course of full-time study (or study and training) followed in respect thereof, and to the length of the period during which such study (or study and training) was followed.
- (7) Subject to the provisions of paragraph (8), Scale V shall apply to—
- (a) teachers who hold a first or second class honours degree which is recognised by the Ministry for teaching purposes and has been obtained as a result of not less than three years' full-time study at an approved university or college; and
- (b) teachers who hold a qualification adjudged by the Ministry to be equivalent to such honours degree, having regard to the nature of the qualification and of the course of full-time study (or study and training) followed in respect thereof, and to the length of the period during which such study (or study and training) was followed.
- (8) Teachers who were—
- (a) in teaching service on or before 31st December, 1961; and
- (b) were placed on Scale IV or Scale V in accordance with the Ministry's Regulations in force when they were in such service; and
- (c) were placed on Scale IV or Scale V under the Ministry's Regulations in force on 31st December, 1961, or would have been entitled to be so placed if they had then been in teaching service,

shall continue to be entitled under these Regulations to be placed on Scale IV or Scale V as the case may be.

#### INCREMENTS

##### *Credit for training and research*

6.—(1) Where a teacher who satisfies the requirements prescribed herein for admission to Scale IV or Scale V, but who does not satisfy the requirements of paragraphs (2) or (3), has successfully completed—

- (a) a full-time post-graduate year of approved training; or

- (b) an approved full-time combined course of training and university study of at least four years' duration; or
- (c) 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 satisfies the conditions for admission to Scale IV or Scale V; or
- (d) four years' approved full-time study resulting in the award of a degree; or
- (e) a period of approved full-time study resulting in the award of a degree together with a period of approved full-time training, post-graduate study, advanced work or research, such periods amounting in the aggregate to not less than four years,

the rate of salary otherwise payable to the teacher shall be increased by an amount equal to the next increment of the scale.

(2) Where a teacher who satisfies the requirements prescribed herein for admission to Scale IV or Scale V, but who does not satisfy the requirements of paragraph (3), has successfully completed—

- (a) four years' approved full-time study resulting in the award of a degree and in addition a full-time year of approved training; or
- (b) a period of full-time study resulting in the award of a degree followed by a period of approved full-time post-graduate study, advanced work or research, such periods amounting in the aggregate to not less than five years; or
- (c) an approved full-time combined course of training and university study of at least five years' duration; or
- (d) five years' approved full-time study resulting in the award of a degree,

the rate of salary otherwise payable to the teacher shall be increased by an amount equal to the sum of the next two increments on the scale.

(3) Where a teacher who satisfies the requirements prescribed herein for admission to Scale IV or Scale V has successfully completed a period of approved full-time study resulting in the award of a degree together with a period of approved full-time training, post-graduate study, advanced work or research (or of any combination of such training, post-graduate study, advanced work or research), such periods amounting in the aggregate to not less than six years, the rate of salary otherwise payable to the teacher shall be increased by an amount equal to the sum of the next three increments on the scale:

Provided that not more than one year of approved training shall be taken into account in calculating such aggregate period of six years.

(4) Where the rate of salary otherwise payable to a teacher is increased in accordance with the provisions of this regulation the scale applicable to the teacher shall—

- (a) in the case of a teacher to whom paragraph (1) applies, be extended by one increment,
- (b) in the case of a teacher to whom paragraph (2) applies, be extended by two increments, and
- (c) in the case of a teacher to whom paragraph (3) applies, be extended by three increments.

(5) Each increment to which paragraph (4) applies shall be an increment of £30.

(6) In this Regulation the term "degree" includes a qualification adjudged by the Ministry to be equivalent to a degree under Regulation 5.

*Credit for full-time service and employment*

7. A teacher shall be placed on the salary scale applicable to him and shall receive credit in accordance with the provisions of Schedule III.

*Award of annual increments*

8. After a teacher's rate of salary has been determined subsequent increments in the scale shall be granted annually on the teacher's normal incremental date: provided that

- (a) the Ministry may at any time withhold an increment or require it to be withheld if a teacher's service, in the judgment of the Ministry, does not reach a satisfactory standard;
- (b) if an increment is withheld at any incremental date or at any two or more successive incremental dates and if, at the next following incremental date, the teacher's service has, in the judgment of the Ministry, reached a satisfactory standard he may, at the discretion of the Ministry, be allowed two increments (instead of one increment) in the appropriate scale.

*Credit for periods of absence*

9.—(1) Periods of absence for which a teacher is entitled to full salary or salary at one half of the full rate shall be regarded as teaching service for the purposes of these Regulations.

(2) Except as is otherwise provided in these Regulations a period of absence in respect of which salary is not paid shall not be regarded as teaching service for the purposes of these Regulations.

ALLOWANCES

*Points Scores*

10.—(1) Except as provided in paragraphs (3) and (4), a points score shall be determined for each primary, intermediate or grammar school in respect of each school year on the basis of the enrolment of pupils in each school, including pupils enrolled in nursery classes in primary schools, on the second Friday following the opening of the school for the second term in the preceding school year, the number of such pupils being classified according to their ages at 31st March following this opening as follows:

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

(2) A points score shall be determined for each special school in respect of each school year on the basis of the number of pupils enrolled in the school on the second Friday following the opening of the school for the second term in the preceding school year, the number of pupils thus ascertained being classified according to the type or types of special educational treatment provided for them as follows—

Delicate pupils ... ..	2 points
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Educationally sub-normal, epileptic and physically handicapped pupils; pupils attending hospital schools ... ..	3 points
Blind, partially sighted and maladjusted pupils ...	4 points
Deaf and partially deaf pupils ... ..	6 points.

(3) For the purpose of determining the amount of principals' and vice-principals' allowances in primary schools the points score of the school shall be that which the school would have if all pupils in the school at any relevant time were under 13 years of age.

(4) In the case of a school not recognised for the preceding school year, or of a school which is formed by the amalgamation of two or more grant-aided schools, or in a primary school which has been affected by a rearrangement of the educational facilities in the district which it serves, or in other exceptional circumstances the Ministry may determine a points score for the school for any particular purpose of these Regulations.

#### *Principals*

11.—(1) Subject to the provisions of this Regulation, the principal of a school shall in addition to his salary under the appropriate scale receive a principal's allowance determined by reference to the points score of the school in accordance with Schedules IV or V as the case may be.

(2) Until he has fulfilled the conditions required by the Primary School (General) Regulations (Northern Ireland), 1961, for his appointment, the principal of a primary school shall receive the principal's allowance appropriate to the school in accordance with Part 2 of Schedule IV.

(3) If a teacher in a primary school holds a principalship for which he is eligible under the Primary School (General) Regulations (Northern Ireland), 1961, and the enrolment of the school increases so as to warrant the raising of the grade of the principalship to a grade for recognition in which the teacher is not yet eligible under the said Regulations the provisions of paragraph (2) shall not apply so as to reduce the rate of the allowance to which he was entitled under Schedule IV before such increase took place.

(4) The scales of allowances payable to principals of primary schools shall apply to superintendent teachers in nursery schools.

(5) An unqualified teacher serving temporarily as principal in a primary school shall, during such service, receive a principal's allowance in accordance with Part 3 of Schedule IV. For the purposes of the said Part 3 the average enrolment of the school for the preceding year shall be the average daily enrolment of pupils (including pupils in nursery classes), for the preceding year ended on 31st December.

(6) An unqualified teacher serving temporarily as principal in a special school shall, during such service, receive a principal's allowance of such amount as the Ministry may approve.

#### *Acting principals*

12. If the principalship of a school is vacant or if the principal is absent on leave without pay, the Ministry may, where it considers it reasonable, approve of the temporary appointment of an acting principal; and an acting principal so appointed may be paid an allowance of such amount as the Ministry may approve not exceeding the appropriate principal's allowance.



*Vice-Principals*

13.—(1) In a primary, intermediate or grammar school with a points score exceeding 200, or a special school with a points score exceeding 180, a vice-principal shall be appointed.

(2) In a primary, intermediate or grammar school with a points score exceeding 164 but not exceeding 200, or a special school with a points score exceeding 139 but not exceeding 180, a vice-principal may be appointed if the Ministry so approves.

(3) In addition to his salary under these Regulations a vice-principal shall receive a vice-principal's allowance determined by reference to the points score of the school in accordance with Schedule IV or Schedule V as the case may be.

*Posts of Second Master or Second Mistress*

14.—(1) In an intermediate or grammar school which is a school for both boys and girls and has a points score exceeding 1,000, a teacher of the opposite sex to that of the vice-principal may with the approval of the Ministry be designated as second master or mistress as the case may be.

(2) A teacher so designated shall receive such allowance not exceeding four-fifths of the vice-principal's allowance as the Ministry may approve.

*Graded Allowances*

15.—(1) Subject to the provisions of these Regulations there may be paid in a school allowances (hereinafter referred to as "graded allowances") in respect of such number of posts and of such maximum aggregate value as are indicated in Schedule VI or Schedule VII (as the case may be) as appropriate to the points score of the school and the type of school.

The teachers to whom such allowances may be paid shall, without prejudice to the power of the employing authority to pay such allowances to other teachers in special circumstances, include heads of departments and teachers undertaking special responsibility or special work of an advanced character.

(2) The value of each grade of graded allowance shall be as follows—

<i>Grade of Allowance</i>	<i>Value of Allowance</i>
	£
1 ... ..	100
2 ... ..	130
3 ... ..	165
4 ... ..	200
5 ... ..	230
6 ... ..	260
7 ... ..	355
8 ... ..	450
9 ... ..	545

(3) Subject to the provisions of these Regulations and to the approval of the Ministry, the employing authority shall determine the grade of each such allowance, the duties to be attached to each post carrying such an allowance and the teacher to be appointed thereto.

(4) The maximum graded allowance payable to a teacher shall not exceed—

(a) in a primary or special school ... .. £165

- (b) in an intermediate school ..... £355  
 (c) in any school—the allowance payable to the vice-principal of the school.

(5) A teacher shall not receive more than one graded allowance at any time, or receive a graded allowance at any time when he is entitled to an allowance under Regulations 11 to 14.

(6) (a) If in any special school on 31st December, 1961,

- (i) the number of allowances paid in respect of posts of special responsibility other than the post of vice-principal (hereinafter referred to as "responsibility allowances") exceeds the number of graded posts appropriate to the school in accordance with these Regulations; or  
 (ii) the aggregate value of such responsibility allowances exceeds the maximum aggregate value of graded allowances appropriate to the school in accordance with these Regulations

a teacher who on the said 31st December held a responsibility allowance in the school shall continue to be entitled thereto so long as with the approval of the employing authority and of the Ministry he carries out the duties allocated to the post of special responsibility.

(b) In any school in which any responsibility allowance continues to be payable under sub-paragraph (a), no graded allowance shall be awarded to any teacher nor shall any responsibility allowance or graded allowance be increased if the effect of such award or increase would be that

- (i) the aggregate of the number of responsibility allowances and graded allowances in the school exceeded the number of graded allowances authorised by these Regulations; or  
 (ii) the aggregate value of the said responsibility allowances and graded allowances in the school exceeded the maximum aggregate value of the graded allowances authorised by these Regulations.

*Principals, vice-principals and graded posts—Miscellaneous*

16.—(1) The allowances payable in accordance with these Regulations to principals and vice-principals and to teachers who hold graded allowances shall for any school year be those appropriate to the points score of the school for the same school year:

Provided that the principal's allowance payable to an unqualified teacher serving temporarily as principal in a primary school shall for any school year be that appropriate to the average enrolment of the school in the preceding year ending on 31st December.

(2) In a primary school in which, in addition to a post of vice-principal, one or more graded allowances are authorised, either the post of vice-principal or one of the posts to which a graded allowance is attached shall unless the Ministry otherwise approves be held by a woman, and in a primary school in which the points score exceeds 500 either the post of vice-principal or one of the graded allowances shall normally be held by a woman in charge of the infants' department.

*Allowances for teachers of ascertained handicapped pupils*

17.—(1) A teacher in a special school shall receive, in addition to the salary and allowances otherwise payable under these Regulations, a special schools allowance of £70.

(2) A teacher of deaf, partially deaf or blind pupils in a special school, who holds such qualifications as the Ministry may prescribe, shall receive a further special schools allowance of £60.

(3) A teacher of a special class of ascertained handicapped pupils in a primary or an intermediate school may, at the discretion of the local education authority and with the approval of the Ministry, receive a special class allowance of £70 in addition to any other allowance to which he may be entitled under these Regulations.

(4) A teacher of a special class of partially-deaf pupils in a primary or an intermediate school who holds such qualifications as the Ministry may approve shall receive a further special class allowance of £60.

*Allowances for certain degrees*

18.—(1) (a) A 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 does not entitle him to be placed on Scale IV shall receive, in addition to the appropriate scale salary, an allowance of £100;

(b) a 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 does not entitle him to be placed on Scale V shall receive, in addition to the appropriate scale salary, an allowance of £200;

(c) a 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 does not entitle him to be placed on Scale V shall receive, in addition to his salary on Scale IV, an allowance of £100:

Provided that if, in the case of a teacher who is placed on Scale III in accordance with the provisions of sub-paragraphs (c) and (d) of paragraph (4) of Regulation 5, the sum of the teacher's scale salary and any allowance payable under this paragraph exceeds the scale salary which the teacher would receive if eligible for admission to Scale IV or Scale V, as the case may be, the said allowance shall be reduced by the amount of the excess.

(2) A teacher (other than a teacher on Scale III) who before 1st October, 1956, held a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) which does not entitle him to be placed on Scale IV or Scale V and who under the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1957, or the Intermediate School (Salaries and Allowances of Teachers) Regulations, 1957, or the Grammar School (Salaries and Allowances of Teachers) Regulations, 1957, or the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1958, did not accept the allowance payable in respect of the aforesaid degree or other qualification shall not be entitled to the appropriate allowance specified in paragraph (1) and

(a) where he holds a qualification specified in sub-paragraph (a) of paragraph (1) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale and after remaining for two years at that point shall then proceed by the extension of that scale set out in Schedule I, to the maximum of Scale IV;

- (b) where he holds a qualification specified in sub-paragraph (b) of paragraph (1) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale and shall then proceed by the extension of that scale set out in Schedule I to the maximum of Scale IV, and after remaining for two years at that point he shall proceed to the maximum of Scale V by the extension of Scale IV set out in Schedule I; or
- (c) where he holds a qualification specified in sub-paragraph (c) of paragraph (1) he shall proceed by annual increments in the normal way to the maximum of Scale IV, or, in the case of a teacher to whom Regulation 6 applies, to the maximum of such scale increased by the additional amount payable to the teacher in accordance with that Regulation; after remaining for two years at that point he shall proceed by increments of £30, £30 and £50 successively to the maximum of Scale V, or in the case of a teacher to whom Regulation 6 applies to the maximum of such scale increased by the additional amount payable as aforesaid.
- (3) The provision of paragraph (2) 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 an allowance in respect of a qualification specified in paragraph (1).

(4) A qualified teacher who holds a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) which does not entitle him to be placed on Scale IV or Scale V and who under the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1954, or the Intermediate School (Salaries and Allowances of Teachers) Regulations, 1954, or the Grammar School (Salaries and Allowances of Teachers) Regulations, 1954, or the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1954, elected to relinquish the allowance payable in respect of the aforesaid degree or other qualification and who since 1st October, 1956, has not been in recognised teaching service may abrogate his election by giving notice to the Ministry to that effect within three months of his first re-entry to recognised teaching service and thereupon shall be entitled as from the date of his re-entry to teaching service to the appropriate allowance specified in paragraph (1).

(5) A teacher on Scale III who holds a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) which does not entitle him to be placed on Scale IV or Scale V and who under the Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1957, or the Intermediate School (Salaries and Allowances of Teachers) Regulations, 1957, or the Grammar School (Salaries and Allowances of Teachers) Regulations, 1957, or the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1958, did not accept the allowance payable in respect of the aforesaid degree or other qualification shall, notwithstanding his election to relinquish the allowance, receive the appropriate allowance specified in paragraph (1).

### Definitions

#### ABSENCES OF TEACHERS

##### 19. In Regulations 20 to 23

“teacher” means a teacher in respect of whose employment an agreement is required under Section 84 of the Act; and

“salary” includes any allowances to which the teacher is entitled hereunder and any compensation grants payable under the Teachers’ Salaries and

Allowances (Compensation Grants) Regulations, 1953, or any compensation allowances payable under any Regulations superseding those Regulations.

*Absence due to illness*

20.—(1) A teacher shall, subject to the provisions of these Regulations, be entitled, while absent because of illness, to receive salary at the full rate for a period not exceeding six months and thereafter salary at one half of the 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 because of 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 because of illness.

(3) A teacher who is absent because of illness and who does not resume his teaching duties for ten successive working days immediately before, or immediately after, or immediately before and after a period of school vacation shall be regarded as absent because of illness for that period of vacation.

(4) A teacher who is absent because of illness shall not be entitled to salary

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

(b) for more than ten working days in all 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 through the employing authority to the Ministry or, in the case of a teacher in a primary school, is furnished to the Ministry.

*Absence for other causes*

21. 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;

(b) for a period of absence not exceeding three working days, due to special circumstances; or

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

*Maternity leave*

22.—(1) Subject to the provisions of paragraphs (3) and (6), a teacher who is a married woman shall be required to be absent from duty for a period to be determined by the employing authority 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 employing authority and in respect of such extension the 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 such period shall not be regarded as absence owing to illness.

(5) On the expiry of the period of absence required 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 because of 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 employing authority and the Ministry are satisfied that the circumstances are so exceptional as to warrant such a reduction.

#### *Leave for other purposes*

23.—(1) Subject to the approval of the Ministry a teacher may be granted leave of absence by the employing authority, with or without pay as may be approved by the Ministry, to attend an approved course of study or training or for such other purposes as the Ministry may approve.

(2) A period of such absence shall, unless the Ministry otherwise determines, rank for increment except where the completion of a course would qualify the teacher for higher remuneration.

### UNTRAINED TEACHERS

#### *Certain untrained teachers in primary schools*

24.—(1) Untrained teachers in primary schools who were placed on Scale I in accordance with paragraphs (2) and (3) of Regulation 6 of the Public Elementary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1946 (hereinafter called "the 1946 Regulations"), shall receive incremental credit at the rate of one increment for each three years of satisfactory service before 1st April, 1945, subject to a minimum period of three years: provided that in computing the service eligible for such incremental credit there shall first be deducted from the total number of years of satisfactory service given before 1st April, 1945, the number of years of incremental credit on Scale I given to the teacher at 1st April, 1945, in accordance with the 1946 Regulations, plus 20 years.

(2) Untrained teachers in primary schools who were placed on Scale I in accordance with paragraph (3) of Regulation 7 of the 1946 Regulations shall receive incremental credit at the rate of one increment for each three years (instead of one increment for each four years) of satisfactory service in excess of 20 years given before 1st April, 1945, subject to a minimum period of three years of such service.

(3) Untrained teachers in primary schools who were placed on Scale I in accordance with sub-paragraph (b) of paragraph (4) of Regulation 7 of the 1946 Regulations shall receive incremental credit at the rate of one increment for each three years of satisfactory service given before 1st October, 1947, subject to a minimum period of three years of such service.

(4) In assessing each period of three years under this Regulation, a period which exceeds a multiple of three by not less than two shall be treated as if it were the next higher multiple of three.

## UNQUALIFIED TEACHERS

*Minimum Salary*

25.—(1) Except as otherwise provided in these Regulations, the rates of remuneration for full-time unqualified teachers in primary schools shall be those set out in Schedule VIII.

(2) The minimum rate of remuneration for full-time unqualified teachers in intermediate, special or grammar schools shall be £355.

*Appointed in primary schools before 1st August, 1945*

26. Unqualified teachers in primary schools who were appointed in primary schools before 1st August, 1945, shall, after the completion of 20 years' satisfactory service, be placed on Scale I at a point two increments above the minimum of the scale and shall thereafter be eligible to proceed to the maximum of the scale in the ordinary way.

*Women in primary schools appointed before 1st January, 1947*

27. The salary scales for full-time unqualified women teachers in primary schools who were appointed as unqualified teachers (other than as locum tenens or substitute teachers) in primary schools before 1st January, 1947, shall be those set out in Schedule VIII, Part 1.

*Women in primary schools appointed on or after 1st January, 1947*

28.—(1) The rates of salary set out in Schedule VIII, Part 2, shall be paid to full-time unqualified women teachers in primary schools first appointed in primary schools on or after 1st January, 1947, provided that they hold the Ministry's Grammar School Senior Certificate or have attained an equivalent or higher standard of education.

(2) The rates of salary set out in Schedule VIII, Part 3, shall be paid to full-time unqualified teachers in primary schools (other than women teachers under Regulation 27 and under paragraph (1) of this Regulation) who were first appointed in primary schools on or after 1st January, 1947.

*Degree allowances*

29.—(1) A full-time unqualified teacher in a primary school who holds a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) which if he were a qualified teacher would be recognised for teaching purposes shall receive, in addition to the appropriate rate of salary under Regulation 27 or Regulation 28, an allowance in accordance with Schedule VIII, Part 4.

(2) The total annual remuneration under this Regulation of a full-time unqualified teacher in a primary school, exclusive of any allowance payable to such teacher as a temporary principal, shall not exceed £575.

## TEMPORARY TEACHERS

*Remuneration*

30.—(1) A temporary teacher, including an unqualified teacher, shall be remunerated for each working day at the rate of 1/200th of the annual salary which he would receive if he were employed in a permanent capacity: provided that in a school other than a primary school such a teacher may with the approval of the Ministry be paid salary as though he were employed in a permanent capacity.

(2) In the case of any teacher to whom, in respect of any period of service, remuneration is paid on a daily basis in accordance with the provisions of paragraph (1) each working day shall, for the purposes of increment if he is being paid on an incremental scale, and for such other purposes as the Ministry may determine, be reckoned as 1/200th of a year of service: provided that in any twelve consecutive months any such period of service together with any other period of teaching service which such teacher may perform during that time shall not be reckoned as more than one year of service.

(3) For the purposes of this Regulation

(a) not more than five working days shall be counted in any one week; and

(b) "salary" includes any allowances to which the temporary teacher is entitled hereunder and any compensation grants or compensation allowances payable under the Teachers' Salaries and Allowances (Compensation Grants) Regulations, 1953, or any Regulations superseding those Regulations.

#### PART-TIME TEACHERS

##### *Remuneration*

31. The minimum rate of remuneration of part-time teachers shall be 11s. 0d. per hour: provided that

(a) such teachers may, in such circumstances as the Ministry may approve, be paid salary in accordance with the appropriate scale for full-time teachers; and

(b) the Ministry may authorise lower rates of pay in the case of part-time teachers of music or other subjects where the classes consist of individual pupils.

#### MISCELLANEOUS

##### *Deductions for board and lodging*

32. In any case where a teacher in a grammar school receives free board or free lodging or both free board and free lodging as part of his remuneration, a deduction may be made by the school authorities from the salary payable to him under these Regulations, at a rate not exceeding £50 per annum in lieu of such board or lodging or board and lodging, as the case may be.

##### *Deductions for compensation awarded under the Government of Ireland Act*

33. The rate of salary otherwise payable under these Regulations to a teacher to whom compensation has been awarded by the Civil Service Committee under the provisions of the Government of Ireland Act, 1920(a), by reason of his removal from office in consequence of the transfer of Model Schools to local education authorities and who is re-employed as a teacher subsequent to such removal shall be reduced by an amount equivalent to the rate of compensation payable.

##### *Safeguarding of existing salaries*

34. A teacher in recognised teaching service on 31st December, 1961, shall not receive by reason of the operation of these Regulations a lesser rate of salary than he received under the Regulations in force on that date.

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(a) 10 & 11 Geo. 5. c. 67.



Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 22nd day of December, nineteen hundred and sixty-one, in the presence of

(L.S.)

A. C. Williams,  
Secretary.

## SCHEDULE I

Regulation 5

## Scales of Salary

Point on Scale	I	II	III	IV	V
1	545	575	620	690	790
2	575	605	650	720	820
3	605	635	680	750	850
4	635	665	735	780	880
5	665	720	795	835	935
6	720	775	825	890	990
7	775	805	855	920	1,020
8	805	835	885	950	1,050
9	835	865	915	980	1,080
10	865	895	945	1,010	1,110
11	895	925	975	1,040	1,140
12	925	955	1,005	1,070	1,170
13	955	985	1,035	1,100	1,200
14	985	1,015	1,085	1,130	1,230
15	1,015	1,065	1,140	1,185	1,290
16	1,065	1,120	1,210	1,250	1,360
17	1,120	1,190	1,240	1,320	1,430
18	1,190				
Extension of Scale, Regulation 18	1,220 1,250 1,280 1,320	1,220 1,250 1,280 1,320		1,350 1,380 1,430	

## SCHEDULE II

Regulation 5(2)

A First Class Certificate (Advanced Stage) of the Royal Society of Arts, or a Teacher's Diploma of the Faculty of Teachers in Commerce or of Pitman's or the Gregg Association, in respect of the subject named on the Certificate, if accompanied by certificates in English and three other commercial subjects, provided that

- (a) of the certificates in English and three other commercial subjects, at least two shall be of the standard specified above, e.g., First Class (Advanced Stage) or Teacher's Diploma;
- (b) evidence of a standard of general education satisfactory to the Ministry shall be accepted in lieu of a certificate in English; and
- (c) evidence of commercial experience satisfactory to the Ministry shall be accepted in lieu of a certificate in Commerce.

## SCHEDULE III

**Service and employment recognised for the purposes of Regulation 7**

Credit for the following full-time service and employment shall be given for incremental purposes in the appropriate salary scale as if it were teaching service to the extent specified in the table:

Provided that

(1) service and employment given before attaining the age of 18 years shall not be counted;

(2) teaching service given before the teacher possessed the qualifications required for admission to the salary scales shall not, save as provided for in (k), be counted; and

(3) full-time teaching service shall be taken to include one-half of corresponding part-time teaching service of not less than 10 hours per week, unless such part-time service was concurrent with other service which is allowed to count in full.

<i>Type of Service</i>	<i>Extent of Incremental Credit</i>
(a) Teaching service in recognised schools or institutions in Northern Ireland.	Credit in full.
(b) Teaching service in unrecognised schools in Northern Ireland.	To such extent as the Ministry may determine after such enquiry as it thinks fit.
(c) Teaching service in schools in Great Britain.	To such extent as the service would be admitted by the appropriate local education authority in Great Britain.
(d) Teaching service in schools elsewhere in the British Commonwealth.	To such extent as the Ministry may determine after such enquiry as it thinks fit.
(e) Teaching service in schools in the Republic of Ireland.	Credit in full if the schools are recognised by the Department of Education for the Republic.
(f) Teaching service in schools in other countries.	To such extent as the Ministry may determine.
(g) Service on the staffs of university institutions and training colleges in the British Commonwealth or the Republic of Ireland.	To such extent as the Ministry may determine.
(h) (i) Service with the forces of the Crown or Allied Powers, or internment in an enemy country as a civilian prisoner, during the European War, 1914/1919.	Credit in full.
(ii) War Service as it was defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland), 1939.	
(iii) National Service under the provisions of the National Service Act, 1948, or any amendment of that Act.	

<i>Type of Service</i>	<i>Extent of Incremental Credit</i>
(j) Experience in industry or commerce or in research or professional work other than teaching after the teacher has attained the age of 21 years, where such experience is likely to be of value to the teacher in the performance of his duties.	At the discretion of the Ministry, credit up to a maximum aggregate of 12 increments for (j) and (k): provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments.
(k) In the case of a teacher who became qualified after attaining the age of 21 years, time spent in teaching, professional, clerical, social or other gainful employment.	At the rate of one increment for each period of three years' employment up to a maximum aggregate of 12 increments for (j) and (k): provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments.
(l) Such other service or employment as in the opinion of the Ministry should be recognised.	To such extent as the Ministry may determine.
(m) In the case of a teacher recognised as qualified under the Primary Schools (General) Regulations (Northern Ireland), 1961, satisfactory service given as a substitute or as a locum tenens teacher.	Full credit.

#### SCHEDULE IV

*Regulations 11 and 13*

##### PART 1

#### Primary, intermediate and grammar schools: principals' and vice-principals' allowances

<i>Points score</i>	<i>Principal's allowance</i>	<i>Vice-principal's allowance</i>
	£	£
1 — 40	165	—
41 — 100	235	—
101 — 200	305	100
201 — 300	370	110
301 — 400	430	140
401 — 500	490	170
501 — 600	550	200
601 — 700	600	230
701 — 800	650	260
801 — 900	700	285
901 — 1000	750	310
1001 — 1100	800	335
1101 — 1200	850	360
1201 — 1300	900	385
1301 — 1400	950	410
1401 — 1600	1,000	435
1601 — 1800	1,050	460
1801 — 2000	1,100	485
2001 — 2200	1,150	510
2201 — 2400	1,200	535
2401 — 2700	1,250	560
2701 — 3000	1,310	585
3001 — 3300	1,370	610

<i>Points score</i>	<i>Principal's allowance</i>	<i>Vice-Principal's allowance</i>
3301 — 3700	1,430	635
3701 — 4100	1,490	660
4101 — 4600	1,550	685
4601 — 5100	1,610	710
5101 — 5600	1,670	735
5601 — 6100	1,730	760
6101 — 6600	1,790	785
6601 +	1,850	810

## PART 2

*Regulation 11(2)***Primary schools: principals to whom paragraph (2) of Regulation 11 applies**

Principals to whom paragraph (2) of Regulation 11 applies shall receive the principal's allowance appropriate to the school in accordance with Part 1 of this Schedule, less £60, subject to a maximum of £255.

## PART 3

**Primary Schools: Allowances for unqualified teachers serving temporarily as Principals**

<i>Average enrolment for preceding year</i>	<i>Allowance</i>
	£
Not exceeding 25 pupils .. .. .	55
Exceeding 25 pupils but not exceeding 65 pupils ..	85
Exceeding 65 pupils .. .. .	110

## SCHEDULE V

*Regulations 11 and 13***Special schools: principals' and vice-principals' allowances**

<i>Points score</i>	<i>Principal's allowance</i>	<i>Vice-principal's allowance</i>
	£	£
60 or less	230	—
61 — 180	305	100
181 — 360	380	110
361 — 540	455	145
541 — 780	525	180
781 — 1020	595	215
1021 — 1260	655	250
1261 +	715	285

## SCHEDULE VI

Regulation 15

## Graded allowances—primary, intermediate and grammar schools

Points Score	Primary Schools		Intermediate Schools		Grammar Schools	
	Maximum Aggregate Value of Allowances £	Number of Posts	Maximum Aggregate Value of Allowances £	Maximum Number of Posts	Maximum Aggregate Value of Allowances £	Number of Posts
1 — 40	—	—	—	—	—	—
41 — 100	—	—	—	—	—	—
101 — 200	—	—	—	—	—	—
201 — 300	—	—	200	2	—	—
301 — 400	100	1	300	3	600	—
401 — 500	200	2	400	4	800	—
501 — 600	300	3	550	5	1,050	—
601 — 700	400	4	700	7	1,300	—
701 — 800	500	5	850	8	1,550	—
801 — 900	600	5	1,000	9	1,800	—
901 — 1000	700	6	1,150	10	2,050	—
1001 — 1100	800	7	1,350	11	2,300	—
1101 — 1200	900	8	1,550	13	2,550	—
1201 — 1300	1,000	9	1,750	14	2,775	—
1301 — 1400	1,100	10	1,950	16	3,000	—
1401 — 1600			2,150	17	3,450	—
1601 — 1800			2,350	19	3,900	—
1801 — 2000			2,550	21	4,350	—
2001 — 2200			2,750	23	4,800	—
2201 — 2400			3,000	25	5,250	—
2401 — 2700			3,250	27	5,850	—
2701 — 3000					6,450	—
3001 — 3300					7,000	—
3301 — 3700					7,700	—
3701 — 4100					8,400	—
4101 — 4600					9,100	—
4601 — 5100					9,800	—
5101 — 5600					10,400	—
5601 — 6100					11,000	—
6101 — 6600					11,500	—
6601 +					12,000	—

The number of posts to be determined by the employing authority subject to the approval of the Ministry

In a primary school with a points score exceeding 264 but not exceeding 300 one Grade I allowance may be allocated by the employing authority with the approval of the Ministry.

## SCHEDULE VII

Regulation 15

## Graded Allowances—Special Schools

<i>Points score</i>	<i>Maximum aggregate value of allowances</i>	<i>Maximum Number of posts</i>
	£	
361 — 540	100	1
541 — 780	200	2
781 — 1020	400	4
1021 — 1260	600	6
1261 +	800	8

In a special school with a points score exceeding 299 but not exceeding 360 a Grade I allowance may be allocated by the employing authority with the approval of the Ministry.

## SCHEDULE VIII

## Unqualified teachers in primary schools

## PART 1

## UNQUALIFIED WOMEN TEACHERS—REGULATION 27

<i>Year of Service</i>	<i>Salary</i>
	£
2	400
3	410
4	425
5	440
6	455
7	470
8	485
9	500
10	515
11	530
12	545
13	560
14	575

## PART 2

## UNQUALIFIED WOMEN TEACHERS—REGULATION 28(1)

Total service less than two years .. .. .	£ 330
Total service not less than two years and the teacher is under 21 years of age ..	355
Total service not less than two years and the teacher is 21 years of age or over	395

## PART 3

## UNQUALIFIED TEACHERS—REGULATION 28(2)

Total service less than two years .. .. .	£ 315
Total service not less than two years and the teacher is under 21 years of age ..	335
Total service not less than two years and the teacher is 21 years of age or over	355

## PART 4

## UNQUALIFIED TEACHERS—DEGREE ALLOWANCES—REGULATION 29

University degree with first or second class honours (or equivalent) ..	£ 200
University degree (or equivalent) other than a degree with first or second class honours ..	100

## SCHEDULE IX

## Regulation 2

## PART 1

## Revocations

<i>Regulations</i>	<i>Extent of Revocation</i>
(1) The Nursery Schools Regulations (Northern Ireland), 1948	In Regulation 16, paragraphs (1) and (2)
(2) The Nursery Classes in Primary Schools Regulations (Northern Ireland), 1956	In Regulation 11, paragraph (1)
(3) The Primary Schools (Salaries and Allowances) Regulations (Northern Ireland), 1959(a)	The whole
(4) The Primary Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1960(b)	The whole
(5) The Primary Schools (General) Regulations (Northern Ireland), 1961	Regulations 34, 48-54 and 57
(6) The Special Schools (Salaries and Allowances) Regulations (Northern Ireland), 1959(c)	The whole
(7) The Handicapped Pupils and Special Schools Regulations (Northern Ireland), 1957	Regulations 30-35
(8) The Handicapped Pupils and Special Schools (Amending) Regulations (Northern Ireland), 1959(d)	Regulation 6
(9) The Intermediate Schools (Salaries and Allowances) Regulations (Northern Ireland), 1959(e)	The whole
(10) The Intermediate Schools (Salaries and Allowances) Amending Regulations (Northern Ireland), 1960(f)	The whole
(11) The Intermediate School (Grant Conditions) Regulations, 1958	The proviso to Regulation 22, Regulation 24 (and the Second Schedule); Regulations 28-32, the words "on leave given under these Regulations" in Regulation 33; Regulation 34

(a) S.R. &amp; O. (N.I.) 1959, No. 156.

(b) S.R. &amp; O. (N.I.) 1960, No. 121.

(c) S.R. &amp; O. (N.I.) 1959, No. 160.

(d) S.R. &amp; O. (N.I.) 1959, No. 83.

(e) S.R. &amp; O. (N.I.) 1959, No. 158.

(f) S.R. &amp; O. (N.I.) 1960, No. 168.

<i>Regulations</i>	<i>Extent of Revocation</i>
(12) The Intermediate School (Grant Conditions) Amending Regulations, 1958(a)	The whole
(13) The Intermediate Schools (Grant Conditions) Amending Regulations (Northern Ireland), 1959(b)	The whole
(14) The Grammar Schools (Salaries and Allowances) Regulations (Northern Ireland), 1959(c)	The whole
(15) The Grammar School (Grant Conditions) Regulations, 1956	Regulation 27 (and the Second Schedule), Regulations 33-36, 38 and 39
(16) The Grammar School (Grant Conditions) Amending Regulations, 1957(d)	Regulations 4 and 7
(17) The Grammar School (Grant Conditions) Amending Regulations, No. 3, 1957(e)	The whole
(18) The Grammar School (Grant Conditions) Amending Regulations, No. 2, 1958(f)	The whole
(19) The Grammar Schools (Grant Conditions) Amending Regulations, No. 2 (Northern Ireland), 1959(g)	The whole

## PART 2

## Amendments

<i>Regulation</i>	<i>Extent of Amendment</i>
(1) The Primary Schools (General) Regulations (Northern Ireland), 1961	In Regulations 28 and 40 for any reference to posts of special responsibility there shall be substituted a reference to posts in respect of which a graded allowance is payable. In paragraph (2) of Regulation 43 for "paragraph (b) or (c) of Regulation 52" there shall be substituted "paragraph (b) or (c) of Regulation 21 of the Salaries Regulations"

## EXPLANATORY NOTE

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

These Regulations introduce from 1st January, 1962, revised scales of salaries and allowances for teachers in primary schools, intermediate schools (other than technical intermediate schools), grammar schools and special schools.

(a) S.R. &amp; O. (N.I.) 1958, No. 111.

(b) S.R. &amp; O. (N.I.) 1959, No. 147.

(c) S.R. &amp; O. (N.I.) 1959, No. 159.

(d) S.R. &amp; O. (N.I.) 1957, No. 34.

(e) S.R. &amp; O. (N.I.) 1957, No. 118.

(f) S.R. &amp; O. (N.I.) 1958, No. 112.

(g) S.R. &amp; O. (N.I.) 1959, No. 148.