

1969. No. 183

[C]

**EDUCATION****Teachers' Salaries and Allowances**

REGULATIONS, DATED 4TH JULY 1969, MADE BY THE MINISTRY OF EDUCATION  
UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1968.

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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:—

## INTRODUCTION

*Citation and commencement*

1. These Regulations may be cited as the Teachers' Salaries Regulations (Northern Ireland) 1969, and shall be deemed to have come into operation on 1st April 1969.

*Regulations revoked*

2. The Regulations set out in Schedule VIII are hereby revoked.

*Definitions*

3.—(1) In these Regulations

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

"assistant teacher" means a qualified teacher who is not a principal;

"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;

"qualified teacher" means a teacher who is recognised as a qualified teacher in the school in which he is employed;

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

"reorganisation" means rearrangement of educational facilities carried out with the approval of the Ministry by the local education authority or the managers of a school or schools;

“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 eligible for recognition as a qualified teacher in the school in which he is employed;

“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;

“1965 Salaries Regulations” means the Teachers’ Salaries Regulations (Northern Ireland) 1965(b); and

“1967 Salaries Regulations” means the Teachers’ Salaries Regulations (Northern Ireland) 1967(c).

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

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

(b) “salary” shall include an increase or addition under Regulations 7 or 8 but not, except in Regulations 22 to 24 and 27, allowances, or compensation allowances payable under the Teachers’ Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969(d), 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(e), the Nursery Classes in Primary Schools Regulations (Northern Ireland) 1956(f), the Primary Schools (General) Regulations (Northern Ireland) 1961(g), the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1957(h), the Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1965(i), 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 OF ASSISTANT TEACHERS

#### Salary scale

5.—(1) Subject to the provisions of these Regulations the scale of salary for assistant teachers shall be as follows:—

(b) S.R. & O. (N.I.) 1965, No. 277; 1966, No. 128; 1966, No. 174; 1967, No. 180.

(c) S.R. & O. (N.I.) 1967, No. 291; 1968, No. 148; 1968, No. 214.

(d) S.R. & O. (N.I.) 1969, No. 120.

(e) S.R. & O. (N.I.) 1948, No. 97; 1953, No. 12; 1953, No. 90; 1962, No. 228; 1963, No. 47; 1964, No. 124; 1965, No. 93; 1967, No. 193; 1969, No. 93.

(f) S.R. & O. (N.I.) 1956, No. 69; 1969, No. 95.

(g) S.R. & O. (N.I.) 1961, No. 104; 1962, No. 12; 1962, No. 230; 1963, No. 48; 1964, No. 123; 1965, No. 39; 1965, No. 65; 1966, No. 120; 1966, No. 157; 1967, No. 192.

(h) S.R. & O. (N.I.) 1957, No. 153; 1959, No. 83; 1962, No. 232; 1963, No. 49; 1965, No. 136; 1967, No. 190.

(i) S.R. & O. (N.I.) 1965, No. 64; 1966, No. 49; 1966, No. 121; 1966, No. 156; 1967, No. 191; 1967, No. 316; 1968, No. 149; 1968, No. 178.

Point on Scale	Rate £
1	860
2	890
3	920
4	955
5	1,010
6	1,070
7	1,135
8	1,180
9	1,240
10	1,295
11	1,345
12	1,400
13	1,460
14	1,520
15	1,620

(2) An assistant teacher who has not successfully completed at least three years' approved full-time study or training shall be placed on the scale at the minimum or at one point below the point on which he would have been placed if paragraph (3) had applied, whichever is the higher: provided that an assistant teacher who has been placed at the minimum shall not proceed beyond the minimum until the extent of incremental credit given in accordance with the provisions of Schedule I amounts to two years.

(3) An assistant teacher who has successfully completed three years' approved full-time study or training shall be placed on the scale with such incremental credit (if any) as may be given in accordance with the provisions of Schedule I.

(4) An assistant teacher who has successfully completed at least four years' approved full-time study, training or research shall be placed on the scale with such incremental credit (if any) as may be given in accordance with the provisions of Schedule I, and in addition shall be granted increments in the scale as follows:—

- one increment where the aggregate of such full-time study, training or research is less than five years;
- two increments where the aggregate of such full-time study, training or research is at least five years but is less than six years;
- three increments where the aggregate of such full-time study, training or research is at least six years;

Provided that this paragraph shall not be so construed as to entitle the teacher to payment at a rate of salary in excess of the maximum of the scale.

(5) For the purposes of this Regulation a year of study or training shall not be counted unless the teacher had attained the age of eighteen years not later than the end of the first term of that year.

#### Existing Teachers

6.—(1) For the purposes of this Regulation "existing teacher" means an assistant teacher who was placed on the scale for assistant teachers under the 1965 Salaries Regulations or the 1967 Salaries Regulations, or on any of the scales I to V of the Regulations which from time to time governed the salaries of teachers in recognised schools;

(2) An existing teacher who was placed on the scale for assistant teachers under the 1965 Salaries Regulations or the 1967 Salaries Regulations shall from 1st April 1969 or, if not in service on that date, from the effective date of first reappointment after that date, be placed on the scale set out in Regulation 5(1) at the point at which he was placed on the first mentioned scale, with such additional credit as he may be entitled to in accordance with the provisions of Schedule I.

(3) An existing teacher who was not placed on the scale for assistant teachers under the 1965 Salaries Regulations or the 1967 Salaries Regulations shall from 1st April 1969 or, if not in service on that date, from the effective date of first reappointment after that date, be placed at the appropriate point of the scale set out in Regulation 5(1), with such additional credit as he may be entitled to in accordance with the provisions of Schedule I, as follows:—

- (a) a teacher on Scale II, IV or V shall be placed on the scale at the point at which he was placed in Scale II, IV or V;
- (b) a teacher on Scale III shall be placed on the scale at the point next above that at which he was placed in Scale III;
- (c) a teacher on a point above the 14th point of Scale II, III, IV or V shall be placed on the scale at the maximum;
- (d) a teacher on Scale I shall be placed on the scale at the point immediately below the point at which he was placed in Scale I:

Provided that

- (i) a teacher on a point above the 16th point of Scale I shall be placed on the scale at the maximum;
- (ii) a teacher at the minimum of Scale I shall be placed on the scale at the minimum and shall not proceed beyond the minimum until the extent of incremental credit given in accordance with the provisions of Schedule I amounts to two years;
- (e) a teacher who was placed on the maximum of Scale III shall receive an addition of £30 beyond the maximum of the scale set out in Regulation 5(1):

Provided that such addition shall not be payable to a teacher who qualifies for the additional allowance of £50 referred to in Regulation 8:

- (f) a teacher who was in receipt of salary in excess of the maximum of Scale IV or V by reason of approved full-time study, training, advanced work or research shall receive by way of addition to his salary a sum equal to the amount by which his rate of salary exceeded that maximum:

Provided that the additional sum payable shall be reduced by £30 where the teacher qualifies for the additional allowance of £50 referred to in Regulation 8.

(4) Notwithstanding the foregoing provisions of this Regulation an existing teacher may, where it is to his advantage, be placed in accordance with Regulation 5.

#### *University Degrees (or equivalent)*

7.—(1) In the case of an assistant teacher, other than a teacher to whom paragraph (2) applies, who holds an approved university degree, or other qualification adjudged by the Ministry to be equivalent thereto, the salary scale shall be increased by £105 at each point.

(2) In the case of an assistant teacher who holds an approved university degree with first or second class honours, or other qualification adjudged by

the Ministry to be equivalent thereto, the salary scale shall be increased by £230 at each point.

*Addition for training or qualifications*

8.—(1) Where an assistant teacher has successfully completed a course of training or has obtained a qualification and the course or the qualification is approved by the Ministry for the purposes of this paragraph he shall receive an addition to his scale salary of £50.

(2) Where an assistant teacher is entitled to the increase of £105 or £230 prescribed in Regulation 7 and—

(a) (i) has successfully completed an approved full-time course of training; or

(ii) has obtained an approved university postgraduate certificate or diploma in education as a result of a part-time course of study; and

(b) the course does not form part of the teacher's qualifications entitling him to receive an increase under Regulation 7,

he shall receive an addition to his scale salary of £50.

(3) An assistant teacher shall not receive more than one addition of £50 under the provisions of this Regulation.

*Allowance for teachers of handicapped pupils*

9.—(1) An assistant teacher in a special school shall receive, in addition to the salary and allowances otherwise payable under these Regulations, a special schools allowance of £137.

(2) An assistant teacher of a special class of handicapped pupils in a primary or secondary school may, at the discretion of the local education authority and with the approval of the Ministry, receive a special class allowance of £137 in addition to any other allowance to which he may be entitled under these Regulations.

(3) The addition under Regulation 8(1) shall be increased by £10—

(a) in the case of a teacher who is teaching deaf, partially-hearing, blind or partially-sighted pupils in a special school; or

(b) in the case of a teacher of a special class of partially-hearing or partially-sighted pupils in a primary or secondary school:

Provided that in either case the teacher holds a qualification approved by the Ministry for the purposes of this paragraph.

SALARIES OF PRINCIPALS

*Scales and allowances*

10.—(1) Subject to the provisions of these Regulations the scale of salary for a principal shall be determined in accordance with Part I of Schedule II.

(2) A principal shall be placed on the scale applicable to him in accordance with Part II of Schedule II.

(3) If a teacher in a primary school holds a principalship for which he is eligible under the Primary Schools (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 as yet eligible under the said Regulations, the teacher shall nevertheless be entitled to be placed on the higher scale and, if he is employed in a permanent capacity, to remain so employed.

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

(5) Subject to the provisions of Regulation 25 an unqualified teacher serving as principal—

- (a) in a primary school, shall receive in addition to his salary under Regulation 25 or 26(1) an allowance of £112;
- (b) in a special school, shall receive in addition to his salary under Regulation 25 an allowance of such amount as the Ministry may approve.

#### INCREMENTS

##### *Award of annual increments*

11. 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*

12.—(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.

#### POINTS AVERAGE

##### *Determination of points average*

13.—(1) The points average of a school for the period 1st April 1969 to 31st July 1970 shall be the points average for the triennial period 1st August 1967 to 31st July 1970, as determined under the 1967 Salaries Regulations.

(2) For each triennial period of school years, commencing with the period 1st August 1970 to 31st July 1973, a points average shall be determined, being the average of the points scores determined in each year of the immediately preceding triennial period: provided that if the points average so determined for the triennial period 1st August 1970 to 31st July 1973 is in a lower category than the average of the points scores determined in 1969 and 1970, the latter average shall be the points average for that triennial period.

(3) In reckoning averages for the purposes of this Regulation fractions of one-half or more than one-half shall be counted as units, and fractions of less than one-half shall not be counted.

##### *Determination of points score*

14.—(1) A points score shall be determined for each primary or secondary school in respect of each school year, commencing with the school year 1969/70,

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 . . . . .	1½ points
“ “ 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, commencing with the school year 1969/70, 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 following:—

	<i>Each pupil</i>
Delicate or educationally sub-normal pupils . . . . .	4 points
Blind, partially-sighted, epileptic or physically handicapped pupils . . . . .	5 points
Deaf, partially-hearing, maladjusted or pupils suffering from speech defect . . . . .	6 points

provided that where a pupil has multiple handicaps, the handicap from which he is suffering which attracts the highest points value shall count for this purpose.

(3) The points score for primary and secondary schools for the school year 1969/70 shall be deemed to apply to the period 1st April 1969 to 31st July 1969.

#### ALLOWANCES FOR ASSISTANT TEACHERS

##### *Acting principals*

15. If (a) the principalship of a school is vacant or the principal is absent on leave without pay; or

(b) the principal of a school in which there is no vice-principal is absent on leave with pay,

the Ministry may, where it considers it reasonable, approve the appointment of an acting principal; and an acting principal so appointed may be paid an allowance of such amount as the Ministry may approve.

##### *Definition*

16. For the purposes of Regulations 17 and 18 “points category” means the points category as determined in accordance with Part I of Schedule II.

##### *Vice-principals*

17.—(1) A vice-principal shall be appointed in a primary or secondary school with a points category exceeding 200, and in a special school with a points category exceeding 180.

(2) A vice-principal shall be appointed in a primary school with a points category exceeding 150 but not exceeding 200, if there were included in the enrolment on the basis of which each of the points scores used was determined both pupils whose age was such that by 31st March next following the date by reference to the enrolment on which the points score was determined they



would not attain the age of eight years and pupils whose age was such that by the said 31st March they would have attained that age.

(3) In a special school with a points category exceeding 139 but not exceeding 180, a vice-principal may be appointed if the Ministry so approves.

(4) In addition to his salary under these Regulations a vice-principal shall receive a vice-principal's allowance determined in accordance with Schedule III; provided that in a secondary school where the services of a principal are shared with an institution of further education the vice-principal's allowance shall be determined by the Ministry.

#### *Posts of second master or second mistress*

18.—(1) In a primary or secondary school which is a school for both boys and girls and has a points category 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 an allowance in accordance with Schedule IV.

#### *Graded Allowances*

19.—(1) The value of each graded allowance held by a teacher at any time during the period from 1st April to 31st July 1969 shall be increased to the value shown in Schedule V.

(2) With effect from 1st August 1969, and subject to the provisions of these Regulations, there may be paid to assistant teachers in a school allowances (hereinafter referred to as "graded allowances") in accordance with Schedule VI.

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.

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

<i>Grade of Allowance</i>	<i>Value of Allowance</i>
1 . . . . .	£132.
2 . . . . .	£169
3 . . . . .	£222
4 . . . . .	£265
5 . . . . .	£334
6 . . . . .	£472
7 . . . . .	£604
8 . . . . .	£742

(4) Subject to the provisions of these Regulations, and in the case of teachers in primary schools to the provisions of the Primary Schools (General) Regulations (Northern Ireland) 1961, 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.

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

- (a) in a primary or special school . . . . . £265;
- (b) in any school—the allowance payable to the vice-principal or, where applicable, to the second master or second mistress of the school,

(6) 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 15 to 18.

(7) Unless the Ministry shall approve otherwise the employing authority of a school shall appoint to any vacant graded post a teacher serving in the school who is in receipt of a compensation allowance under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969 or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969(j).

#### *Vice-principals and graded posts—Miscellaneous*

20. In a primary school for both boys and girls in which, in addition to a post of vice-principal, one or more graded allowances are authorised, a teacher of the opposite sex to that of the vice-principal shall hold one of the graded posts in the school unless the Ministry otherwise approves.

### ABSENCES OF TEACHERS

#### *Definitions*

21. In Regulations 22 and 23 "teacher" means a teacher in respect of whose employment an agreement is required under Section 84 of the Act and "temporary teacher" means a teacher who in accordance with paragraph (2) of Regulation 27 is paid salary as though he were employed in a permanent capacity.

#### *Absence due to illness*

22.—(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) Any absence owing to illness during a period of temporary service to which paragraph (2) of Regulation 27 applies shall not be counted as absence for the purpose of paragraph (2) of this Regulation.

(4) A temporary teacher who in accordance with paragraph (2) of Regulation 27 is paid salary as though he were employed in a permanent capacity shall subject to the provisions of these Regulations be entitled while absent owing to illness to receive salary at the full rate in accordance with Schedule VII.

(5) A teacher or temporary 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: provided that this paragraph shall not apply to any period of vacation, or to any part of such period, if the teacher or temporary teacher satisfies the Ministry that during such period or such part of such period as the case may be, he was in all respects fit to undertake teaching duties.

(6) A teacher or temporary 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 or temporary teacher in a primary school, is furnished to the Ministry.

*Absence for other causes*

23. 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.

*Leave for other purposes*

24.—(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.

#### UNQUALIFIED TEACHERS

*Minimum Salary*

25. The minimum rate of remuneration of full-time unqualified teachers shall be £583: provided that a full-time unqualified teacher who possesses qualifications entitling him to recognition as a qualified teacher in another type of school or in an institution of further education shall be paid salary at the rate which he would be paid as a qualified assistant teacher or principal as the case may be.

*Appointed in primary schools before 1st January 1947*

26.—(1) The rate of salary payable to 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 £860.

(2) Unqualified teachers in primary schools who were appointed in primary schools before 1st January 1947 shall, after the completion of 20 years' satisfactory service, be placed on the salary scale set forth in Regulation 5 at a point one increment above the minimum of the scale and shall thereafter be eligible to proceed to the maximum of the scale in the ordinary way.

#### TEMPORARY TEACHERS

*Remuneration*

27.—(1) A temporary teacher, including an unqualified teacher, shall except as provided in paragraph (2) 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.

(2) A temporary teacher who is appointed for a period of not less than one year during the absence of a teacher to whom leave of absence has been granted under paragraph (1) of Regulation 24 shall be paid salary as though he were employed in a permanent capacity.

(3) 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.

(4) 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 allowances payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969, or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969, or any Regulations superseding those Regulations.

#### PART-TIME TEACHERS

##### *Remuneration*

28. The minimum rate of remuneration of part-time teachers shall be 15s. 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*

29. 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*

30. 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(k), 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*

31. A teacher in recognised teaching service on 31st March 1969 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.

*Payment of salaries*

32.—(1) Subject to the deduction of any sums properly deductible therefrom and to the provisions of paragraph (2) the Ministry shall pay to teachers appointed to primary, intermediate (excluding technical intermediate) and special schools in accordance with the Ministry's Regulations the salaries and allowances to which they are entitled under these Regulations and any other Regulations applicable thereto.

(2) This Regulation does not apply to salaries and allowances paid by a local education authority in respect of which grant is payable under Section 104(1)(b) of the Act.

(3) In this Regulation "teachers" includes unqualified teachers and part-time teachers.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 4th day of July 1969 in the presence of

(L.S.)

*J. M. Benn,*  
Secretary.

## SCHEDULE I

**Service and employment recognised for the purposes of Regulations 5 and 6**

Credit for the following full-time service and employment shall be given for incremental purposes in the 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 scale 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.
(c) Teaching service in schools in Great Britain.	
(d) Teaching service in schools elsewhere in the British Commonwealth.	
(e) Teaching service in schools in the Republic of Ireland.	
(f) Teaching service in schools in other countries.	
(g) Service on the staffs of university institutions and training colleges in the British Commonwealth or the Republic of Ireland.	
(h) (i) War Service as it was defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939.	Credit in full:
(ii) National Service under the provisions of the National Service Act 1948, or any amendment of that Act.	
(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.

*Type of Service**Extent of Incremental Credit*

- |   |   |
|---|---|
| <p>(l) Such other service or employment as in the opinion of the Ministry should be recognised.</p> <p>(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.</p> | <p>To such extent as the Ministry may determine.</p> <p>Credit in full.</p> |
|---|---|

## SCHEDULE II

Regulation 10

## PART I

## Salary scales for principals

## Primary and Secondary Schools

Points Category	Scales				
	1	2	3	4	5
Not exceeding 40 41 - 100	See note 3 below				
101 - 200	£ 1,875	£ 1,928	£ 1,981	£ 2,035	£ —
201 - 300	1,956	2,016	2,081	2,146	—
301 - 500	2,064	2,127	2,190	2,253	2,316
501 - 700	2,194	2,272	2,352	2,432	2,512
701 - 1,000	2,422	2,500	2,580	2,660	2,740
1,001 - 1,300	2,650	2,728	2,808	2,888	2,968
1,301 - 1,800	2,872	2,950	3,030	3,110	3,190
1,801 - 2,400	3,132	3,210	3,290	3,370	3,450
2,401 - 3,300	3,355	3,433	3,513	3,593	3,673
3,301 - 4,600	3,583	3,661	3,741	3,821	3,901
4,601 - 6,000	3,811	3,917	4,023	4,129	—
6,001 - 7,600	4,038	4,144	4,250	4,356	—
Over 7,600	4,265	4,371	4,477	4,583	—

## Special Schools

Points Category	Scales				
	1	2	3	4	5
Not exceeding 60	See note 4 below				
61 - 180	£ 1,972	£ 2,025	£ 2,078	£ 2,131	£ 2,184
181 - 360	2,062	2,124	2,186	2,251	2,316
361 - 600	2,231	2,293	2,355	2,420	2,485
601 - 900	2,401	2,463	2,525	2,590	2,655
901 - 1,260	2,565	2,643	2,723	2,803	2,883
Over 1,260	2,735	2,813	2,893	2,973	3,053



## NOTES:

1. For the purposes of this Schedule the points category shall be determined as follows:—

*For the period 1st April 1969 to 31st July 1970*

(a) In a primary or secondary school by reference to

(i) the points score for the school year 1969/70; or

(ii) the points average for the triennial period 1st August 1967 to 31st July 1970 (provided that if this points average is in a lower category than the average of the points scores determined in 1965 and 1966 the higher category shall be taken)

whichever is the greater.

(b) in a special school, by reference to the points average for the triennial period 1st August 1967 to 31st July 1970, determined in accordance with Regulation 14(2) of the 1967 Salaries Regulations;

*For the triennial period 1st August 1970 to 31st July 1973*

(c) in a primary or secondary school, by reference to the points average for that period or to the points score for the school year 1969/70 whichever is the greater provided that if such points average or points score as the case may be is in a lower category than the points average for the triennial period 1st August 1967 to 31st July 1970 the school shall be deemed to be in the next higher category;

(d) in a special school, by reference to the points average for the triennial period 1st August 1970 to 31st July 1973, provided that if this points average is in a lower category than the points score for the school year 1967/68 the school shall be deemed to be in the next higher category.

2. In the case of a school not recognised in each year of a triennial period; or of a school which has been directly affected by reorganisation, or in such other circumstances as the Ministry may deem proper, the Ministry may determine a points category for the purpose of this Schedule in respect of a part or the whole of any triennial period.

3. The commencing salary of the principal of a primary or secondary school with a points category (a) not exceeding 40 and (b) of 41-100 shall be determined in accordance with the relevant paragraphs of Part II of this Schedule, and he shall proceed by increments of £53 to a maximum of—

(i) £1,817 in the points category not exceeding 40;

(ii) £1,929 where the points category is 41-100.

4. The commencing salary of a principal of a special school with a points category not exceeding 60 shall be determined in accordance with the relevant paragraphs of Part II of this Schedule and he shall proceed by increments of £53 to a maximum of £2,078.

5. Where a principal's salary falls short of the appropriate maximum by less than £53 the final increment shall be the amount required to increase the salary to that maximum.

## PART II

A principal shall be placed on the scale applicable to him as follows:—

1. If appointed as principal for the first time on or after 1st April 1969—

(a) Primary and secondary schools with a points category not exceeding 40:

At a point equal to his salary as an assistant teacher at the date of appointment as principal, together with the amount of any allowance (excluding an allowance for acting as principal) held immediately prior to the appointment as principal, and an addition of £222 subject to the maximum of the scale not being exceeded.

(b) Primary and secondary schools with a points category of 41-100 and special schools with a points category not exceeding 60:

As in (a) but substituting "£275" for "£222".

(c) All schools other than those provided for at (a) and (b):

At the minimum, provided that where he is appointed from service in a recognised school or institution and the sum of his salary in the former post and any allowance (excluding an allowance for acting as principal) at the date of appointment equals or exceeds the minimum less the amount of the first increment on the scale, he shall be placed on the scale at the second point next above such sum, subject to the maximum of the scale not being exceeded.

2. If serving as a principal in a recognised school on 31st March 1969—

(a) Primary and secondary schools with a points category not exceeding 100 and special schools with a points category not exceeding 60:

At the point which falls short of the maximum by the same number of increments and portions of increments as the point on which he was placed on the scale applicable to him under the 1967 Salaries Regulations fell short of the maximum of that scale.

(b) All schools other than those provided for at (a):

At the point at which he was placed on the scale applicable to him under the 1967 Salaries Regulations: provided that a principal may, where it is to his advantage, be placed at the point at which he would have been placed on the scale applicable to him under the 1967 Salaries Regulations if the provisions of paragraph 1(c) had applied under those Regulations.

3. On becoming entitled to salary on a different principal's scale—

(a) Primary and secondary schools with a points category of 41-100 or special schools with a points category not exceeding 60 where the new scale exceeds the old scale:

(i) As in 1(b); or

(ii) At a point equal to his salary on the old scale at the date on which the new scale became applicable (excluding any addition for service as principal prior to 1st April 1965) together with an addition of £53 where the old scale related to a primary school with a points category not exceeding 40,

whichever is the greater.

(b) All schools other than those provided for at (a):

Where the new scale is higher than the old scale—

At the minimum, provided that where his salary on the old scale at the date on which the new scale became applicable (excluding any addition for service as principal prior to 1st April 1965) equals or exceeds the minimum less the amount of the first increment on the scale, he shall be placed on the new scale at the second point next above such salary.

(c) Where the new scale is lower than the old scale—

At a point equal to his salary on the old scale at the date on which the new scale became applicable (excluding any addition in respect of service as principal prior to 1st April 1965) provided that the maximum of the new scale is not thereby exceeded.

4. Subject to the maximum of the appropriate scale not being exceeded a principal shall be entitled to an addition to the salary determined under

paragraph 3 of one increment on the appropriate scale in respect of each period of five years' service as a qualified principal to 31st March 1965. The number of such increments awarded shall be reduced by one for each subsequent year of service as principal after reaching the maximum.

5. A principal who before his appointment has been employed as a teacher outside Northern Ireland and has not subsequently been employed as a teacher in a recognised school shall be placed on the appropriate scale at a point determined by the Ministry having regard to his previous service.

6. A principal to whom paragraphs 1, 2, 3, 5 and 7 do not apply shall be placed on the scale applicable to him at a point determined by the Ministry.

7. A principal serving in a recognised school on 31st March 1969 and placed beyond the maximum of his scale under the provisions of paragraph 7 of Part II of Schedule II to the 1967 Salaries Regulations shall not by reason of the operation of the scales set out in Part I of this Schedule receive a smaller rate of salary than he received on 31st March 1969, together with an addition of £100 per annum in the case of a primary or secondary school and £107 per annum in the case of a special school for so long as he continues as principal of the school in which he was serving on that date or of a school in a points category not below that in which he was serving on that date.

8. A principal whose salary is beyond the maximum of a scale who becomes entitled to salary on a different scale under these Regulations shall for the purpose of transfer to the new scale be deemed to be placed on the maximum of the first named scale.

9. Where placing on the new scales set out in Part I of Schedule II results in any principal's salary being on an "off scale" point the new rate of salary shall be brought to a scale point by an adjustment made by the Ministry of the principal's incremental date. The scale points for primary and secondary schools in the points categories not exceeding 40 and 41-100 and for special schools in the points category not exceeding 60 shall be determined by reference to the appropriate maximum rates and to the fact that the amount of the annual increment in each case is £53.

### SCHEDULE III

Regulation 17

#### Vice-Principals' Allowances

##### *Primary and Secondary Schools*

Points Category	151-200	201-300	301-500	501-700	701-1000	1001-1300	1301-1800	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
Vice-Principal's Allowance	£ 132	£ 154	£ 228	£ 307	£ 397	£ 509	£ 609	£ 710	£ 811	£ 910	£ 1015	£ 1120	£ 1225

##### *Special Schools*

Points Category	140-180	181-360	361-600	601-900	901-1260	1261-1620
Vice-Principal's Allowance	£132	£164	£249	£334	£450	£567

#### NOTE

Notes 1 and 2 to Part I of Schedule II shall apply to this Schedule.

## SCHEDULE IV

Regulation 18

## Second Masters'/Mistresses' Allowances

## Primary and Secondary Schools

Points Category	1001-1300	1301-1800	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
Second Master/ Mistress Allowance	£ 480	£ 500	£ 620	£ 750	£ 780	£ 812	£ 896	£ 980

## NOTE

Notes 1 and 2 to Part I of Schedule II shall apply to this Schedule.

## SCHEDULE V

Regulation 19

## Graded Allowances

Former Value	Value from 1st April 1969
£	£
125	132
160	169
210	222
250	265
315	334
445	472
570	604
700	742

## SCHEDULE VI

Regulation 19

## Graded Allowances

## Primary Schools

Points Category	Grade of Allowance				Maximum Entitlement
	1	2	3	4	
	£132	£169	£222	£265	
301 - 400	1				132
401 - 500	2				264
501 - 600	3				396
601 - 700	4		1		750
701 - 800	5		1		882
801 - 900	6		1		1,014
901 - 1,000	4	1	2		1,141
1,001 - 1,100	5	1	2		1,273
1,101 - 1,200	6	1	2		1,405
1,201 - 1,300	7	1	2		1,537
1,301 - 1,400	7	3	2		1,875
1,401 - 1,600	8	3	2		2,007
1,601 - 1,800	9	4	1	1	2,351
1,801 - 2,000	11	4	1	1	2,615
2,001 - 2,200	12	4	2	1	2,969

A teacher in a primary school with a points category below 601-700 to whom with the approval of the Ministry a grade 3 allowance was allocated under the provisions of Schedule V of the 1967 Salaries Regulations shall, notwithstanding the provision above, continue to receive a grade 3 allowance while he remains on the staff of the school and continues to carry out satisfactorily the duties in respect of which the allowance was allocated.

### *Secondary Schools*

The maximum entitlement for secondary schools shall be the sum of three elements A, B and C based on the points category as prescribed in this Schedule.

Element A—for all pupils;

Element B—for all pupils apart from those enrolled in a preparatory department;

Element C—for pupils aged 16 years and over;

As set out in the following table:—

Points category for Element A (all pupils)	Element A	Points category for Element B (secondary pupils)	Element B	Points category for Element C (pupils 16 years and over)	Element C
301 - 400	£ 132	201 - 400	£ 133	101 - 200	£ 445
401 - 500	265	401 - 600	265	201 - 400	890
501 - 600	400	601 - 900	560	401 - 600	1,335
601 - 700	535	901 - 1,100	785	601 - 800	1,780
701 - 800	650	1,101 - 1,200	1,000	801 - 1,000	2,225
801 - 900	770	1,201 - 1,600	1,225	1,001 - 1,200	2,670
901 - 1,000	890	1,601 - 2,000	1,445	1,201 - 1,600	3,340
1,001 - 1,100	1,000	2,001 - 2,200	1,560	1,601 - 2,000	4,005
1,101 - 1,200	1,115	2,201 - 2,700	1,780	2,001 - 2,600	4,895
1,201 - 1,300	1,225	2,701 - 3,300	2,005	2,601 - 3,400	5,790
1,301 - 1,400	1,335	3,301 - 4,100	2,225	3,401 - 4,200	6,680
1,401 - 1,600	1,560	4,101 - 5,000	2,450	4,201 - 5,000	7,420
1,601 - 1,800	1,780	5,001 - 6,000	2,670	over 5,000	7,950
1,801 - 2,000	2,005	6,001 - 7,000	2,895		
2,001 - 2,200	2,225	7,001 - 8,000	3,115		
2,201 - 2,400	2,450	over 8,000	3,340		
2,401 - 2,700	2,820				
2,701 - 3,000	3,190				
3,001 - 3,300	3,560				
3,301 - 3,700	3,985				
3,701 - 4,100	4,410				
4,101 - 4,600	4,895				
4,601 - 5,100	5,455				
5,101 - 5,600	6,010				
5,601 - 6,100	6,565				
6,101 - 6,600	7,125				
6,601 - 7,100	7,680				
7,101 - 7,600	8,235				
7,601 - 8,100	8,795				
over 8,100	9,350				

The number of graded posts in a secondary school shall be determined by the employing authority.

*Special Schools*

Points Category	Maximum Aggregate Value of Allowances	Maximum Number of Posts
	£	
361 - 600	264	2
601 - 900	528	4
901 - 1,260	792	6
Over 1,260	1,056	8

In a special school—

- (i) with a points average exceeding 299 but not exceeding 360 a Grade 1 allowance may be allocated by the employing authority with the approval of the Ministry;
- (ii) with a points average exceeding 360 a Grade 1 allowance additional to those for which the foregoing table provides may be allocated by the employing authority with the approval of the Ministry;
- (iii) in which there is a substantial number of senior pupils one or more Grade 3 or Grade 4 allowances, additional to those for which the foregoing table provides may be allocated by the employing authority with the approval of the Ministry.

## NOTES

(1) For the purposes of this Schedule the points category shall be determined as follows:—

*For the School Year 1969/70*

(a) In a primary or secondary school, by reference to the points score for the school year 1969/70, or to the points average for the triennial period 1st August 1967 to 31st July 1970 (provided that if this points average is in a lower category than the average of the points scores determined in 1965 and 1966 the higher category shall be taken) whichever is the higher;

(b) In a special school, by reference to the points average for the triennial period 1st August 1967 to 31st July 1970, determined in accordance with Regulation 14(2)(c) of the 1967 Salaries Regulations:

Provided that if the resultant maximum aggregate value is less than that determined under the 1967 Salaries Regulations for the school year 1968/69 increased by 6 per cent. the latter maximum aggregate value so increased shall be the maximum aggregate value for the school year 1969/70.

*For the triennial period 1st August 1970 to 31st July 1973*

(c) In a primary or secondary school, by reference to the points average for that period or to the points score for the school year 1969/70 whichever is the greater, provided that if this points average or this points score as the case may be is in a lower category than the points average for the triennial period 1st August 1967 to 31st July 1970, the school shall be deemed to be in the next higher category.

(d) In a special school, by reference to the points average for that period provided that if this points average is in a lower category than the points score for the school year 1967/68 the school shall be deemed to be in the next higher category.

(2) Note 2 of Part I of Schedule II shall apply to this Schedule.

## SCHEDULE VII

Regulation 22

The period for which a temporary teacher may receive salary under the provisions of Regulation 22 shall be determined by the length of service completed within the current period of temporary service as follows:—

Duration of Service	Period for salary
Less than 1 month . . . . .	Nil
1 month but less than 2 months . . . . .	7 days
2 months but less than 3 months . . . . .	14 days
3 months but less than 4 months . . . . .	21 days
4 months but less than 5 months . . . . .	28 days
5 months but less than 6 months . . . . .	35 days
6 months but less than 7 months . . . . .	42 days
7 months but less than 8 months . . . . .	49 days
8 months and over . . . . .	56 days

## SCHEDULE VIII

Regulation 2

**Revocation**

The Teachers' Salaries Regulations (Northern Ireland) 1967.

## EXPLANATORY NOTE

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

These Regulations introduce from 1st April 1969 revised scales of salaries and allowances for teachers in primary schools, secondary schools (other than technical intermediate schools) and special schools.