

1972. No. 245

[C]

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

REGULATIONS, DATED 27TH SEPTEMBER 1972, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1971.

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

1.—(1) These Regulations may be cited as the Teachers' Salaries Amending Regulations (Northern Ireland) 1972.

(2) Except as otherwise provided herein these Regulations shall be deemed to have come into operation on 1st April 1972.

2. The existing Regulations hereby amended are the Teachers' Salaries Regulations (Northern Ireland) 1972(b).

3. The following shall be substituted for Regulations 6 to 11 of the existing Regulations:—

"6. A teacher shall be placed on the appropriate salary scale in accordance with the provisions of Schedule 5, and Part II of this Schedule shall apply to a teacher who does not come within the provisions of Part I of the Schedule.

7. The appropriate salary scale:

(a) for a principal shall be determined in accordance with Regulation 19 and Part III of Schedule 2;

(b) for a vice-principal or second master/mistress shall be determined in accordance with Regulation 19 and Part II of Schedule 2;

(c) for an assistant teacher, other than a vice-principal, a second master/mistress, a senior teacher, or a teacher appointed to a post on any of the scales 2 to 5, shall be scale 1.

*Teachers appointed to a post on any of the scales 2 to 5 or as senior teachers*

8. The number of teachers in a school who may be paid on any of the scales 2 to 5 and on the senior teacher scale shall be determined in accordance with the provisions of Regulation 20, and also, in the case of senior teachers, in accordance with the provisions of Regulation 16A, provided however that:

(a) the scale score for primary schools and special schools shall be used in respect of a distribution of posts on scales 2 to 5 as set out in Part I or Part II, as appropriate, of Schedule 3;

- (b) the limitation indicated in Part III of Schedule 3 as to the scales on which assistant teachers, other than vice-principals and second masters/mistresses, in secondary schools may be paid shall apply, provided however that a teacher who at the date of these Regulations is on a scale above the highest scale to which the school is entitled by virtue of its points category shall continue on that scale so long as he continues in the same post.

9. 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 may appoint to any of the assistant teacher scales 2 to 5 heads of departments, teachers undertaking special responsibility or special work of an advanced character and other teachers in special circumstances, and shall determine on which of the assistant teacher scales 2 to 5 a teacher shall be placed and the duties which may be attached to each post carrying any such scale.

10. Where a teacher is appointed to a post of senior teacher in accordance with the provisions of these Regulations, the employing authority shall determine the duties which shall be attached to each such post.

11. Unless the Ministry shall approve otherwise, the employing authority of a school shall appoint to a post on one of the scales 2 to 5 where a post on one of these scales has become vacant, a teacher serving in the school who is in receipt of a compensation allowance under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972(c) or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969(d) or any Regulations superseding those Regulations."

4. The rate of allowance specified in Regulation 13(3)(a) of the existing Regulations shall be increased from £125 to £150.

5. To Regulation 16 of the existing Regulations there shall be added:—

"(3) Where a second master or second mistress is in post and subsequently a vice-principal of the same sex as the second master or second mistress is appointed, the second master or second mistress shall continue to be employed in this capacity notwithstanding the provisions of paragraph (2) above."

6. After Regulation 16 of the existing Regulations there shall be inserted the following Regulation:—

"*Senior teachers*

16A. Subject to the provisions of these Regulations, there shall be designated in primary and secondary schools senior teachers as follows:—

- |   |                       |
|---|-----------------------|
| (a) Schools in points categories 2401-3300      | — 1 senior teacher    |
| (b) Schools in points categories 3301-4600      | — 2 senior teachers   |
| (c) Schools in points categories 4601 and above | — 3 senior teachers." |

(c) S.R. & O. (N.I.) 1972, No. 31.

(d) S.R. & O. (N.I.) 1969, No. 182; 1969, No. 276.

7. For Regulation 17 of the existing Regulations there shall be substituted the following Regulation:—

“17. 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.”

8. For Regulation 19 of the existing Regulations there shall be substituted the following Regulation:—

“19.—(1) The points category for the purposes of Parts II and III of Schedule 2 and for Schedule 3 shall be determined as follows:—

(a) For the period 1st April 1972 to 31st July 1973:

(i) in a primary or secondary school, by reference to the points average for the triennial period 1st August 1970 to 31st July 1973 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;

(ii) in a special school, by reference to the points score for the school year 1969/70 or to the average of the points scores determined for the school years 1969/70 and 1970/71 whichever is the greater.

(b) For the year 1st August 1973 to 31st July 1974:

in the case of a primary, secondary or special school, subject to the provisions of paragraph (2) hereunder by reference to the points average for the triennial period 1st August 1973 to 31st July 1976 or the estimated points score for 1974 whichever is the greater.

(c) For the two years 1st August 1974 to 31st July 1976:

in the case of a primary, secondary or special school, subject to the provisions of paragraph (2) hereunder by reference to the points average for the triennial period 1st August 1973 to 31st July 1976 or the points score for 1974 whichever is the greater.

(2) Where a points category determined under paragraph (1)(b) or (1)(c):

(a) in the case of a primary or secondary school is a lower category than the category in which the better of

(i) the points average for the triennial period 1st August 1970 to 31st July 1973 and

(ii) the points score determined for the school year 1969/70

falls, the school shall be deemed to be in the next higher category;

(b) in the case of a special school is a lower category than the category in which the better of

(i) the average of the points scores determined for the school years 1969/70 and 1970/71 and

(ii) the points score determined for the school year 1969/70

falls, the school shall be deemed to be in the next higher category.

(3) 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 any purpose of these Regulations in respect of part or the whole of any triennial period.

(4) Where a fraction occurs in the points average or the points score as the case may be which is used to determine the points category, a fraction of one-half or more than one-half shall be counted as a unit, and a fraction of less than one-half shall not be counted."

**9. In Regulation 20 of the existing Regulations—**

- (a) the following shall be inserted at the end of paragraph (2):  
"each teacher on the senior teacher scale shall count 4";
- (b) the words "or on the senior teacher scale" shall be inserted between "scales" and "shall" in paragraph (4);
- (c) the words "or on the senior teacher scale" shall be inserted between "scales 2 to 5" and "until" in paragraph (5);
- (d) the date "31st July 1973" shall be substituted for "31st July 1972" where it occurs in the proviso to paragraph (5);
- (e) the proviso to paragraph (5) shall be extended by the addition of the following:—  
"and where an appointment is made under this proviso, the limitation indicated in Part III of Schedule 3 as to the scales on which assistant teachers other than vice-principals and second masters/mistresses may be paid, may be waived where it is necessary to do so;"
- (f) the following additional proviso shall be added to paragraph (5):  
"Provided also that, subject to the provisions of paragraph (4), a teacher may be promoted to the senior teacher scale on the understanding that such promotion does not cause the aggregate of scale score points being used for posts in the school to be exceeded."

**10. The rate of allowance where specified in Regulation 21 of the existing Regulations shall be increased from £160 to £175.**

**11. To Regulation 23 of the existing Regulations there shall be added:—**

- (c) A teacher appointed on any of the salary scales set out in Schedule 2 after the date of these Regulations who has no previous service or experience at the date of appointment shall, subject to satisfactory continuous full-time service, qualify in the following year for the award of his first increment on the first of the month corresponding to that in which he was appointed provided that at that date his service amounts to at least 11 months and 15 days, but if at that date his service amounts to 11 months and a lesser number of days than 15, the increment will normally become due on the first day of the following month;
- (d) the first fifteen days of the aggregate of any periods of absence without pay of a teacher from his teaching post in a period of twelve months terminating on his normal incremental date shall be counted as teaching service for the purpose of the award of increments."

12. The minimum rate of remuneration specified in Regulation 29 of the existing Regulations shall be increased from £775 to £850.

13. The rate of salary specified in Regulation 30(1) of the existing Regulations shall be increased from £1055 to £1179.

14. To Regulation 31 of the existing Regulations there shall be added:—

“(5) A temporary 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):

(a) shall have his rate of salary determined on 1st April 1973 and on each subsequent 1st April if employed on that day, or at the date of first employment after each 1st April, and the rate so determined shall, notwithstanding the provisions of these Regulations, be the teacher's rate of salary for any periods of service until the following 31st March, and

(b) shall if in service on the date of these Regulations have his rate of salary determined at that date or at the date of first employment thereafter before 1st April 1973, and the rate so determined shall, notwithstanding the provisions of these Regulations, be the teacher's rate of salary for any periods of service until 31st March 1973.”

15. The rate per hour specified in Regulation 32 of the existing Regulations shall with effect from 1st September 1972 be increased from £1.00 to £1.25.

16. A teacher who on or after 1st April 1972 has been placed on any of the scales set out in Schedule 2 and who subsequently obtains for the first time any of the qualifications or satisfactorily completes an approved course of study which would have entitled him to a higher salary were he then being placed on scale 1 shall have his rate of salary from the date of obtaining the qualification or the completion of such course

(1) re-calculated in accordance with the terms of paragraph 1 of Part II of Schedule 5 in the case of a teacher on scale 1; or

(2) increased by:

(a) £78 where the qualification or course would entitle the teacher to this amount were he an assistant teacher being placed on scale 1 in accordance with the terms of paragraph 1 of Part II of Schedule 5;

(b) £156 where a teacher, other than a teacher to whom (c) or (d) hereunder applies, has obtained an approved university degree or other qualification adjudged by the Ministry to be equivalent thereto;

(c) £312 where a teacher, other than a teacher to whom (d) hereunder applies, has obtained an approved university degree with first or second class honours, or other qualification adjudged by the Ministry to be equivalent thereto;

(d) £156 where the teacher, already being the holder of an approved university degree or other approved equivalent qualification not accepted as a degree or equivalent qualification of first or second class honours standard, has obtained an approved university degree with first or second class honours or other qualification adjudged by the Ministry to be equivalent thereto,

in the case of a teacher on scale 2 or a higher scale, subject to the maximum of the scale not being exceeded.

**17.** In Schedule 1 to the existing Regulations—

- (a) for the amounts of £33, £60.50 and £66 where they occur in paragraph 4(a) there shall be substituted £36, £66 and £72 respectively;
- (b) for the words “incremental purposes” where they occur in line 5 of paragraph 6(1) there shall be substituted the words “the purpose of that placing or replacing”;
- (c) paragraph 6(2) of the Schedule is hereby revoked.

**18.** In Schedule 3 to the existing Regulations—

- (a) the following addition shall be inserted as the first line in the table in Part I of scale scores relating to primary schools:

“PRIMARY SCHOOLS

Points category	Scale score	Number of posts			
		Scale 2	Scale 3	Scale 4	Scale 5
*245-300	1	1	—	—	— ”

- (b) In the note following Part II of the Schedule there shall be substituted the figure of 245 for the figure of 301.
- (c) In Part III the last two columns relating to scales for certain assistant teachers shall be replaced by the following columns:

“Scales for assistant teachers  
(other than vice-principals  
and second masters/mistresses).

Points category (all pupils)	Scale limitation
Up to 244	Scale 1 only
245-300	Not higher than Scale 2
301-700	Not higher than Scale 3
701-1800	Not higher than Scale 4
1801-2400	Not higher than Scale 5
2401-3300	No limitation but not more than one senior teacher allowed
3301-4600	No limitation but not more than two senior teachers allowed
Over 4600	No limitation but not more than three senior teachers allowed”

19. The Schedules 2 and 5 set out in the Appendix to these Regulations shall be substituted for Schedules 2 and 5 respectively in the existing Regulations.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 27th day of September 1972 in the presence of

(L.S.)

*P. Shea,*  
Secretary.

## APPENDIX

## "SCHEDULE 2

Regulations 5, 6, 7, 8, 9, 10 and 19

## SCALES OF SALARIES FOR TEACHERS

## PART I

ASSISTANT TEACHERS OTHER THAN VICE-PRINCIPALS  
AND SECOND MASTERS/MISTRESSES

Point on scale	Scales					Senior teachers
	1	2	3	4	5	
	£	£	£	£	£	£
1	1,179	1,319	1,591	2,016	2,429	2,641
2	1,257	1,397	1,685	2,110	2,535	2,747
3	1,335	1,475	1,779	2,204	2,641	2,853
4	1,413	1,553	1,873	2,298	2,747	2,959
5	1,491	1,634	1,967	2,392	2,853	3,065
6	1,569	1,717	2,061	2,486	2,959	3,171
7	1,647	1,800	2,155	2,580	3,065	3,277
8	1,730	1,883	2,249	2,674	3,171	3,383
9	1,813	1,966	2,343	2,768	3,277	3,489
10	1,896	2,049	2,437	2,862	—	—
11	1,979	2,132	2,531†	2,956	—	—
12	2,062	2,215	—	—	—	—
13	2,170*	2,298	—	—	—	—
14	2,170	2,406†	—	—	—	—
15	2,170	—	—	—	—	—
16	2,279	—	—	—	—	—

\*Where a teacher paid on scale 1 is entitled to be classed as a graduate with first or second class honours or equivalent qualification for salary purposes, the salary rates from scale point 13 shall be as follows:

Point on scale	Salary rate
	£
14	2,253
15	2,336
16	2,336
17	2,336
18	2,445

†Where a teacher paid on scales 2 or 3 is likewise entitled to be classed as a graduate with first or second class honours or equivalent qualification for salary purposes, the appropriate scale shall be extended by two increments of £83 per annum as follows:

Scale	
2	3
£	£
2,489	2,614
2,572	2,697



## PART II

## VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES

## (a) PRIMARY AND SECONDARY SCHOOLS

Point on scale	Points category						
	151-200	201-300	301-500	501-700	701-1000	1001-1300	1301-1800
1	£ 1,456	£ 1,510	£ 1,772	£ 2,123	£ 2,655	£ 2,819	£ 2,971
2	1,539	1,593	1,866	2,217	2,749	2,913	3,065
3	1,622	1,676	1,960	2,311	2,843	3,007	3,159
4	1,705	1,759	2,054	2,405	2,937	3,101	3,253
5	1,788	1,842	2,148	2,499	3,031	3,195	3,347
6	1,871	1,925	2,242	2,593	—	—	—
7	1,954	2,008	2,336	2,687	—	—	—
8	2,037	2,091	2,430	2,781	—	—	—
9	2,120	2,174	2,524	—	—	—	—
10	2,203	2,257	2,618	—	—	—	—
11	2,286	2,340	—	—	—	—	—
12	2,390	2,449	—	—	—	—	—

Point on scale	Points category					
	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
1	£ 3,178	£ 3,353	£ 3,500	£ 3,658	£ 3,794	£ 3,947
2	3,272	3,447	3,594	3,752	3,888	4,041
3	3,366	3,541	3,688	3,846	3,982	4,135
4	3,460	3,635	3,782	3,940	4,076	4,229
5	3,554	3,729	3,876	4,034	4,170	4,323

## (b) SPECIAL SCHOOLS

Point on scale	Points category							
	140-180	181-360	361-600	601-900	901-1200	1201-1500	1501-1800	Over 1800
1	£ 1,628	£ 1,861	£ 2,094	£ 2,588	£ 2,795	£ 2,958	£ 3,122	£ 3,296
2	1,711	1,944	2,188	2,682	2,889	3,052	3,216	3,390
3	1,794	2,027	2,282	2,776	2,983	3,146	3,310	3,484
4	1,877	2,110	2,376	2,870	3,077	3,240	3,404	3,578
5	1,960	2,193	2,470	2,964	3,171	3,334	3,498	3,672
6	2,043	2,276	2,564	—	—	—	—	—
7	2,126	2,359	2,658	—	—	—	—	—
8	2,209	2,442	2,752	—	—	—	—	—
9	2,292	2,525	—	—	—	—	—	—
10	2,375	2,608	—	—	—	—	—	—
11	2,458	—	—	—	—	—	—	—
12	2,562	—	—	—	—	—	—	—

## PART III

## PRINCIPALS

## (a) PRIMARY AND SECONDARY SCHOOLS

Point on scale	Points category					
	0-100	101-200	201-300	301-500	501-700	701-1000
	£	£	£	£	£	£
1	2213	2343	2485	2655	2895	3189
2	2296	2426	2568	2749	2989	3283
3	2379	2509	2651	2843	3083	3377
4	2462	2592	2734	2937	3177	3471
5	2545	2675	2817	3031	3271	3565

Point on scale	Points category					
	1001-1300	1301-1800	1801-2400	2401-3300	3301-4600	4601-6000
	£	£	£	£	£	£
1	3484	3762	4072	4377	4683	4987
2	3578	3856	4166	4471	4777	5112
3	3672	3950	4260	4565	4871	5237
4	3766	4044	4354	4659	4965	5362
5	3860	4138	4448	4753	5059	—

Point on scale	Points category	
	6001-7600	Over 7600
	£	£
1	5292	5597
2	5417	5722
3	5542	5847
4	5667	5972

## (b) SPECIAL SCHOOLS

Point on scale	Points category							
	0-180	181-360	361-600	601-900	901-1200	1201-1500	1501-1800	Over 1800
	£	£	£	£	£	£	£	£
1	2527	2696	2866	3138	3422	3721	3939	4140
2	2610	2779	2960	3232	3516	3815	4033	4238
3	2693	2862	3054	3326	3610	3909	4127	4336
4	2776	2945	3148	3420	3704	4003	4221	4434
5	2859	3028	3242	3514	3798	4097	4315	4532"

## "SCHEDULE 5

Regulations 6 and 7

## PLACING OF TEACHERS ON THE SALARY SCALES

## PART I

**Salary placing of teachers entering or re-entering a scale previously applicable**

1. Subject to the provisions of paragraph 3, a teacher who was in full-time service in a recognised school on 1st April 1972 and who as from that date is entitled to receive salary on a scale corresponding to one on which he was placed at any time during the period 1st April 1971 to 31st March 1972 shall be placed on 1st April 1972 on the appropriate scale set out in Schedule 2 at the position corresponding to that on which he would have received salary had the scales of salary and salary placing arrangements in force immediately before 1st April 1972 continued to apply.

2. A teacher who after 1st April 1972 is re-appointed to, or reverts to a scale corresponding to one on which he was placed at any time during the period 1st April 1971 to 31st March 1972 shall be placed at the date of such re-appointment or reversion on the appropriate scale set out in Schedule 2 at the position corresponding to that on which he would have received salary had the scales of salary and salary placing arrangements in force immediately before 1st April 1972 continued to apply.

3. A teacher who immediately prior to 1st April 1972 was in receipt of salary in excess of the maximum of the scale applicable to him and who continues on the same scale shall be paid in respect of any service on the same scale given during the period from 1st April 1972 to 31st March 1973 the rate per annum by which the said salary exceeded that maximum, in addition to the maximum of the scale set out in Schedule 2 corresponding to the scale applicable to him on 31st March 1972.

## PART II

**Salary placing of teachers to whom Part I does not apply or has ceased to apply**

1. An assistant teacher who is placed on scale 1 on or after 1st April 1972 shall be placed on the scale with such incremental credit (if any) as may be given in accordance with Schedule 1, and shall receive additions as appropriate under sub-paragraphs (1) to (4), subject to the maximum of the scale not being exceeded:

- (1) in the case of an assistant teacher other than a teacher to whom sub-paragraph (2) applies, who holds an approved university degree, or other qualification adjudged by the Ministry to be equivalent thereto, an addition of £156;
- (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, an addition of £312;
- (3)(a) in the case of an assistant teacher who 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 sub-paragraph, an addition of £78;
- (b) in the case of an assistant teacher who is entitled to the addition of £156 or £312 prescribed in sub-paragraphs 1(1) and 1(2) and—
  - (i) (a) who has successfully completed an approved full-time course of training; or
  - (b) who has obtained an approved university post-graduate certificate or diploma in education as a result of a part-time course of study; and

- (ii) the course, not being a course leading to a degree of Bachelor of Education, does not form part of the teacher's qualifications entitling him to receive an amount under sub-paragraph 1(1) or 1(2), an addition of £78;
- (c) an assistant teacher shall not receive more than one addition of £78 under the provisions of sub-paragraph 1(3).
- (4) Sub-paragraph 1(3) shall be deemed to have come into operation with effect from 1st April 1971, provided however that for the period up to 31st March 1972 there shall be substituted amounts of £76, £152, and £304 in place of £78, £156, and £312 respectively where these amounts occur in the sub-paragraph.

2. An assistant teacher who is placed on scale 1 following service on a higher scale on or after 1st April 1972 under these Regulations shall be placed on the scale at the rate determined in accordance with the provisions of paragraph 1 or paragraph 10 whichever is the higher, subject to the maximum of the scale not being exceeded.

3. An assistant teacher who is placed on scale 1 on appointment or re-appointment immediately following teaching service in a recognised institution of further education or college of education shall be placed on the scale at the rate of salary determined in accordance with the provisions of paragraph 1 or at the rate of salary applicable to him in the former post whichever is the higher, subject to the maximum of the scale not being exceeded.

4. A teacher who is placed on scale 2, 3, 4 or 5 or on the senior teacher scale for the first time on or after 1st April 1972 shall enter the appropriate scale subject to the maximum of the scale not being exceeded:

- (1) at the minimum; or
- (2) at the rate of salary that he would receive if placed on scale 1 together with a promotion increase determined in accordance with paragraph 5; or
- (3) at the rate of salary determined in accordance with paragraph 10 where the teacher is placed on the scale following service on or after 1st April 1972 on another scale under these Regulations; or
- (4) in the case of a teacher appointed or re-appointed immediately following teaching service in a recognised institution of further education or college of education at the rate of salary applicable in the former post,

whichever is the highest.

5.—(1) The promotion increase for assistant teachers placed on scale 2, 3, 4 or 5 or on the senior teacher scale shall be as follows:

<i>Promotion</i>		<i>Increase</i> £
<i>From</i>	<i>To</i>	
Scale 1	Scale 2	166
Scale 2	Scale 3	188
Scale 3	Scale 4	188
Scale 4	Scale 5	212
Scale 5	Senior teacher	212

(2) Where a teacher receives a promotion increase, it shall be subject to the maximum of the scale not being exceeded.

(3) Where a teacher is placed on a scale other than that next above the scale previously applicable to him, he shall be moved up one scale at a time for salary placing purposes, and the appropriate promotion increase shall be applied at each step subject to the maximum of each intervening scale not being exceeded.

6. An assistant teacher, not being a vice-principal or second master/mistress, who after 1st April 1972 is re-appointed to the scale last applicable to him shall be replaced subject to the maximum of the scale not being exceeded:

(1) at the rate of scale salary last applicable to him; or

(2) in accordance with paragraph 1 or paragraph 4(2) as appropriate; whichever is the higher.

7.—(a) An assistant teacher appointed as a principal, or

(b) a principal re-appointed as a principal after a break in service, or as principal of another school in a different points category, or

(c) a principal appointed as a vice-principal or second master/mistress, or

(d) a vice-principal or second master/mistress re-appointed in either capacity after a break in service, or in either capacity to another school in a different points category, or

(e) a teacher on any of the assistant teacher scales 1 to 5 or on the senior teacher scale who is appointed as a vice-principal or second master/mistress

on or after 1st April 1972 shall, subject to the maximum of the scale not being exceeded, be placed on the appropriate scale:

(1) at the minimum; or

(2) at the rate of salary he would have received on scale 1 at the date of appointment or re-appointment, plus an increase which shall be either:

(a) the sum the teacher would receive under paragraph 5 of this part of the Schedule had he been placed on the highest assistant teacher scale appropriate to the particular school, plus an additional amount of £175 per annum if the school is a special school; or

(b) the promotion increase prescribed in paragraph 9, the maximum of the scale previously applicable being taken for this purpose as the maximum of scale 1, plus an additional amount of £175 per annum where the school is a special school;

whichever is the greater; or

(3) at the rate of salary determined in accordance with paragraph 10 where the teacher is placed on the scale following service on or after 1st April 1972 on another scale under these Regulations plus an additional amount of £175 per annum where the appointment is to a special school and the service in the previous post was not as principal or vice-principal of a special school; or

(4) in the case of a teacher appointed or re-appointed as a principal, a vice-principal or as a second master/mistress immediately following teaching service in a recognised institution of further education or college of education, at the rate of salary applicable in the former post plus, in any case where the maximum of the scale to which the teacher is appointed exceeds the maximum of the scale applicable in the former post by £100 or more, the promotion increase prescribed in paragraph 9,

whichever is the highest;

Provided however that where after a break in service

(a) a principal is re-appointed as a principal to a school in the same points category, or

(b) a vice-principal or second master/mistress is re-appointed in either capacity to a school in the same points category, the rate of salary on re-appointment shall be not less than the rate last received as principal, vice-principal or second master/mistress as the case may be.

8.—(a) A principal re-appointed immediately as a principal, or

(b) a vice-principal or second master/mistress re-appointed immediately in either capacity

to a school in the same points category as his former school, shall be placed on the appropriate salary scale at the same rate of salary as he received at the date of leaving his former post.

9. The promotion increase for a teacher appointed as a principal, vice-principal or as a second master/mistress shall be awarded in accordance with the provisions of these Regulations for the purposes of a calculation made under sub-paragraph 7(2)(b) or when the maximum of the scale to which the teacher is promoted is greater than the maximum of the scale previously applicable by £100 or more, and shall be as set out in the table hereunder:

	Increase	
	Principals	Vice-principals and second masters/mistresses
(1) Promotion to any of the following points categories or from one of these categories to another in this group where the condition set out above in this paragraph has been met: (a) Schools other than special schools: 0-100; 101-200; 201-300 (b) Special Schools: 0-180; 181-360	£  166	£  166
(2) Promotion to any of the following points categories or from one of these categories to another in this group or from any of the categories in sub-paragraphs (1) or (3) to a category in this group where the condition set out above in this paragraph has been met: (a) Schools other than special schools: 301-500; 501-700; 701-1000; 1001-1300; 1301-1800; 1801-2400; 2401-3300; 3301-4600 (b) Special Schools: 361-600; 601-900; 901-1200; 1201-1500; 1501-1800	188	188
(3) Promotion to a special school with a points category 'over 1800' or from any of the categories in sub-paragraphs (1) or (2) to this points category where the condition set out above in this paragraph has been met	196	188
(4) Promotion to any of the following points categories or from one of these categories to another in this group or from any of the categories in sub-paragraphs (1), (2) or (3) Schools other than special schools: 4601-6000; 6001-7600; over 7600	250	188

10.—(1) Where on or after 1st April 1972 a teacher has been placed on one of the scales set out in Schedule 2 and subsequently is placed on another of these scales, such movement between scales shall be deemed to be a promotion or a demotion, as the case may be, according as the maximum of the new scale to which the teacher is transferred is greater or less than the maximum of the scale previously applicable by £100 or more.

(2) Subject to the provisions of paragraphs 2, 4, or 7 as the case may be where these apply, a teacher who after 1st April 1972 moves from one scale to another where the difference in the maxima of the scales is £99 or less, shall be placed on the new scale at the rate of salary applicable to him on his previous scale.

(3) Subject to the provisions of paragraphs 2, 4, or 7 as the case may be where these apply, a teacher who after 1st April 1972 has been promoted or demoted within the meaning of sub-paragraph (1) above shall be placed on the appropriate scale to which he has been promoted or demoted in accordance with the following arrangements provided that the maximum of the scale is not exceeded:

- (a) an assistant teacher, other than a vice-principal or second master/mistress, who is promoted to any of the scales 2 to 5 or to the senior teacher scale, shall be placed on the scale to which he has been promoted at the rate of salary applicable to him on his previous scale plus a promotion increase determined in accordance with paragraph 5;
- (b) a principal, or a vice-principal or second master/mistress who is promoted to any of the scales 2 to 5 or to the senior teacher scale shall be placed on the scale to which he has been promoted, subject to receiving not less than the minimum of such scale, at the rate of salary applicable to him on the previous scale plus an amount equivalent to two increments on the scale to which he has been promoted;
- (c) (i) an assistant teacher who is promoted to one of the scales for principals or to one of the scales for vice-principals and second masters/mistresses, or  
(ii) a principal who is promoted as a principal, or to one of the scales for vice-principals and second masters/mistresses, or  
(iii) a vice-principal or second master/mistress who is promoted as vice-principal or second master/mistress or to a post in either capacity, shall be placed on the scale to which he has been promoted, subject to receiving not less than the minimum of such scale, at the rate of salary applicable on the previous scale plus a promotion increase determined in accordance with paragraph 9;
- (d) an assistant teacher, other than a vice-principal or second master/mistress, who is demoted to any of the scales 1 to 5 shall be placed on the scale to which he has been demoted at the rate of salary applicable to him on his previous scale less an amount equivalent to two increments on the scale previously applicable and two increments on each of any intervening scales, an increment on scale 2 being deemed to be £83 per annum for this purpose;
- (e) a principal, or a vice-principal or second master/mistress who is demoted to the senior teacher scale, or to any of the scales 1 to 5 shall be placed on the scale to which he has been demoted at the rate of salary applicable to him on his previous scale less an amount equivalent to two increments on the scale previously applicable;
- (f) a principal, or an assistant teacher who is demoted to any of the scales for principal, vice-principal or second master/mistress, shall be placed on the scale to which he has been demoted at the rate of salary applicable to him on his previous scale less an amount equivalent to two increments on the scale previously applicable;

Provided however that a teacher to whom sub-paragraph 3(d), 3(e), or 3(f) applies and who is demoted to a scale on which he previously received salary, shall not receive a lesser rate of salary than he would have received had he remained on that scale.

11. Where in the opinion of the Ministry the circumstances of a particular case are not covered by either Part 1 or Part 2 of this Schedule, or in such other circumstances as the Ministry may deem proper the teacher shall be placed on the appropriate scale at a rate determined by the Ministry."

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#### EXPLANATORY NOTE

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

These Regulations introduce from 1st April 1972 revised scales of salary for teachers in primary schools, secondary schools (other than technical intermediate schools) and special schools. They also provide for the creation of posts of senior teacher in large schools.