

1975 No. 59

EDUCATION

Teachers' Salaries Regulations (Northern Ireland) 1975

Made 18th March 1975
Coming into operation 18th March 1975

ARRANGEMENT OF REGULATIONS

INTRODUCTION

- 1 Citation and commencement
- 2 Regulations revoked
- 3 Definitions
- 4 Application

PLACING OF TEACHERS ON THE SALARY SCALES

- 5 Salary scales
- 6 Placing on scales
- 7 Corresponding scales
- 8 Appropriate salary scales
- 9 to 10 Teachers appointed to a post on any of the scales 2 to 4, 2(S) or 3(S) or as senior teachers

PRINCIPALS, VICE-PRINCIPALS, SECOND MASTERS/MISTRESSES AND SENIOR TEACHERS

- 11 Salary protection for certain teachers
- 12 Principals: Additional provisions relating to scales and allowances
- 13 Definition
- 14 Vice-Principals
- 15 Second masters and second mistresses
- 16 Senior teachers

POINTS AVERAGE, POINTS SCORE, POINTS CATEGORY, SCALE SCORE

- 17 Points average
- 18 Determination of points score
- 19 Points category
- 20 Scale scores

TEACHERS ON CERTAIN SCALES HIGHER THAN SCALE 1
PRIOR TO 18TH MARCH 1975

- 21 Teachers in primary and secondary schools on certain scales under the 1974 Salaries Regulations higher than scale 1, prior to the date of these regulations

SPECIAL SCHOOLS

- 22 Determination of school group
- 23 Determination of number of posts on scales 2(S) and 3(S)

SCHOOLS OF EXCEPTIONAL DIFFICULTY

- 24 Designation and scale score

ALLOWANCES

- 25 Allowance for teachers of handicapped pupils
- 26 Acting allowances
- 27 Cost of living allowance

INCREMENTS

- 28 Award of increments
- 29 Credit for periods of absence

ABSENCES OF TEACHERS

- 30 Definition
- 31 Absence due to illness
- 32 Absence with salary for other causes
- 33 Leave with or without salary in certain other instances

UNQUALIFIED TEACHERS

- 34 Minimum salary
- 35 Appointed in primary schools before 1st January 1947

TEMPORARY TEACHERS

- 36 Remuneration

PART-TIME TEACHERS

- 37 Remuneration

MISCELLANEOUS

- 38 Re-assessment of salary following incorrect placing
- 39 Additional qualifications or approved courses
- 40 Deductions for board and lodging
- 41 Safeguarding of existing salaries

The Department of Education(a), hereinafter called "the Department", in pursuance of the powers vested in it by Articles 57 and 125 of the Education and Libraries (Northern Ireland) Order 1972(b), hereinafter referred to as "the Order" and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(c) and of all other powers enabling it in that behalf, and after consultation with the Department of Finance, hereby makes the following regulations:

(a) Formerly the Ministry of Education; see 1973 c. 36

(b) S.I. 1972/1263 (N.I. 12)

(c) 1962 c. 7 (N.I.)

INTRODUCTION

Citation and commencement

1. These regulations may be cited as the Teachers' Salaries Regulations (Northern Ireland) 1975 and shall come into operation on 18th March 1975 and except where otherwise provided, shall have effect from 24th May 1974.

Regulations revoked

2. The regulations set out in Schedule 6 are hereby revoked.

Definitions

3.—(1) In these regulations—

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

“assistant teacher” means a qualified teacher who is not a principal;

“board” means an education and library board established under Article 3 of the Order;

“employing authority” means an education and library board or, in the case of a school not under the management of an education and library board, the managers of the school;

“incremental point” means the rate of salary related to any of the points on the scales as shown in Schedule 2 and “half incremental point” is the rate of salary midway between two consecutive incremental points;

“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 Department for the purposes of the context;

“reorganisation” means rearrangement of educational facilities carried out with the approval of the Department by the education and library board 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 Article 58 of the Order;

“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 Department may determine to be a working day for the purposes of these regulations;

“1974 Salaries Regulations” means the Teachers' Salaries Regulations (Northern Ireland) 1974(d).

(2) In these regulations, except where otherwise provided—

- (a) "allowance" means an allowance payable under these regulations;
- (b) "salary" shall not, except in regulations 31 to 33, include any allowance under regulations 25 to 27 or compensation allowances payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972(e) or any regulations superseding those regulations; and
- (c) the rates indicated for salaries, allowances and increments 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) 1973(f), the Nursery Classes in Primary Schools Regulations (Northern Ireland) 1973(g), the Primary Schools (General) Regulations (Northern Ireland) 1973(h), the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1973(i), the Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1973(j), 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 other than peripatetic and supply 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.

PLACING OF TEACHERS ON THE SALARY SCALES

Salary scales

5. The scales of salaries for teachers shall be those set out in Schedule 2.

Placing on scales

6. A teacher shall be placed on the appropriate salary scale in accordance with the provisions of Schedule 4, and Part II of this Schedule shall apply to a teacher who does not come within the provisions of Part I of the Schedule.

Corresponding scales

7. The salary scales in Schedule 2 which correspond to the salary scales in Schedule 2 of the 1974 Salaries Regulations are, for the purposes of Schedule 4, as follows:

-
- (e) S.R. & O. (N.I.) 1972 No. 31 (p. 142), as amended by S.R. & O. (N.I.) 1972 No. 93 (p. 358).
 - (f) S.R. & O. (N.I.) 1973 No. 400 (p. 2307), as amended by S.R. 1974 No. 104.
 - (g) S.R. & O. (N.I.) 1973 No. 401 (p. 2313).
 - (h) S.R. & O. (N.I.) 1973 No. 402 (p. 2316), as amended by S.R. 1974 No. 105.
 - (i) S.R. & O. (N.I.) 1973 No. 390 (p. 2175), as amended by S.R. 1974 No. 81.
 - (j) S.R. & O. (N.I.) 1973 No. 403 (p. 2327), as amended by S.R. 1974 Nos. 107 and 302

Type of teacher	Scale in Schedule 2 of 1974 Salaries Regulations	Corresponding scale in Schedule 2	
		for primary and secondary schools	for special schools
Teachers other than vice-principals, second masters/mistresses and principals	Scale 1 " 2 " 3 " 4 " 5 Senior teacher	Scale 1 " 2 " 2 " 3 " 4 Senior teacher	Scale 1 " 2(S) " 2(S) " 3(S) —
Vice-principals and second masters/mistresses in primary and secondary schools	Scales related to points categories 151-200 and 201-300 Scales related to other points categories	Scale related to points category 151-300 The scale related to the same points category in each case	— —
Vice-principals and principals in special schools	Vice-principals or principals scales as appropriate related to points categories: Up to 180 181- 360 361- 600 601- 900 901-1200 1201-1500 1501-1800 Over 1800	— — — — — — —	Vice-principals or principals scales as appropriate related to: group 3(S) group 4(S) group 5(S) group 6(S) group 7(S) group 8(S) group 9(S)
Principals in primary and secondary schools	Scale related to each points category as shown	Scale related to the same points category in each case	—

*Appropriate salary scales***8.** The appropriate salary scale—

- (a) for a principal shall subject to the provisions of regulation 11 be determined in respect of a primary or secondary school in accordance with regulation 19 and Part III of Schedule 2, and in respect of a special school in accordance with regulation 22, Schedule 5 and Part III of Schedule 2;
- (b) for a vice-principal or second master/mistress shall subject to the provisions of regulation 11 be determined in respect of a primary or secondary school in accordance with regulation 19 and Part II of Schedule 2, and in respect of a special school in accordance with regulation 22, Schedule 5 and Part III 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 4, 2(S) or 3(S), shall be scale 1.

Teachers appointed to a post on any of the scales 2 to 4, 2(S) or 3(S) or as senior teachers

9.—(1) The number of teachers in a primary or secondary school who may be paid on any of the scales 2 to 4 and on the senior teacher scale shall be determined in accordance with the provisions of regulations 20 and 21, and also, in the case of senior teachers, in accordance with the provisions of regulation 16(1) and the employing authority shall determine the duties which may be attached to any such post to which it has appointed a teacher provided however that:

- (a) the scale score for primary schools shall as from the date of these regulations be used in respect of a distribution of posts on scales 2 to 4 as set out in Part I of Schedule 3;
- (b) subject to the provisions of regulation 20(6), the limitation indicated in Part II 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 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.

(2) The number of teachers in a special school who may be paid on the scales 2(S) and 3(S) shall be determined in accordance with the provisions of regulation 23, and the number of teachers who may be paid on the senior teacher scale shall be determined in accordance with the provisions of regulation 16(2), and the employing authority shall determine the duties which may be attached to any such post to which it has appointed a teacher.

10. Unless the Department shall approve otherwise, the employing authority of a school shall appoint to a post on one of the scales 2 to 4, 2(S) or 3(S) 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 or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972(k) or any regulations superseding those regulations.

PRINCIPALS, VICE-PRINCIPALS, SECOND MASTERS/MISTRESSES AND
SENIOR TEACHERS

Salary protection for certain teachers

11.—(1) Where a points category determined for a primary or secondary school in accordance with sub-paragraph 1(a) or 1(b) of regulation 19 places a school in a lower category than that applicable in the immediately preceding period, a principal, vice-principal or second master/mistress employed in such school and who was employed in the school in the same capacity in the immediately preceding period shall be paid on the scale appropriate to the points category immediately above the lower category for so long as the school remains in that lower category, provided however that for the period from the date of these regulations to 31st July 1976, such a teacher shall be paid on a scale related to a category not lower than that to which his scale under the 1974 Salaries Regulations would be related under those regulations on 17th March 1975.

(2) Where the school group for a special school, determined in accordance with regulation 22 and Schedule 5, places a school in a group which is lower than the group corresponding to the points category which applied under the 1974 Salaries Regulations at 24th May 1974, a principal or vice-principal employed in the school at that date or a second master/mistress appointed subsequently, shall for the period from 24th May 1974 to 31st July 1976 inclusive, or in the case of a second master/mistress from the date of appointment to 31st July 1976, both dates inclusive, be paid on a scale not lower than that related to the school group corresponding to the points category which applied under the 1974 Salaries Regulations at 24th May 1974.

Principals: Additional provisions relating to scales and allowances

12.—(1) The scales for principals of primary schools shall apply also to principal teachers in nursery schools.

(2) Where the services of a principal are shared between two secondary schools, his salary scale shall be determined by the Department.

(3) Subject to the provisions of regulation 34 an unqualified teacher serving as principal—

(a) in a primary school, shall receive in addition to his salary under regulation 34 or 35(1) an allowance of £192;

(b) in a special school, shall receive in addition to his salary under regulation 34 an allowance of such amount as the Department may approve.

Definition

13. For the purposes of regulations 14 to 16 “points category” means the points category as determined in accordance with regulation 19.

Vice-principals

14.—(1) In a primary or secondary school a vice-principal appointed where the points category exceeds 150, and a second vice-principal appointed where the points category exceeds 2700, shall be paid on the appropriate scale as determined under paragraph (b) of regulation 8 so long as he carries out the duties of vice-principal.

(2) In a secondary school where the services of a principal are shared with an institution of further education the vice-principal's scale shall be determined by the Department.

(3) In a primary school for both boys and girls in which, in addition to the post of vice-principal, one or more teachers other than the principal hold posts on any of the scales higher than scale 1, a teacher of the opposite sex to that of the vice-principal shall hold one of such posts in the school unless the Department otherwise approves.

Second masters and second mistresses

15.—(1) In a primary or secondary school which is a school for both boys and girls and where the points category exceeds 1000 a teacher shall be paid as second master or second mistress as the case may be on the appropriate scale as determined under paragraph (b) of regulation 8 so long as he carries out the duties of second master or second mistress.

(2) The second master or second mistress in a primary or secondary school shall be of opposite sex to the vice-principal but in a school where there are two vice-principals of opposite sex either a man or a woman may be appointed.

(3) Where a second master or second mistress in a primary or secondary school 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.

(4) In a special school in group 7(S) or higher, a teacher shall be paid as second master or second mistress as the case may be on the appropriate scale as determined under paragraph (b) of regulation 8 so long as he carries out the duties of second master or second mistress.

Senior teachers

16.—(1) 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. |

(2) In special schools in group 9(S) there may with the approval of the Department be designated for the purposes of these regulations posts of senior teacher up to a limit of 10% of the number of approved full-time teaching posts in the school other than those of principal, vice-principal and second master/mistress.

POINTS AVERAGE, POINTS SCORE, POINTS CATEGORY, SCALE SCORE

Points average

17. For each triennial period of school years, commencing with the period 1st August 1973 to 31st July 1976, a points average for each primary or secondary school shall be determined, being the average of the points scores determined in each year of the immediately preceding triennial period.

Determination of points score

18. A points score shall be determined for each primary or secondary school in respect of each school year, commencing with the school year 1971/72, 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 14 years of age	— 2 points
“ “ aged 14 and under 15 years of age	— 3 points
“ “ “ 15 “ “ 16 “ “ “	— 4 points
“ “ “ 16 “ “ 17 “ “ “	— 6 points
“ “ “ 17 and over	— 8 points

except in the case of handicapped pupils in special classes, consisting wholly or mainly of handicapped pupils, when the points count prescribed above shall be increased for each handicapped pupil by 3 points.

Points category

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

(a) for the period 24th May 1974 to 17th March 1975 inclusive:

the points category applicable for this period as determined under the provisions of the 1974 Salaries Regulations

(b) for the period 18th March 1975 to 31st July 1976 inclusive:

determined by reference to the points average for the triennial period 1st August 1973 to 31st July 1976 or the points score for the school year 1974/75 whichever is the greater.

(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 Department may deem proper, the Department may determine a points category for any purpose of these regulations in respect of part or the whole of any triennial period.

(3) Where a fraction occurs in the points average a fraction of more than one-half shall be counted as a unit, and a fraction of less than one-half shall not be counted.

Scale scores

20.—(1) Subject to the provisions of regulation 24(2), a scale score shall be allocated to each primary and secondary school with effect from the date of these regulations and shall be the scale score as set out in Schedule 3 related to the points category of the school. The scale score for secondary schools shall be the sum of scale score I and scale score II.

(2) In determining the number of teachers to be placed on scale 2 and above, the scale score for a school shall be used as follows:

- each teacher on scale 2 shall count 1
- each teacher on scale 3 shall count 2
- each teacher on scale 4 shall count 3
- each teacher on the senior teacher scale shall count 3

(3) Subject to the provisions of paragraphs (4), (5) and (7) the aggregate of scale score points used in respect of posts in a school shall not exceed the scale score for the school as determined under paragraph (1).

(4) A teacher who at the date of these regulations is on scale 2, 3, 4, or on the senior teacher scale or who subsequently is placed on any of these scales shall not be paid on a lower scale so long as he continues in the same post.

(5) Where the scale score of a school is less than the aggregate of the scale score points in respect of posts on scales 2 to 4 and on the senior teacher scale in the school as at the date of these regulations, including the points for any post on these scales which may be vacant at that date, no further teachers shall be placed on any of the scales 2 to 4 or on the senior teacher scale until the scale score of the school permits:

Provided however that the employing authority with the approval of the Department may, notwithstanding the provisions of paragraphs (1) and (3), allow for the period up to 31st July 1976 posts in the school with an aggregate of scale score points above the scale score of the school, but not exceeding the aggregate of such points in respect of posts as at the date of these regulations.

(6) Where an appointment is made under the proviso to paragraph (5), the limitation indicated in Part II of Schedule 3 as to the scales on which assistant teachers other than vice-principals and second masters/mistresses may be paid may, with the approval of the Department, be waived where it is necessary to do so provided however that the existing number of posts with scales above the limitation shall not be exceeded.

(7) Where the organisation of secondary education in a particular area is based on junior and senior secondary schools and two or more of the schools are regarded as a unit in which normally all the pupils from the junior schools proceed to the senior school, other than those who proceed to an institution of further education, the scale score for any school in such a unit may, with the approval of the Department, be increased beyond its scale score entitlement provided that the total of the scale scores used in the unit does not exceed the combined scale scores applicable to the schools.

TEACHERS ON CERTAIN SCALES HIGHER THAN SCALE 1 PRIOR TO 18TH MARCH 1975

Teachers in primary and secondary schools on certain scales under the 1974 Salaries Regulations higher than scale 1, prior to the date of these regulations.

21.—(1) For the period 24th May 1974 to 17th March 1975 inclusive, the number of teachers in a primary or secondary school who may be paid on any of the scales 2 to 4 and on the senior teacher scale shall be the number of teachers entitled to be paid during that period under the provisions of the 1974 Salaries Regulations on scales 2 to 5 and on the senior teacher scale of those regulations and teachers who were on those scales at any time during this period shall be placed on the corresponding scales under these regulations in accordance with the provisions of Schedule 4.

(2) A teacher appointed after the date of these regulations to any of the scales referred to in paragraph (1) and whose appointment is effective from a date earlier than that date shall for the purposes of paragraph (1) of this regulation be deemed to be a teacher who was appointed to the corresponding scale under the provisions of the 1974 Salaries Regulations.

SPECIAL SCHOOLS

Determination of school group

22.—(1) The group of a special school for the purpose of determining the salary scale for a principal, vice-principal and second master/mistress shall be derived in accordance with the table in Schedule 5 from the approved staffing of the school together with the number of pupils enrolled, as at the second Friday following the opening of the school for the second term in each school year and the group thus determined shall apply from 1st April following.

(2) The group which shall apply for the period from 24th May 1974 to 31st March 1975 inclusive shall be determined in accordance with paragraph (1) based on the approved staffing and enrolment as at the second Friday following the opening of the school for the second term in the school year 1973/74.

Determination of number of posts on scales 2(S) and 3(S)

23.—(1) Subject to paragraph (2) the number of teachers who shall be paid on scales 2(S) and 3(S) shall be determined in relation to the number of approved full-time teaching posts in the school in accordance with approved arrangements having regard to the extent to which the pupils in the school have multiple handicaps and shall be:

(a) for scale 2(S) not less than 30% or more than 66 $\frac{2}{3}$ % of the said teaching posts, and

(b) for scale 3(S) not less than 5% or more than 15% of the said teaching posts,

any fraction being rounded to the nearest whole number of teachers, a fraction of one-half being rounded up.

(2) No teacher shall be placed on scale 3(S) in a school in a group below 6(S).

(3) Where the Department is satisfied that the needs of a particular school so justify, the maximum percentages specified in paragraph (1) for posts on scales 2(S) or 3(S) may, with its approval be exceeded.

(4) A teacher who under these regulations is placed on scale 2(S), 3(S) or on the senior teacher scale shall not be paid on a lower scale so long as he continues in the same post.

(5) A teacher in a special school shall not be paid on a scale higher than scale 1 until he has satisfactorily completed the probation requirements of the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1973.

SCHOOLS OF EXCEPTIONAL DIFFICULTY

Designation and scale score

24.—(1) A board shall designate for the purposes of these regulations in relation to the schools in its area in accordance with arrangements approved by the Department certain schools which are to be regarded as schools of exceptional difficulty.

(2) Where a school has been designated as a school of exceptional difficulty in accordance with paragraph (1) the scale score of the school as determined in accordance with the provisions of regulation 20 may be increased to such extent as the Department shall approve.

ALLOWANCES

Allowance for teachers of handicapped pupils

25.—(1) An assistant teacher on scale 1 in a special school shall receive in addition to his salary on the appropriate scale a special schools allowance of £300.

(2) An assistant teacher of a special class of handicapped pupils in a primary or secondary school who is not a vice-principal or second master/mistress or a senior teacher may, at the discretion of the board and with the approval of the Department, receive in addition to his salary on the appropriate scale a special class allowance of £300.

Acting allowances

26. Where the Department has considered it reasonable—

(a) to approve the appointment of an acting principal if—

(i) the principalship of a school is vacant or in the prolonged absence of the principal or if the principal is absent on leave without pay; or

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

(b) to approve of an assistant teacher other than a vice-principal or second master/mistress assuming the duties of another assistant teacher in the prolonged absence of that teacher, or pending the permanent appointment of a new teacher,

the teacher carrying out the duties of acting principal or those of another teacher under the provisions of (a) or (b) above may be paid an allowance of such amount as is necessary to ensure that during the period the teacher assumes the duties, he shall receive the same rate of salary as he would receive if he were appointed to the particular post.

Cost of living allowance

27.—(1) A cost of living allowance shall be payable to full-time teachers in addition to salary as otherwise determined under these regulations and shall be at the following rates:

£62.64	per annum from	1st June 1974 to 30th June 1974	inclusive
£104.40	„ „ „	1st July 1974 to 31st July 1974	„
£125.28	„ „ „	1st August 1974 to 31st August 1974	inclusive
£146.16	„ „ „	1st September 1974 to 31st October 1974	„
£167.04	„ „ „	1st November 1974 to 30th November 1974	inclusive
£229.68	„ „ „	1st December 1974	inclusive

(2) The cost of living allowance, and any like allowance payable to any teacher as part of his remuneration for teaching service in an institution of further education or college of education, shall be disregarded for the purposes of determining the salary placing position of the teacher on any of the scales set out in these regulations.

INCREMENTS

Award of increments

28. After a teacher's rate of salary has been determined subsequent increments in the scale shall be granted in accordance with approved arrangements, subject to the following:

- (a) The Department may at any time withhold an increment or require it to be withheld if a teacher's service, in the judgment of the Department, 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 Department, reached a satisfactory standard he may, at the discretion of the Department, be allowed two increments (instead of one increment) in the appropriate scale;
- (c) a teacher's normal incremental date shall fall on the first day of a calendar month;
- (d) a teacher appointed on any of the salary scales set out in Schedule 2 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;
- (e) where a teacher is placed or replaced on any of the salary scales set out in Schedule 2 and for this purpose his past service and experience is assessed under Schedule 1, the date on which the next complete year of service would be attained shall be calculated and if the following day falls on any of the first fifteen days of a month, his increment shall be awarded from the first day of that month but otherwise from the first day of the following month subject to satisfactory continuous full-time service in the meantime;
- (f) where 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—
 - (i) amounts to fifteen days or less it shall be counted as teaching service for the purpose of the award of increments;
 - (ii) amounts to more than fifteen days but less than thirty days the teacher's incremental date shall be retarded by one month;
 - (iii) amounts to thirty days or more the teacher's incremental date shall be retarded by one month for each complete period of thirty days and by a further month where the residue of the period amounts to more than fifteen days but less than thirty days;
- (g) where an increment is awarded, the amount shall be such as will increase the rate of salary from a whole incremental point to the next whole incremental point, or from a half incremental point to the next half incremental point as the case may be on the scale, subject to the maximum of the scale not being exceeded.

Credit for periods of absence

29.—(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 unless the Department shall determine otherwise.

ABSENCES OF TEACHERS

Definition

30. In regulations 31 and 32 “teacher” means a full-time teacher other than a temporary teacher who is remunerated in accordance with paragraph (1) of regulation 36.

Absence due to illness

31.—(1) A teacher shall, subject to the provisions of these regulations, be entitled, while absent because of illness, to receive salary in any period of one year, which shall be deemed to begin on 1st April and end on 31st March of the following year, in accordance with the following scale:

- (a) During the first year of full-time service: salary at the full rate for 25 working days and after completing four calendar months full-time service salary at one-half of the full rate for 50 working days;
- (b) during the second year of full-time service: salary at the full rate for 50 working days and at one-half of the full rate for 50 working days;
- (c) during the third year of full-time service: salary at the full rate for 75 working days and at one-half of the full rate for 75 working days;
- (d) during the fourth and successive years of full-time service: salary at the full rate for 100 working days and at one-half of the full rate for 100 working days.

(2) A teacher who is appointed from a date other than 1st April shall be deemed for the purposes of paragraph (1) to have been appointed from the preceding 1st April but shall have completed four calendar months actual full-time service before being entitled while absent owing to illness to any salary at one-half of the full-time rate.

(3) The period from 1st April until the return to duty of a teacher absent owing to illness on 31st March in any year and who continues to be absent for this reason after that date shall be deemed to be part of the preceding year for the purpose of determining entitlement to sick leave with pay and if such a teacher after returning to duty should subsequently be absent owing to illness before 1st April following his entitlement to sick leave with pay shall be determined under paragraph (1) but reckoned as from the date of returning to duty after his previous illness.

(4) Subject to the provisions of paragraph (5) a teacher who was ill immediately preceding a period of school vacation and who continues to be ill shall be paid at the rate applicable to him under paragraph (1) on the last working day before the period of vacation commenced, and the vacation period shall not be counted against his entitlement under paragraph (1), or where he had ceased to be entitled to salary at the full or half rate he shall not be entitled to salary.

(5) If a teacher obtains and forwards to the Department a medical certificate certifying that during a vacation period or for any part of such period he was in all respects fit to undertake teaching duties, he shall be deemed to have returned to duty from the date so certified and salary at the full rate shall be paid to him from that date provided he actually resumes duty on the day the school re-opens after the vacation.

(6) 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 March, 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 Department.

(7) Where a teacher is absent owing to illness and the absence includes any period of days which are not working days, other than vacation periods to which paragraphs (4) and (5) apply, he shall be entitled to payment for each such period at the full rate of salary or at one-half of the full rate as the case may be on the same basis as the rate related to the last working day immediately preceding each such period, and where the teacher has ceased to be entitled to salary at the full or half rate, he shall not be entitled to salary.

(8) A teacher in post on 1st April 1974 and who continues in full-time service shall be entitled to receive salary for absence due to illness in accordance with the provisions of this regulation or the regulation governing this matter immediately prior to 1st April 1974, whichever is the more favourable to the teacher.

Absence with salary for other causes

32. 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 Department, for a period of absence exceeding three working days, due to special circumstances.

Leave with or without salary in certain other instances

33. Where a teacher with the approval of the Department has been granted leave of absence by the employing authority—

- (a) to attend an approved course of study or training, or
- (b) for other reasons,

such absence shall be with or without pay as may be approved by the Department, and shall rank for increment unless the Department otherwise determines.

UNQUALIFIED TEACHERS

Minimum salary

34. The minimum rate of remuneration of full-time unqualified teachers shall be £1,254, 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

35.—(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 £1,677.

(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 salary scale 1 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

36.—(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—

(a) to whom leave of absence has been granted for approved purposes including attendance at an approved course of study or training, or

(b) who has been seconded under the Secondment of Teachers Overseas Regulations (Northern Ireland) 1961(1)

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 Department 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, subject to the provisions of paragraph (c) of regulation 28, 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) 1972 or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972, or any regulations superseding those regulations, but for the purposes of sub-paragraph (5)(a) "salary" shall not include the cost of living allowance payable under regulation 27.

(5)(a) 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)—

- (i) shall have his rate of salary determined on 1st April 1975 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
- (ii) shall if in service at any time in the period 24th May 1974 to 31st March 1975 inclusive have his rate of salary determined under the provisions of Schedule 4 as at the date of first employment in that period, and notwithstanding the provisions of these regulations, the rate so determined shall be the teacher's rate of salary for any periods of service until 31st March 1975, except that where such rate is not an exact incremental point and is applied to any period of service given in the period 1st September 1974 up to 31st March 1975 inclusive, the rate of salary for such period shall be rounded up to the next incremental point.

(b) The cost of living allowance payable under regulation 27 shall be added to the rate of salary determined under sub-paragraph (a) for the purpose of calculation of payment for each working day.

PART-TIME TEACHERS

Remuneration

37.—(1) Subject to paragraphs 2 and 3, the hourly rates for part-time teaching shall be as set out in the table hereunder, but in such circumstances as the Department may approve, part-time teachers may be paid rates in accordance with the appropriate scale for full-time teachers.

<i>Description of teacher and classes taught</i>	<i>Rate per hour</i>
(a) A qualified teacher teaching classes with pupils following courses (1) leading to General Certificate of Education examinations where such pupils are in the 4th or subsequent years of the course or (2) leading to Certificate of Secondary Education examinations where such pupils are in the 4th year of the course	£ 2.50
(b) A qualified teacher teaching any class other than as at (a)	2.00
(c) An unqualified teacher teaching any class	1.70

(2) The Department may authorise lower rates than the hourly rates approved in accordance with paragraph (1) in the case of part-time teachers of music or other subjects where the classes consist of individual pupils.

(3) In addition to the hourly rates prescribed above part-time teachers may, where appropriate, be paid a cost of living allowance as follows:

4p	per hour	for hours relating to the period from 1st June 1974 to 30th June 1974 inclusive
7p	“ “ “ “ “ “ “ “ “ “	1st July 1974 to 31st July 1974 inclusive
8p	“ “ “ “ “ “ “ “ “ “	1st August 1974 to 31st August 1974 inclusive
9p	“ “ “ “ “ “ “ “ “ “	1st September 1974 to 31st October 1974 inclusive
11p	“ “ “ “ “ “ “ “ “ “	1st November 1974 to 30th November 1974 inclusive
14½p	“ “ “ “ “ “ “ “ “ “	1st December 1974

MISCELLANEOUS

Re-assessment of salary following incorrect placing

38.—(1) Where evidence becomes available that a teacher's placing on the salary scales is incorrect and a re-assessment of his salary is carried out with the result that the rate of salary falls to be increased, the revised rate shall come into operation from a date not earlier than 24th May 1974:

Provided that the Department may determine otherwise where it is satisfied that the need for re-assessment did not arise because of the teacher's failure to supply in writing for the purposes of determination of his rate of salary and allowances under the provisions of the regulations which from time to time governed the salaries of teachers in recognised schools, full and correct information—

- when the initial assessment was made or within three months thereafter; or
- at a time when the teacher was replaced for salary purposes following a general revision of teachers' salaries and allowances or within three months thereafter; or
- at the time of a re-assessment following a break in service or within three months thereafter.

(2) For the purposes of this regulation "salary" includes any allowance properly payable to the teacher under the provisions of the regulations which from time to time governed the salaries of teachers in recognised schools.

Additional qualifications or approved courses

39. A teacher who on or after 1st April 1972 has been placed on any of the scales set out in Schedule 2 of the 1972 Salaries Regulations or on any of the scales set out in regulations superseding those regulations 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—

- re-calculated in accordance with the terms of paragraph 3 of Part II of Schedule 4 in the case of a teacher on scale 1; or
- increased by—

- (i) one increment where the qualification or course would entitle the teacher to this amount in accordance with the terms of sub-paragraph 3(3) of Part II of Schedule 4 were he an assistant teacher being placed on scale 1 in accordance with the terms of that paragraph;
 - (ii) two increments where a teacher, other than a teacher to whom (iii) or (iv) hereunder applies, has obtained an approved university degree or other qualification adjudged by the Department to be equivalent thereto;
 - (iii) four increments where a teacher, other than a teacher to whom (iv) hereunder applies, has obtained an approved university degree with first or second class honours, or other qualification adjudged by the Department to be equivalent thereto;
 - (iv) two increments 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 Department 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.

Deductions for board and lodging

40. 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.

Safeguarding of existing salaries

41. A teacher in recognised teaching service on 23rd May 1974 who continues in the same post 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.

Sealed with the Official Seal of the Department of Education for Northern Ireland on 18th March 1975.

(L.S.)

J. Finney
Deputy Secretary.

Regulations 6, 8 and Schedule 4

SCHEDULE 1

Service, employment, study, training and research recognised for the purposes of incremental credit on scale 1

1. Credit for the following full-time service, employment, study, training and research shall be given for incremental purposes where provided in these regulations as if it were teaching service to the extent specified in the table:

Provided that—

- (1) service, employment, study, training and research undertaken 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 Department 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	
(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 Department, 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.

Type of service

- (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
- (l) Such other service or employment as in the opinion of the Department should be recognised
- (m) In the case of a teacher recognised as qualified under the Primary Schools (General) Regulations (Northern Ireland) 1973, satisfactory service given as a substitute or as a temporary teacher

Extent of incremental credit

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

To such extent as the Department may determine

Credit in full

2.—(1) Subject to the maximum of the scale not being exceeded, an assistant teacher who has successfully completed at least four years' approved full-time study, training or research shall be allowed increments for the purposes of determining a salary placing as follows:

- (a) One increment where the aggregate of such full-time study, training or research is less than five years;
- (b) two increments where the aggregate of such full-time study, training or research is at least five years but is less than six years;
- (c) three increments where the aggregate of such full-time study, training or research is at least six years.

(2) For the purposes of this paragraph 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, the Spring, Summer and Autumn terms being deemed to end on 30th April, 31st August and 31st December, respectively.

3. A teacher who is entitled to three increments under the terms of paragraph 2 above may be allowed subject to the maximum of the scale not being exceeded, a further increment in respect of each year of study, training or research in excess of six years where the Department so determines, subject to not more than two further increments being allowed.

4. Incremental credit allowed under the terms of paragraphs 1 to 3 above shall be calculated according to whether it is in respect of service, employment, study, training or research undertaken before 1st April 1971 or after that date and counted on the following basis:

- (a) Subject to the provisions of paragraph 5, experience gained before 1st April 1971 shall be counted for increments as set out below:

1st increment	}	shall each be £51
2nd increment		
3rd increment	}	shall each be £93
4th increment		
5th increment		
6th increment		
7th increment		
8th increment		
9th increment		
10th increment		
11th increment	}	shall each be £102
12th increment		
13th increment		
14th (final) increment		

(b) service, employment, study, training or research undertaken on or after 1st April 1971 shall count for increments on scale 1 according to the incremental pattern of that scale, provided however that—

- (i) a year of study, training or research accepted for incremental purposes under paragraph 2 shall be regarded as experience before 1st April 1971 where such year was entered upon before 1st April 1971 and ended after that date;
- (ii) in the case of a period accepted under paragraph 1(k) for incremental purposes the whole period shall be treated as experience before 1st April 1971 where one half or more of the period was before that date.

5. Where a teacher who has not successfully completed at least three years' approved full-time study or training has incremental credit assessed under this schedule in respect of service and employment given before 1st April 1971—

- (1) the amount of such credit shall be reduced by one year for the purposes of determining a salary placing on scale 1 where such credit amounts to one year or more;
- (2) the amount of such credit shall be ignored for the purposes of determining a salary placing on scale 1 where such credit is less than one year.

6. Where a teacher is placed or replaced on any of the salary scales set out in Schedule 2 and his service and experience is assessed or re-assessed under the provisions of this Schedule for salary placing purposes, the credit awarded may be modified to the extent required by regulation 28 to ensure that the teacher's normal incremental date shall fall on the first day of a calendar month.

SCHEDULE 2

Regulations 5, 7, 8, 9,
10, 19, 21, 23 and 39

Scales of salaries for teachers

PART I

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

(a) PRIMARY AND SECONDARY SCHOOLS

Point on scale	Scales				
	1	2	3	4	Senior teachers
	£	£	£	£	£
1	1,677	2,103	2,727	3,339	3,609
2	1,797	2,205	2,841	3,474	3,768
3	1,899	2,307	2,955	3,609	3,927
4	2,001	2,409	3,069	3,768	4,086
5	2,103	2,511	3,204	3,927	4,245
6	2,205	2,613	3,339	4,086	4,428
7	2,307	2,727	3,474	4,245	4,611
8	2,409	2,841	3,609	4,428	4,794
9	2,511	2,955	3,768	4,611	4,977
10	2,613	3,069	3,927		
11	2,727	3,204	4,086		
12	2,841	3,339			
13	2,955	3,474			
14	3,069				

(b) SPECIAL SCHOOLS

Point on scale	Scales			
	1	2(S)	3(S)	Senior teachers
	£	£	£	£
1	1,677	2,409	3,069	3,609
2	1,797	2,511	3,204	3,768
3	1,899	2,613	3,339	3,927
4	2,001	2,727	3,474	4,086
5	2,103	2,841	3,609	4,245
6	2,205	2,955	3,768	4,428
7	2,307	3,069	3,927	4,611
8	2,409	3,204	4,086	4,794
9	2,511	3,339	4,245	4,977
10	2,613	3,474	4,428	
11	2,727	3,609		
12	2,841	3,768		
13	2,955			
14	3,069			

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 scale shall be extended by two increments of £135 per annum as follows:

<i>Point on scale</i>	<i>Salary rate</i>
15	£ 3,204
16	3,339

PART II

VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES

(a) PRIMARY AND SECONDARY SCHOOLS

<i>Point on scale</i>	<i>Points category</i>					
	151-300	301-500	501-700	701-1000	1001-1300	1301-1800
	£	£	£	£	£	£
1	2,307	2,727	3,069	3,669	3,939	4,209
2	2,409	2,841	3,204	3,804	4,074	4,344
3	2,511	2,955	3,339	3,939	4,209	4,479
4	2,613	3,069	3,474	4,074	4,344	4,614
5	2,727	3,183	3,609	4,209	4,479	4,749
6	2,841	3,297	3,744			
7	2,955	3,411	3,879			
8	3,069	3,525	4,014			
9	3,183	3,639				
10	3,297	3,753				
11	3,411					
12	3,525					

<i>Point on scale</i>	<i>Points category</i>					
	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	over 7600
	£	£	£	£	£	£
1	4,479	4,749	5,019	5,289	5,472	5,694
2	4,614	4,884	5,154	5,424	5,607	5,829
3	4,749	5,019	5,289	5,559	5,742	5,964
4	4,884	5,154	5,424	5,694	5,877	6,099
5	5,019	5,289	5,559	5,829	6,012	6,234

(b) SPECIAL SCHOOLS.

Point on scale	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	2,673	3,111	3,699	4,017	4,224	4,431	4,683
2	2,775	3,240	3,828	4,146	4,353	4,560	4,812
3	2,877	3,369	3,957	4,275	4,482	4,689	4,941
4	2,979	3,498	4,086	4,404	4,611	4,818	5,070
5	3,081	3,627	4,215	4,533	4,740	4,947	5,199
6	3,189	3,756					
7	3,297	3,885					
8	3,405	4,014					
9	3,519						
10	3,633						
11	3,747						
12	3,861						

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	1001-1300
	£	£	£	£	£	£	£
1	3,381	3,555	3,759	3,984	4,323	4,671	5,067
2	3,498	3,672	3,876	4,119	4,458	4,806	5,202
3	3,615	3,789	3,993	4,254	4,593	4,941	5,337
4	3,732	3,906	4,110	4,389	4,728	5,076	5,472
5	3,849	4,023	4,227	4,524	4,863	5,211	5,607

Point on scale	Points category						
	1301-1800	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
	£	£	£	£	£	£	£
1	5,463	5,883	6,306	6,735	7,182	7,605	8,010
2	5,598	6,018	6,441	6,870	7,353	7,776	8,181
3	5,733	6,153	6,576	7,005	7,524	7,947	8,352
4	5,868	6,288	6,711	7,140	7,695	8,118	8,523
5	6,003	6,423	6,846	7,275			

(b) SPECIAL SCHOOLS

Point on scale	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	4,062	4,296	4,683	5,028	5,433	5,718	6,000
2	4,179	4,428	4,815	5,160	5,565	5,850	6,138
3	4,296	4,560	4,947	5,292	5,697	5,982	6,276
4	4,413	4,692	5,079	5,424	5,829	6,114	6,414
5	4,530	4,824	5,211	5,556	5,961	6,246	6,552

SCHEDULE 3 Regulations 9, 19, 20 and 24

Scale scores applicable with effect from 18th March 1975

PART I

PRIMARY SCHOOLS

Points category	Scale score	Number of posts		
		Scale 2	Scale 3	Scale 4
120- 300	1	1	—	—
301- 400	2	2	—	—
401- 500	4	4	—	—
501- 600	7	7	—	—
601- 700	8	8	—	—
701- 800	10	8	1	—
801- 900	11	9	1	—
901-1,100	13	11	1	—
1,101-1,200	15	13	1	—
1,201-1,300	16	14	1	—
1,301-1,400	18	16	1	—
1,401-1,600	21	19	1	—
1,601-1,800	24	20	2	—
1,801-2,000	29	22	2	1
2,001-2,200	34	25	3	1
2,201 and over	39	25	4	2

NOTE: Teachers (other than principals and vice-principals) in primary schools with a points category of less than 120 shall not be placed on scales higher than scale 1.

PART II

SECONDARY SCHOOLS

Points category for score I (all pupils)	Scale score I	Points category for score II (pupils 16 years and over)	Scale score II	Scales for assistant teachers (other than vice-principals and second masters/ mistresses)	
				Points category (all pupils)	Scale limitation
120- 300	1	101- 200	1	Up to 120	Scale 1 only
301- 400	3	201- 300	2	121-700	Not higher than scale 2
401- 500	6	301- 500	3	701-1,300	Not higher than scale 3
501- 600	7	501- 700	4		
601- 700	8	701- 900	6	1,301-2,400	Not higher than scale 4
701- 800	9	901-1,200	7		
801- 900	11	1,201-1,800	8	2,401-3,300	No limitation but not more than one senior teacher allowed
901-1,000	12	1,801-2,600	9		
1,001-1,200	15	2,601-3,300	10	3,301-4,600	No limitation but not more than two senior teachers allowed
1,201-1,300	17	3,301-4,000	11		
1,301-1,400	21	4,001-4,700	12	Over 4,600	No limitation but not more than three senior teachers allowed
1,401-1,600	22	4,701-5,400	13		
1,601-1,800	26	5,401 and over	14		
1,801-2,000	30				
2,001-2,200	35				
2,201-2,400	38				
2,401-2,700	46				
2,701-3,000	50				
3,001-3,300	54				
3,301-3,700	58				
3,701-4,100	63				
4,101-4,600	68				
4,601-5,100	71				
5,101-5,600	76				
5,601-6,100	81				
6,101-6,600	87				
6,601-7,100	93				
7,101-7,600	100				
7,601-8,100	108				
8,101 and over	116				

Regulations 6, 7, 21, 36 and 39

SCHEDULE 4

PART I

Placing of teachers on the salary scales

SALARY PLACING OF TEACHERS WHO WERE IN FULL-TIME SERVICE ON 24TH MAY 1974 OR WHO WERE APPOINTED OR RE-APPOINTED IN THAT CAPACITY BETWEEN 24TH MAY 1974 AND THE DATE OF THESE REGULATIONS

1.—(1) A teacher in full-time service in a recognised school on 24th May 1974 and who served in this capacity continuously until after 31st August 1974 or who ceased to serve as a full-time teacher before 1st September 1974 shall be placed, with effect from 24th May 1974, on the salary scale set out in Schedule 2 corresponding to the scale on which he was paid at that date under the 1974 Salaries Regulations, at the rate of salary shown in column (2) corresponding to the rate shown in column (1) of the relevant table as set out in the annex to this Schedule, and with effect from 1st September 1974 where applicable and provided the teacher continued to serve on the same scale, at the rate shown in column (3) subject to the provisions of sub-paragraph (2).

(2) A teacher who is placed on a salary scale on 1st September 1974 under sub-paragraph (1) who has received an increment of salary from a date during the period 24th May to 1st September 1974 under the 1974 Salaries Regulations, shall have this increment taken into account at the rate shown in column (3) under the provisions of sub-paragraph (1) shall accordingly be revised as necessary for the purposes of determining the rate of salary applicable as from 1st September 1974.

2.—(1) A teacher appointed or re-appointed with effect from a date after 24th May 1974 and before 1st September 1974 shall have his rate of salary calculated as at that date under the 1974 Salaries Regulations and the rate of salary shown in column (2) of the relevant table in the annex of this Schedule, corresponding to the said rate of salary calculated under the 1974 Salaries Regulations treated as if it were a rate in column (1), shall be the rate of salary at which the teacher shall be placed as from his date of appointment or re-appointment on the salary scale set out in Schedule 2 corresponding to his scale under the 1974 Salaries Regulations.

(2) A teacher placed on a salary scale under sub-paragraph (1) and who is in service on 1st September 1974 shall have his rate of salary if it is not already an incremental point, rounded up to the incremental point above the half incremental point at which he was paid on 31st August 1974.

3. A teacher appointed or re-appointed with effect from a date on or after 1st September 1974 and before the date of these regulations shall have his rate of salary calculated, as at the date of appointment, under the 1974 Salaries Regulations at the one-half incremental point or incremental point applicable under those regulations; the said one-half incremental point or incremental point shall be treated as if it were a half incremental point or incremental point as shown in column (1) of the relevant table in the annex to this Schedule and the corresponding rate shown in column (3) shall be the rate of salary at which the teacher shall be placed as from his date of appointment or re-appointment on the salary scale set out in Schedule 2 corresponding to his scale under the 1974 Salaries Regulations.

4. A teacher in service on 24th May 1974 or appointed or re-appointed after that date and who was subsequently promoted to a higher scale under the 1974 Salaries Regulations before 1st September 1974 shall be placed as from the date of his promotion on the salary scale set out in Schedule 2 which corresponds to the scale to which he was promoted under the 1974 Salaries Regulations—

- (a) at the rate of salary calculated in accordance with the provisions of paragraph 2 as if that paragraph applied to the calculation of a rate of salary as at the date of promotion instead of as at the date of appointment or re-appointment; or
- (b) at the rate of salary determined in accordance with paragraphs 6(1)(b) or 8(2) as appropriate of Part II of this Schedule, rounded up to the next incremental point where the rate is not already an incremental point, whichever is the higher.

5. A teacher in service on 24th May 1974 or appointed or re-appointed after that date and who was subsequently promoted to a higher scale under the 1974 Salaries Regulations on or after 1st September 1974 but before the date of these regulations shall be placed as from the date of his promotion on the salary scale set out in Schedule 2 which corresponds to the scale to which he was promoted under the 1974 Salaries Regulations—

- (a) at the rate of salary calculated in accordance with the provisions of paragraph 3 as if that paragraph applied to the calculation of a rate of salary as at the date of promotion instead of as at the date of appointment or re-appointment; or
- (b) at the rate of salary determined in accordance with paragraphs 6(1)(b) or 8(2) as appropriate of Part II of this Schedule, rounded up to the next incremental point where the rate is not already an incremental point, whichever is the higher.

6. A teacher who is a graduate with a first or second class honours degree or who holds an equivalent qualification and who was placed on scale 3 of the 1974 Salaries Regulations and whose rate of salary on this scale exceeded £2,820 at any time on or after 24th May 1974 and before the date of these regulations shall be entitled to proceed above the maximum of scale 2 as set out in Schedule 2, to a rate of £3,609, or in the case of a special school, above the maximum of scale 2(S) to a rate of £3,927 and shall be placed above the maximum of scale 2 or scale 2(S) as appropriate in accordance with the footnote to the relevant table in the annex to this Schedule.

7. A teacher who immediately prior to 24th May 1974 was in receipt of salary in excess of the maximum of the scale then applicable to him and whose scale under these regulations is the scale corresponding to that applicable to him under the 1974 Salaries Regulations, shall be paid in respect of service given on and after 24th May 1974 the rate by which the said salary exceeded the maximum, in addition to the maximum of the scale applicable under these regulations so long as he remains on the same scale.

PART II

SALARY PLACING OF TEACHERS TO WHOM PART I DOES NOT APPLY OR HAS CEASED TO APPLY

1. A teacher appointed or re-appointed or who moves to a different scale on or after the date of these regulations shall have his rate of salary determined as provided in Part II of this Schedule, and where such rate is not an exact incremental point, it shall be rounded up to the next incremental point above the rate of salary and he shall be placed on the appropriate scale at this incremental point.

2. A teacher who on or after the date of these regulations is re-appointed to a post for which the salary scale as set out in Schedule 2 corresponds to a scale on which he was placed at any time during the period 1st April 1971 to the date of these regulations, shall be placed on the scale at the date of re-appointment at a rate of salary determined by the Department having regard to the rate of

salary applicable to him at the date of leaving the former post on the corresponding scale uprated to the amount that he would be expected to receive if he were assimilated to his scale under the provisions of Part I of this Schedule, provided that this rate shall not be less than the rate of salary determined under paragraphs 3 to 6 or 8 of Part II of this Schedule as appropriate.

3. An assistant teacher who is placed on scale 1 on or after the date of these regulations 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 (3), 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 Department to be equivalent thereto, an addition of two increments;
- (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 Department to be equivalent thereto, an addition of four increments;
- (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 Department for the purposes of this sub-paragraph, an addition of one increment;
- (b) in the case of an assistant teacher who is entitled to the addition of two increments or four increments prescribed in sub-paragraph 3(1) and 3(2) and—
 - (i)(a) who has successfully completed an approved full-time course of training; or
 - (b) who has obtained an approved university postgraduate 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 or other approved university degree the course for which contains approved teacher training to an extent acceptable to the Department, does not form part of the teacher's qualifications entitling him to receive an amount under sub-paragraph 3(1) or 3(2),
an addition of one increment;
- (c) an assistant teacher shall not receive more than one addition of one increment under the provisions of sub-paragraph 3(3).

4. An assistant teacher who is placed on scale 1 following service on a higher scale on or after the date of these regulations shall be placed on the scale at the rate determined in accordance with the provisions of paragraph 3 or paragraph 10 whichever is the higher, subject to the maximum of the scale not being exceeded.

5. An assistant teacher who after the date of these regulations 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 3 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.

6.—(1) A teacher who is placed on scale 2, 2(S), 3, 3(S), or 4 or on the senior teacher scale for the first time on or after the date of these regulations shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

- (a) at the minimum; or
- (b) at the rate of salary that he would receive if placed on scale 1 in accordance with the provisions of paragraph 3 plus a promotion increase of two increments on the new scale, provided that if the promotion is to a scale higher than the one next above that previously applicable, the increase shall be the total of the increases which would have applied if the teacher had moved up one scale at a time, subject, at each stage, to the maximum of the scale not being exceeded;
- (c) at the rate of salary determined in accordance with paragraph 10 where the teacher is placed on the scale following service on or after the date of these regulations on another scale; or
- (d) 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, provided however that a teacher, within three months of being notified of his rate of salary, may request that his salary rate should be determined under any other relevant sub-paragraph of this paragraph.

(2) Where under the provisions of sub-paragraph (1) a teacher is promoted to scale 2(S) or 3(S) or to the senior teacher scale in a special school from a post in respect of which he was in receipt of the allowance payable under regulation 25 salary for the purposes of sub-paragraph (1)(b) and (1)(c), but not for the purposes of any calculation made under paragraph 7(b) or paragraph 8(2)(a), shall be deemed to include this allowance.

7. An assistant teacher, not being a vice-principal or second master/mistress, who is re-appointed to the scale last applicable to him and on which he had been placed on or after the date of these regulations shall be replaced subject to the maximum of the scale not being exceeded—

- (a) at the rate of scale salary last applicable to him; or
 - (b) in accordance with paragraph 3 or paragraph 6(1)(b) as appropriate,
- whichever is the higher.

8.—(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 school group, 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 school group, or
- (e) a teacher on any of the assistant teacher scales 1 to 4, 2(S) or 3(S) or on the senior teacher scale who is appointed as a vice-principal or second master/mistress,

on or after the date of these regulations 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 in accordance with the provisions of paragraph 3 at the date of appointment or re-appointment, plus an increase which shall be either—
 - (a) the promotion increase the teacher would receive under paragraph 6(1)(b) of this part of the Schedule had he been placed on the highest scale below that for vice-principal or second master/mistress appropriate to the particular school, plus, if the school is a special school, an additional amount of £300 per annum where the teacher was on scale 1, 2, 3 or 4 in his former post; or

(b) one and one-half increments on the new scale 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 the date of these regulations on another scale under these regulations plus an additional amount of £300 per annum where the appointment is to a special school and the service in the previous post was on scales 1, 2, 3 or 4;
- (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, a promotion increase of one and one-half increments on the new scale,

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 school group, or
- (b) a vice-principal or second master/mistress is re-appointed in either capacity to a school in the same points category or school group,

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.

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

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

to a school in the same points category or school group 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.

10.—(1) Where on or after the date of these regulations 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 4, 6 or 8 as the case may be where these apply, a teacher who on or after the date of these regulations 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 4, 6 or 8 as the case may be where these apply, a teacher who on or after the date of these regulations 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 4, 2(S), 3(S) 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 6(1)(b);
- (b) a principal, or a vice-principal or second master/mistress who is promoted to any of the scales 2 to 4, 2(S), 3(S) 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 one and one-half 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 of one and one-half increments on the scale to which he has been promoted;
- (d) an assistant teacher, other than a vice-principal or second master/mistress, who is demoted to any of the scales 1 to 4, or to 2(S) or 3(S) 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;
- (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 4 or to 2(S) or 3(S) 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 as related to 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 Department the circumstances of a particular case are not covered by either Part I or Part II of this Schedule, or in such other circumstances as the Department may deem proper the teacher shall be placed on the appropriate scale at a rate determined by the Department.

ANNEX

Tables showing salary placings of teachers who were in full-time service on 24th May 1974 or who were appointed or re-appointed in that capacity between 24th May 1974 and the date of these regulations

SECTION A

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

1974 Salaries Regulations	Corresponding salary rate on scale 1 of these regulations		1974 Salaries Regulations	Corresponding salary rate on scale 2 of these regulations	
	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry		at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£
1449	1677	1677	1590	2103	2103
1450—1488	1737	1797	1591—1629	2103	2103
1489—1527	1797	1797	1630—1668	2103	2103
1528—1566	1848	1899	1669—1707	2103	2103
1567—1605	1899	1899	1708—1746	2103	2103
1606—1644	1950	2001	1747—1786	2154	2205
1645—1683	2001	2001	1787—1827	2205	2205
1684—1722	2052	2103	1828—1867	2256	2307
1723—1761	2103	2103	1868—1908	2307	2307
1762—1801	2154	2205	1909—1948	2358	2409
1802—1842	2205	2205	1949—1989	2409	2409
1843—1882	2256	2307	1990—2029	2460	2511
1883—1923	2307	2307	2030—2070	2511	2511
1924—1963	2358	2409	2071—2112	2562	2613
1964—2004	2409	2409	2113—2154	2613	2613
2005—2044	2460	2511	2155—2196	2670	2727
2045—2085	2511	2511	2197—2238	2727	2727
2086—2125	2562	2613	2239—2280	2784	2841
2126—2166	2613	2613	2281—2322	2841	2841
2167—2208	2670	2727	2323—2364	2898	2955
2209—2250	2727	2727	2365—2406	2955	2955
2251—2292	2784	2841	2407—2448	3012	3069
2293—2334	2841	2841	2449—2490	3069	3069
2335—2388	2898	2955	2491—2533	3136.50	3204
2389—2441	2955	2955	2534—2577	3204	3204
2442 (point 13)	2955	2955	2578—2632	3271.50	3339
2442 (points 14 and 15)	3069	3069	2633—2688	3339	3339
2443—2553	3069	3069	*2689—2733	3406.50	3474
			*2734—2868	3474	3474

*These rates apply to graduates with first or second class honours or equivalent qualification who were paid on the extended scale 2 of the 1974 Salaries Regulations.

1974 Salaries Regulations	Corresponding salary rate on scale 1 of these regulations	
Salary on scale 1 at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
<p>Where a teacher paid on scale 1 under the 1974 Salaries Regulations is entitled to be classed as a graduate with first or second class honours or equivalent qualification for salary purposes the corresponding rates from scale point 13 (£2442) shall be as follows:</p>		
<p>£</p> <p>2443—2485</p> <p>2486—2529</p> <p>2530—2572</p> <p>2573—2615</p> <p>2616 (point 15)</p> <p>2616 (points 16 and 17)</p> <p>2617—2733</p>	<p>£</p> <p>3012</p> <p>3069</p> <p>3136.50</p> <p>3204</p> <p>3204</p> <p>3339</p> <p>3339</p>	<p>£</p> <p>3069</p> <p>3069</p> <p>3204</p> <p>3204</p> <p>3204</p> <p>3339</p> <p>3339</p>

1974 Salaries Regulations	Corresponding salary rate on scale 2 of these regulations		1974 Salaries Regulations	Corresponding salary rate on scale 3 of these regulations	
	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry		at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£
1,863	2,307	2,307	2,286	2,727	2,727
1,864—1,909	2,358	2,409	2,287—2,334	2,784	2,841
1,910—1,956	2,409	2,409	2,335—2,382	2,841	2,841
1,957—2,002	2,460	2,511	2,383—2,430	2,898	2,955
2,003—2,049	2,511	2,511	2,431—2,478	2,955	2,955
2,050—2,097	2,562	2,613	2,479—2,527	3,012	3,069
2,098—2,145	2,613	2,613	2,528—2,577	3,069	3,069
2,146—2,191	2,670	2,727	2,578—2,626	3,136.50	3,204
2,192—2,238	2,727	2,727	2,627—2,676	3,204	3,204
2,239—2,286	2,784	2,841	2,677—2,725	3,271.50	3,339
2,287—2,334	2,841	2,841	2,726—2,775	3,339	3,339
2,335—2,382	2,898	2,955	2,776—2,824	3,406.50	3,474
2,383—2,430	2,955	2,955	2,825—2,874	3,474	3,474
2,431—2,478	3,012	3,069	2,875—2,923	3,541.50	3,609
2,479—2,526	3,069	3,069	2,924—2,973	3,609	3,609
2,527—2,574	3,136.50	3,204	2,974—3,022	3,688.50	3,768
2,575—2,622	3,204	3,204	3,023—3,072	3,768	3,768
2,623—2,671	3,271.50	3,339	3,073—3,121	3,847.50	3,927
2,672—2,721	3,339	3,339	3,122—3,171	3,927	3,927
2,722—2,770	3,406.50	3,474	3,172—3,220	4,006.50	4,086
2,771—2,820	3,474	3,474	3,221—3,270	4,086	4,086
*2,821—2,865	*3,541.50	*3,609			
*2,866—3,000	*3,609	*3,609			

*Rates applicable on a personal basis to graduates with first or second class honours or equivalent qualification who, under the 1974 Salaries Regulations, were paid before the date of these regulations any of the rates of salary over £2,820 as indicated in column (1)

1974 Salaries Regulations	Corresponding salary rate on scale 4 of these regulations		1974 Salaries Regulations	Corresponding salary rate on senior teacher scale of these regulations	
	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry		at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£
2,718	3,339	3,339	2,940	3,609	3,609
2,719—2,773	3,406.50	3,474	2,941—2,995	3,688.50	3,768
2,774—2,829	3,474	3,474	2,996—3,051	3,768	3,768
2,830—2,884	3,541.50	3,609	3,052—3,106	3,847.50	3,927
2,885—2,940	3,609	3,609	3,107—3,162	3,927	3,927
2,941—2,995	3,688.50	3,768	3,163—3,217	4,006.50	4,086
2,996—3,051	3,768	3,768	3,218—3,273	4,086	4,086
3,052—3,106	3,847.50	3,927	3,274—3,328	4,165.50	4,245
3,107—3,162	3,927	3,927	3,329—3,384	4,245	4,245
3,163—3,217	4,006.50	4,086	3,385—3,441	4,336.50	4,428
3,218—3,273	4,086	4,086	3,442—3,498	4,428	4,428
3,274—3,328	4,165.50	4,245	3,499—3,555	4,519.50	4,611
3,329—3,384	4,245	4,245	3,556—3,612	4,611	4,611
3,385—3,441	4,336.50	4,428	3,613—3,669	4,702.50	4,794
3,442—3,498	4,428	4,428	3,670—3,726	4,794	4,794
3,499—3,555	4,519.50	4,611	3,727—3,783	4,885.50	4,977
3,556—3,612	4,611	4,611	3,784—3,840	4,977	4,977

ASSISTANT TEACHERS IN SPECIAL SCHOOLS
(OTHER THAN VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES)

ON SCALES 2, 3 AND 4 AT 24TH MAY 1974

1974 Salaries Regulations	Corresponding salary rate on scale 2(S) of these regulations		1974 Salaries Regulations	Corresponding salary rate on scale 2(S) of these regulations		1974 Salaries Regulations	Corresponding salary rate on scale 3(S) of these regulations	
	at 24th May 1974 or at a date of entry before 1st Sept. 1974	at 1st Sept. 1974 or subsequent date of entry		at 24th May 1974 or at a date of entry before 1st Sept. 1974	at 1st Sept. 1974 or subsequent date of entry		at 24th May 1974 or at a date of entry before 1st Sept. 1974	at 1st Sept. 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£	£	£	£
1,590	2,409	2,409	1,863	2,613	2,613	2,286	3,069	3,069
1,591-1,668	2,409	2,409	1,864-1,909	2,670	2,727	2,287-2,334	3,136.50	3,204
1,669-1,746	2,409	2,409	1,910-1,956	2,727	2,727	2,335-2,382	3,204	3,204
1,747-1,786	2,460	2,511	1,957-2,002	2,784	2,841	2,383-2,430	3,271.50	3,339
1,787-1,827	2,511	2,511	2,003-2,049	2,841	2,841	2,431-2,478	3,339	3,339
1,828-1,867	2,562	2,613	2,050-2,097	2,898	2,955	2,479-2,527	3,406.50	3,474
1,868-1,908	2,613	2,613	2,098-2,145	2,955	2,955	2,528-2,577	3,474	3,474
1,909-1,948	2,670	2,727	2,146-2,191	3,012	3,069	2,578-2,626	3,541.50	3,609
1,949-1,989	2,727	2,727	2,192-2,238	3,069	3,069	2,627-2,676	3,609	3,609
1,990-2,029	2,784	2,841	2,239-2,286	3,136.50	3,204	2,677-2,725	3,688.50	3,768
2,030-2,070	2,841	2,841	2,287-2,334	3,204	3,204	2,726-2,775	3,768	3,768
2,071-2,112	2,898	2,955	2,335-2,382	3,271.50	3,339	2,776-2,824	3,847.50	3,927

1974 Salaries Regulations	Corresponding salary rate on scale 2(S) of these regulations		1974 Salaries Regulations	Corresponding salary rate on scale 2(S) of these regulations		1974 Salaries Regulations	Corresponding salary rate on scale 3(S) of these regulations	
	at 24th May 1974 or at a date of entry before 1st Sept. 1974	at 1st Sept. 1974 or subsequent date of entry		at 24th May 1974 or at a date of entry before 1st Sept. 1974	at 1st Sept. 1974 or subsequent date of entry		at 24th May 1974 or at a date of entry before 1st Sept. 1974	at 1st Sept. 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)
2,113-2,154	2,955	2,955	2,383-2,430	3,339	3,339	2,825-2,874	3,927	3,927
2,155-2,196	3,012	3,069	2,431-2,478	3,406.50	3,474	2,875-2,923	4,006.50	4,086
2,197-2,238	3,069	3,069	2,479-2,526	3,474	3,474	2,924-2,973	4,086	4,086
2,239-2,280	3,136.50	3,204	2,527-2,574	3,541.50	3,609	2,974-3,022	4,165.50	4,245
2,281-2,322	3,204	3,204	2,575-2,622	3,609	3,609	3,023-3,072	4,245	4,245
2,323-2,364	3,271.50	3,339	2,623-2,671	3,688.50	3,768	3,073-3,121	4,336.50	4,428
2,365-2,406	3,339	3,339	2,672-2,721	3,768	3,768	3,122-3,171	4,428	4,428
2,407-2,448	3,406.50	3,474	2,722-2,820	3,768	3,768	3,172-3,220	4,428	4,428
2,449-2,490	3,474	3,474	†2,821-2,865	3,847.50	3,927	3,221-3,270	4,428	4,428
2,491-2,533	3,541.50	3,609	†2,866-3,000	3,927	3,927			
2,534-2,577	3,609	3,609						
2,578-2,632	3,688.50	3,768						
2,633-2,688	3,768	3,768						
*2,689-2,778	3,768	3,768						
*2,779-2,868	3,768	3,768						

†Rates applicable on a personal basis to graduates with first or second class honours or equivalent qualification who, under the 1974 Salaries Regulations, were paid before the date of these regulations any of the rates of salary over £2,820 as indicated in column (1).

*These rates apply to graduates with first or second class honours or equivalent qualification who were paid on the extended scale 2 of the 1974 Salaries Regulations.

SECTION B

VICE-PRINCIPALS AND SECOND MASTERS/MISTRESSES

(a) PRIMARY AND SECONDARY SCHOOLS

POINTS CATEGORY 151-200			POINTS CATEGORY 201-300		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry	Salary at 24th May 1974 or at a date of entry before 1st September 1974	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£
1,782	2,307	2,307	1,839	2,307	2,307
1,783-1,822	2,358	2,409	1,840-1,879	2,358	2,409
1,823-1,863	2,409	2,409	1,880-1,920	2,409	2,409
1,864-1,903	2,460	2,511	1,921-1,960	2,460	2,511
1,904-1,944	2,511	2,511	1,961-2,001	2,511	2,511
1,945-1,986	2,562	2,613	2,002-2,041	2,562	2,613
1,987-2,028	2,613	2,613	2,042-2,082	2,613	2,613
2,029-2,070	2,670	2,727	2,083-2,124	2,670	2,727
2,071-2,112	2,727	2,727	2,125-2,166	2,727	2,727
2,113-2,154	2,784	2,841	2,167-2,208	2,784	2,841
2,155-2,196	2,841	2,841	2,209-2,250	2,841	2,841
2,197-2,238	2,898	2,955	2,251-2,290	2,898	2,955
2,239-2,280	2,955	2,955	2,291-2,331	2,955	2,955
2,281-2,322	3,012	3,069	2,332-2,373	3,012	3,069
2,323-2,364	3,069	3,069	2,374-2,415	3,069	3,069
2,365-2,406	3,126	3,183	2,416-2,457	3,126	3,183
2,407-2,448	3,183	3,183	2,458-2,499	3,183	3,183
2,449-2,490	3,240	3,297	2,500-2,541	3,240	3,297
2,491-2,532	3,297	3,297	2,542-2,583	3,297	3,297
2,533-2,574	3,354	3,411	2,584-2,628	3,354	3,411
2,575-2,616	3,411	3,411	2,629-2,673	3,411	3,411
2,617-2,670	3,468	3,525	2,674-2,730	3,468	3,525
2,671-2,724	3,525	3,525	2,731-2,787	3,525	3,525

POINTS CATEGORY 301-500			POINTS CATEGORY 501-700		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974.	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry	Salary at 24th May 1974 or at a date of entry before 1st September 1974	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£
2,100	2,727	2,727	2,448	3,069	3,069
2,101-2,146	2,784	2,841	2,449-2,497	3,136.50	3,204
2,147-2,193	2,841	2,841	2,498-2,547	3,204	3,204
2,194-2,239	2,898	2,955	2,548-2,596	3,271.50	3,339
2,240-2,286	2,955	2,955	2,597-2,646	3,339	3,339
2,287-2,332	3,012	3,069	2,647-2,695	3,406.50	3,474
2,333-2,379	3,069	3,069	2,696-2,745	3,474	3,474
2,380-2,425	3,126	3,183	2,746-2,794	3,541.50	3,609
2,426-2,472	3,183	3,183	2,795-2,844	3,609	3,609
2,473-2,521	3,240	3,297	2,845-2,893	3,676.50	3,744
2,522-2,571	3,297	3,297	2,894-2,943	3,744	3,744
2,572-2,620	3,354	3,411	2,944-2,992	3,811.50	3,879
2,621-2,670	3,411	3,411	2,993-3,042	3,879	3,879
2,671-2,719	3,468	3,525	3,043-3,093	3,946.50	4,014
2,720-2,769	3,525	3,525	3,094-3,144	4,014	4,014
2,770-2,818	3,582	3,639			
2,819-2,868	3,639	3,639			
2,869-2,919	3,696	3,753			
2,920-2,970	3,753	3,753			

POINTS CATEGORY 701-1000

1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry
(1)	(2)	(3)
£	£	£
2,988	3,669	3,669
2,989-3,037	3,736.50	3,804
3,038-3,087	3,804	3,804
3,088-3,136	3,871.50	3,939
3,137-3,186	3,939	3,939
3,187-3,235	4,006.50	4,074
3,236-3,285	4,074	4,074
3,286-3,336	4,141.50	4,209
3,337-3,387	4,209	4,209

POINTS CATEGORY 1001-1300			POINTS CATEGORY 1301-1800		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)	Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
£	£	£	£	£	£
3,150	3,939	3,939	3,300	4,209	4,209
3,151-3,199	4,006.50	4,074	3,301-3,349	4,276.50	4,344
3,200-3,249	4,074	4,074	3,350-3,399	4,344	4,344
3,250-3,298	4,141.50	4,209	3,400-3,450	4,411.50	4,479
3,299-3,348	4,209	4,209	3,451-3,501	4,479	4,479
3,349-3,399	4,276.50	4,344	3,502-3,550	4,546.50	4,614
3,400-3,450	4,344	4,344	3,551-3,600	4,614	4,614
3,451-3,499	4,411.50	4,479	3,601-3,649	4,681.50	4,749
3,500-3,549	4,479	4,479	3,650-3,699	4,749	4,749
POINTS CATEGORY 1801-2400			POINTS CATEGORY 2401-3300		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)	Salary at 24th May 1974 or at a date of entry before 1st Sept. 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
£	£	£	£	£	£
3,516	4,479	4,479	3,702	4,749	4,749
3,517-3,565	4,546.50	4,614	3,703-3,751	4,816.50	4,884
3,566-3,615	4,614	4,614	3,752-3,801	4,884	4,884
3,616-3,664	4,681.50	4,749	3,802-3,850	4,951.50	5,019
3,665-3,714	4,749	4,749	3,851-3,900	5,019	5,019
3,715-3,763	4,816.50	4,884	3,901-3,949	5,086.50	5,154
3,764-3,813	4,884	4,884	3,950-3,999	5,154	5,154
3,814-3,864	4,951.50	5,019	4,000-4,048	5,221.50	5,289
3,865-3,915	5,019	5,019	4,049-4,098	5,289	5,289

POINTS CATEGORY 3301-4600			POINTS CATEGORY 4601-6000		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st Sept. 1974	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry	Salary at 24th May 1974 or at a date of entry before 1st September 1974	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£
3,858	5,019	5,019	4,023	5,289	5,289
3,859-3,907	5,086.50	5,154	4,024-4,072	5,356.50	5,424
3,908-3,957	5,154	5,154	4,073-4,122	5,424	5,424
3,958-4,006	5,221.50	5,289	4,123-4,173	5,491.50	5,559
4,007-4,056	5,289	5,289	4,174-4,224	5,559	5,559
4,057-4,105	5,356.50	5,424	4,225-4,273	5,626.50	5,694
4,106-4,155	5,424	5,424	4,274-4,323	5,694	5,694
4,156-4,204	5,491.50	5,559	4,324-4,372	5,761.50	5,829
4,205-4,254	5,559	5,559	4,373-4,422	5,829	5,829
POINTS CATEGORY 6001-7600			POINTS CATEGORY OVER 7600		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry	Salary at 24th May 1974 or at a date of entry before 1st September 1974	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£
4,170	5,472	5,472	4,332	5,694	5,694
4,171-4,219	5,539.50	5,607	4,333-4,381	5,761.50	5,829
4,220-4,269	5,607	5,607	4,382-4,431	5,829	5,829
4,270-4,318	5,674.50	5,742	4,432-4,480	5,896.50	5,964
4,319-4,368	5,742	5,742	4,481-4,530	5,964	5,964
4,369-4,417	5,809.50	5,877	4,531-4,579	6,031.50	6,099
4,418-4,467	5,877	5,877	4,580-4,629	6,099	6,099
4,468-4,516	5,944.50	6,012	4,630-4,678	6,166.50	6,234
4,517-4,566	6,012	6,012	4,679-4,728	6,234	6,234

(b) SPECIAL SCHOOLS

Scale related to points category 140-180 1974 Salaries Regulations	Corresponding salary rate in group 3(S) of these regulations		Scale related to points category 181-360 1974 Salaries Regulations	Corresponding salary rate in group 3(S) of these regulations	
	at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry		at 24th May 1974 or at a date of entry before 1st September 1974	at 1st September 1974 or subsequent date of entry
(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£
1,962	2,673	2,673	2,196	2,775	2,775
1,963-2,002	2,673	2,673	2,197-2,236	2,826	2,877
2,003-2,043	2,673	2,673	2,237-2,277	2,877	2,877
2,044-2,083	2,673	2,673	2,278-2,317	2,928	2,979
2,084-2,124	2,673	2,673	2,318-2,358	2,979	2,979
2,125-2,164	2,724	2,775	2,359-2,398	3,030	3,081
2,165-2,205	2,775	2,775	2,399-2,439	3,081	3,081
2,206-2,247	2,826	2,877	2,440-2,481	3,135	3,189
2,248-2,289	2,877	2,877	2,482-2,523	3,189	3,189
2,290-2,331	2,928	2,979	2,524-2,565	3,243	3,297
2,332-2,373	2,979	2,979	2,566-2,607	3,297	3,297
2,374-2,415	3,030	3,081	2,608-2,650	3,351	3,405
2,416-2,457	3,081	3,081	2,651-2,694	3,405	3,405
2,458-2,499	3,135	3,189	2,695-2,739	3,462	3,519
2,500-2,541	3,189	3,189	2,740-2,784	3,519	3,519
2,542-2,586	3,243	3,297	2,785-2,829	3,576	3,633
2,587-2,631	3,297	3,297	2,830-2,874	3,633	3,633
2,632-2,676	3,351	3,405	2,875-2,919	3,690	3,747
2,677-2,721	3,405	3,405	2,920-2,964	3,747	3,747
2,722-2,766	3,462	3,519		3,861	3,861
2,767-2,811	3,519	3,519			
2,812-2,866	3,576	3,633			
2,867-2,922	3,633	3,633			
	3,747	3,747			
	3,861	3,861			

<i>Scale related to points category 361-600 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 4(S) of these regulations</i>		<i>Scale related to points category 601-900 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 5(S) of these regulations</i>	
	<i>at 24th May 1974 or at a date of entry before 1st September 1974</i>	<i>at 1st September 1974 or subsequent date of entry</i>		<i>at 24th May 1974 or at a date of entry before 1st September 1974</i>	<i>at 1st September 1974 or subsequent date of entry</i>
<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974</i> (1)	(2)	(3)	<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974</i> (1)	(2)	(3)
£	£	£	£	£	£
2,424	3,111	3,111	2,946	3,699	3,699
2,425-2,472	3,175.50	3,240	2,947-2,995	3,763.50	3,828
2,473-2,520	3,240	3,240	2,996-3,045	3,828	3,828
2,521-2,569	3,304.50	3,369	3,046-3,094	3,892.50	3,957
2,570-2,619	3,369	3,369	3,095-3,144	3,957	3,957
2,620-2,668	3,433.50	3,498	3,145-3,193	4,021.50	4,086
2,669-2,718	3,498	3,498	3,194-3,243	4,086	4,086
2,719-2,767	3,562.50	3,627	3,244-3,292	4,150.50	4,215
2,768-2,817	3,627	3,627	3,293-3,342	4,215	4,215
2,818-2,866	3,691.50	3,756			
2,867-2,916	3,756	3,756			
2,917-2,965	3,820.50	3,885			
2,966-3,015	3,885	3,885			
3,016-3,066	3,949.50	4,014			
3,067-3,117	4,014	4,014			

<i>Scale related to points category 901-1200 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 6(S) of these regulations</i>		<i>Scale related to points category 1201-1500 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 7(S) of these regulations</i>	
<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974</i> (1)	<i>at 24th May 1974 or at a date of entry before 1st September 1974</i> (2)	<i>at 1st September 1974 or subsequent date of entry</i> (3)	<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974</i> (1)	<i>at 24th May 1974 or at a date of entry before 1st September 1974</i> (2)	<i>at 1st September 1974 or subsequent date of entry</i> (3)
£	£	£	£	£	£
3,141 3,142-3,190 3,191-3,240 3,241-3,289 3,290-3,339 3,340-3,388 3,389-3,438 3,439-3,487 3,488-3,537	4,017 4,081.50 4,146 4,210.50 4,275 4,339.50 4,404 4,468.50 4,533	4,017 4,146 4,146 4,275 4,275 4,404 4,404 4,533 4,533	3,303 3,304-3,352 3,353-3,402 3,403-3,451 3,452-3,501 3,502-3,550 3,551-3,600 3,601-3,651 3,652-3,702	4,224 4,288.50 4,353 4,417.50 4,482 4,546.50 4,611 4,675.50 4,740	4,224 4,353 4,353 4,482 4,482 4,611 4,611 4,740 4,740

<i>Scale related to points category 1501-1800 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 8(S) of these regulations</i>		<i>Scale related to points category over 1800 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 9(S) of these regulations</i>	
<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974</i> (1)	<i>at 24th May 1974 or at a date of entry before 1st September 1974</i> (2)	<i>at 1st September 1974 or subsequent date of entry</i> (3)	<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974</i> (1)	<i>at 24th May 1974 or at a date of entry before 1st September 1974</i> (2)	<i>at 1st September 1974 or subsequent date of entry</i> (3)
£	£	£	£	£	£
3,468 3,469-3,517 3,518-3,567 3,568-3,616 3,617-3,666 3,667-3,715 3,716-3,765 3,766-3,816 3,817-3,867	4,431 4,495.50 4,560 4,624.50 4,689 4,753.50 4,818 4,882.50 4,947	4,431 4,560 4,560 4,689 4,689 4,818 4,818 4,947 4,947	3,645 3,646-3,694 3,695-3,744 3,745-3,793 3,794-3,843 3,844-3,892 3,893-3,942 3,943-3,993 3,994-4,044	4,683 4,747.50 4,812 4,876.50 4,941 5,005.50 5,070 5,134.50 5,199	4,683 4,812 4,812 4,941 4,941 5,070 5,070 5,199 5,199

SECTION C

PRINCIPALS

(a) PRIMARY AND SECONDARY SCHOOLS

POINTS CATEGORY 0-100			POINTS CATEGORY 101-200		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)	Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
£	£	£	£	£	£
2565	3381	3381	2694	3555	3555
2566-2608	3439.50	3498	2695-2737	3613.50	3672
2609-2652	3498	3498	2738-2781	3672	3672
2653-2695	3556.50	3615	2782-2824	3730.50	3789
2696-2739	3615	3615	2825-2868	3789	3789
2740-2782	3673.50	3732	2869-2913	3847.50	3906
2783-2826	3732	3732	2914-2958	3906	3906
2827-2871	3790.50	3849	2959-3003	3964.50	4023
2872-2916	3849	3849	3004-3048	4023	4023

POINTS CATEGORY 201-300			POINTS CATEGORY 301-500		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)	Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
£	£	£	£	£	£
2850	3759	3759	3027	3984	3984
2851-2893	3817.50	3876	3028-3076	4051.50	4119
2894-2937	3876	3876	3077-3126	4119	4119
2938-2980	3934.50	3993	3127-3175	4186.50	4254
2981-3024	3993	3993	3176-3225	4254	4254
3025-3067	4051.50	4110	3226-3274	4321.50	4389
3068-3111	4110	4110	3275-3324	4389	4389
3112-3156	4168.50	4227	3325-3375	4456.50	4524
3157-3201	4227	4227	3376-3426	4524	4524

POINTS CATEGORY 501-700			POINTS CATEGORY 701-1000		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)	Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
£	£	£	£	£	£
3282	4323	4323	3555	4671	4671
3283-3331	4390.50	4458	3556-3604	4738.50	4806
3332-3381	4458	4458	3605-3654	4806	4806
3382-3430	4525.50	4593	3655-3703	4873.50	4941
3431-3480	4593	4593	3704-3753	4941	4941
3481-3529	4660.50	4728	3754-3802	5008.50	5076
3530-3579	4728	4728	3803-3852	5076	5076
3580-3630	4795.50	4863	3853-3901	5143.50	5211
3631-3681	4863	4863	3902-3951	5211	5211
POINTS CATEGORY 1001-1300			POINTS CATEGORY 1301-1800		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)	Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
£	£	£	£	£	£
3855	5067	5067	4140	5463	5463
3856-3904	5134.50	5202	4141-4189	5530.50	5598
3905-3954	5202	5202	4190-4239	5598	5598
3955-4003	5269.50	5337	4240-4288	5665.50	5733
4004-4053	5337	5337	4289-4338	5733	5733
4054-4104	5404.50	5472	4339-4389	5800.50	5868
4105-4155	5472	5472	4390-4440	5868	5868
4156-4204	5539.50	5607	4441-4489	5935.50	6003
4205-4254	5607	5607	4490-4539	6003	6003

POINTS CATEGORY 1801-2400			POINTS CATEGORY 2401-3300		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)	Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
£	£	£	£	£	£
4464	5883	5883	4788	6306	6306
4465-4513	5950.50	6018	4789-4837	6373.50	6441
4514-4563	6018	6018	4838-4887	6441	6441
4564-4612	6085.50	6153	4888-4936	6508.50	6576
4613-4662	6153	6153	4937-4986	6576	6576
4663-4711	6220.50	6288	4987-5035	6643.50	6711
4712-4761	6288	6288	5036-5085	6711	6711
4762-4812	6355.50	6423	5086-5134	6778.50	6846
4813-4863	6423	6423	5135-5184	6846	6846
POINTS CATEGORY 3301-4600			POINTS CATEGORY 4601-6000		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)	Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
£	£	£	£	£	£
5112	6735	6735	5433	7182	7182
5113-5161	6802.50	6870	5434-5499	7267.50	7353
5162-5211	6870	6870	5500-5565	7353	7353
5212-5260	6937.50	7005	5566-5631	7438.50	7524
5261-5310	7005	7005	5632-5697	7524	7524
5311-5359	7072.50	7140	5698-5763	7609.50	7695
5360-5409	7140	7140	5764-5829	7695	7695
5410-5458	7207.50	7275			
5459-5508	7275	7275			

POINTS CATEGORY 6001-7600			POINTS CATEGORY OVER 7600		
1974 Salaries Regulations	Corresponding salary rate under these regulations		1974 Salaries Regulations	Corresponding salary rate under these regulations	
Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)	Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)	at 24th May 1974 or at a date of entry before 1st September 1974 (2)	at 1st September 1974 or subsequent date of entry (3)
£	£	£	£	£	£
5,757	7,605	7,605	6,078	8,010	8,010
5,758-5,823	7,690.50	7,776	6,079-6,142	8,095.50	8,181
5,824-5,889	7,776	7,776	6,143-6,207	8,181	8,181
5,890-5,955	7,861.50	7,947	6,208-6,268	8,266.50	8,352
5,956-6,021	7,947	7,947	6,269-6,330	8,352	8,352
6,022-6,085	8,032.50	8,118	6,331-6,393	8,437.50	8,523
6,086-6,150	8,118	8,118	6,394-6,456	8,523	8,523

(b) SPECIAL SCHOOLS

<i>Scale related to points category 0-180 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 3 (£) of these regulations</i>		<i>Scale related to points category 181-360 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 3 (£) of these regulations</i>	
<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974</i> (1)	<i>at 24th May 1974 or at a date of entry before 1st September 1974</i> (2)	<i>at 1st September 1974 or subsequent date of entry</i> (3)	<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974</i> (1)	<i>at 24th May 1974 or at a date of entry before 1st September 1974</i> (2)	<i>at 1st September 1974 or subsequent date of entry</i> (3)
£	£	£	£	£	£
2,898	4,062	4,062	3,078	4,062	4,062
2,899-2,941	4,120.50	4,179	3,079-3,121	4,120.50	4,179
2,942-2,985	4,179	4,179	3,122-3,165	4,179	4,179
2,986-3,028	4,237.50	4,296	3,166-3,208	4,237.50	4,296
3,029-3,072	4,296	4,296	3,209-3,252	4,296	4,296
3,073-3,115	4,354.50	4,413	3,253-3,295	4,354.50	4,413
3,116-3,159	4,413	4,413	3,296-3,339	4,413	4,413
3,160-3,204	4,471.50	4,530	3,340-3,384	4,471.50	4,530
3,205-3,249	4,530	4,530	3,385-3,429	4,530	4,530

<i>Scale related to points category 361-600 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 4(S) of these regulations</i>			<i>Scale related to points category 601-900 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 5(S) of these regulations</i>		
<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)</i>	<i>at 24th May 1974 or at a date of entry before 1st September 1974 (2)</i>	<i>at 1st September 1974 or subsequent date of entry (3)</i>	<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974. (1)</i>	<i>at 24th May 1974 or at a date of entry before 1st September 1974 (2)</i>	<i>at 1st September 1974 or subsequent date of entry (3)</i>		
£	£	£	£	£	£		
3255	4296	4296	3546	4683	4683		
3256-3304	4362	4428	3547-3595	4749	4815		
3305-3354	4428	4428	3596-3645	4815	4815		
3355-3403	4494	4560	3646-3694	4881	4947		
3404-3453	4560	4560	3695-3744	4947	4947		
3454-3502	4626	4692	3745-3793	5013	5079		
3503-3552	4692	4692	3794-3843	5079	5079		
3553-3603	4758	4824	3844-3894	5145	5211		
3604-3654	4824	4824	3895-3945	5211	5211		

<i>Scale related to points category 901-1200 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 6(S) of these regulations.</i>			<i>Scale related to points category 1201-1500 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 7(S) of these regulations</i>		
<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)</i>	<i>at 24th May 1974 or at a date of entry before 1st September 1974 (2)</i>	<i>at 1st September 1974 or subsequent date of entry (3)</i>	<i>Salary at 24th May 1974 or at a date of entry before 1st September 1974 (1)</i>	<i>at 24th May 1974 or at a date of entry before 1st September 1974 (2)</i>	<i>at 1st September 1974 or subsequent date of entry (3)</i>		
£	£	£	£	£	£		
3807	5028	5028	4113	5433	5433		
3808-3856	5094	5160	4114-4162	5499	5565		
3857-3906	5160	5160	4163-4212	5565	5565		
3907-3955	5226	5292	4213-4261	5631	5697		
3956-4005	5292	5292	4262-4311	5697	5697		
4006-4054	5358	5424	4312-4360	5763	5829		
4055-4104	5424	5424	4361-4410	5829	5829		
4105-4155	5490	5556	4411-4461	5895	5961		
4156-4206	5556	5556	4462-4512	5961	5961		

<i>Scale related to points category 1501-1800 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 8(S) of these regulations</i>		<i>Scale related to points category over 1800 1974 Salaries Regulations</i>	<i>Corresponding salary rate in group 9(S) of these regulations</i>	
	<i>at 24th May 1974 or at a date of entry before 1st September 1974</i>	<i>at 1st September 1974 or subsequent date of entry</i>		<i>at 24th May 1974 or at a date of entry before 1st September 1974</i>	<i>at 1st September 1974 or subsequent date of entry</i>
(1)	(2)	(3)	(1)	(2)	(3)
£	£	£	£	£	£
4332	5718	5718	4539	6000	6000
4333-4381	5784	5850	4540-4591	6069	6138
4382-4431	5850	5850	4592-4644	6138	6138
4432-4480	5916	5982	4645-4696	6207	6276
4481-4530	5982	5982	4697-4749	6276	6276
4531-4579	6048	6114	4750-4801	6345	6414
4580-4629	6114	6114	4802-4854	6414	6414
4630-4680	6180	6246	4855-4906	6483	6552
4681-4731	6246	6246	4907-4959	6552	6552

SCHEDULE 5

Regulation 11(2), 15(4),
16(2) and 22**Special schools***Determination of school group*

<i>Number of approved teaching staff excluding principal and vice-principal</i>	<i>Number of pupils enrolled on second Friday following opening of school for second term in each school year</i>	<i>School group</i>
Up to 4	1 to 40 41 to 85	3(S) 4(S)
5 to 9	1 to 20 21 to 60 61 to 110 111 to 170	3(S) 4(S) 5(S) 6(S)
10 to 14	1 to 40 41 to 85 86 to 140 141 to 200	4(S) 5(S) 6(S) 7(S)
15 to 21	41 to 60 61 to 110 111 to 170 171 to 230 231 to 260	5(S) 6(S) 7(S) 8(S) 9(S)
22 and over	86 to 140 141 to 200 201 to 260	7(S) 8(S) 9(S)

SCHEDULE 6

Regulation 2

Revocation

Teachers' Salaries Regulations (Northern Ireland) 1974

EXPLANATORY NOTE

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

These regulations introduce from 24th May 1974 revised scales of salary (Schedule 2) for teachers, other than peripatetic and supply teachers, in primary schools, secondary schools (other than technical intermediate schools) and special schools.

The regulations also provide new arrangements for determining the groups in which special schools are placed for salary purposes, and the salary provisions which relate to assistant teachers in such schools.

The points score (regulation 18) which is used to determine the categories for salary scale purposes for principals, vice-principals and second masters/mistresses in primary and secondary schools has been revised, and the scale score (regulation 20 and Schedule 3) which is used to determine the extent to which teachers may be paid on scales 2, 3, 4 and senior teacher scale has also been revised.

Regulation 37 provides new rates of payment for part-time teachers.

The allowance for teachers of handicapped pupils has been improved (regulation 25) and the rates of salary and allowances for unqualified teachers have also been improved (regulations 12(3), 34 and 35).

Except where provided otherwise, the regulations are retrospective in their effect. Retrospection is by virtue of the powers conferred by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962.