

**1989 No. 275****EDUCATION****Teachers' Salaries (Amendment) Regulations  
(Northern Ireland) 1989**

*Made* . . . . . 18th July 1989

*Coming into operation* . . . . . 31st July 1989

The Department of Education, in exercise of the powers conferred on it by Articles 17A, 69(1) and (4), 70(1)(b) and 134(1) of the Education and Libraries (Northern Ireland) Order 1986(a), and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(b) and of every other power enabling it in that behalf, hereby makes the following Regulations:

*Citation and commencement*

1. These Regulations may be cited as the Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1989 and shall come into operation on 31st July 1989 and except where otherwise provided shall have effect on and from 1st April 1989.

*Amendment of Teachers' Salaries Regulations (Northern Ireland) 1987*

2. The Teachers' Salaries Regulations (Northern Ireland) 1987(c) shall be amended as follows—

- (a) in regulation 5 the number "13" shall be omitted;
- (b) for the table in regulation 7 (salary of principals) there shall be substituted the following table—

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(a) S.I. 1986/594 (N.I. 3) as amended by S.I. 1987/167 (N.I. 2)  
(b) 1962 c. 7 (N.I.)  
(c) S.R. 1987 No. 384 as amended by S.R. 1988 No. 304

<i>“Primary and Secondary School Group</i> (1)	<i>Special School Group</i> (2)	<i>Salary</i> (3)
		£
1		17,370
2		17,928
3		18,489
4	3(S)	19,050
5	4(S)	19,893
6	5(S)	21,288
7	6(S)	22,410
8	7(S)	23,811
9	8(S)	25,491
10	9(S)	27,171
11		29,136
12		31,095
13		32,496
14		34,179”

(c) for the table in regulation 8 (salary of vice-principals) there shall be substituted the following table—

<i>“Primary and Secondary School Group</i> (1)	<i>Special School Group</i> (2)	<i>Salary</i> (3)
		£
Below 4		16,527
4	3(S)	16,809
5	4(S)	17,229
6	5(S)	17,646
7	6(S)	18,207
8	7(S)	19,050
9	8(S)	20,169
10	9(S)	21,288
11		22,131
12		23,253
13		24,093
14		24,933”

- (d) for the table in regulation 9 (main scale for all teachers except principals and vice-principals) there shall be substituted the following table—

<i>“Scale Point</i>	<i>Annual Salary</i>
	£
1	8,394
2	8,730
3	9,060
4	9,390
5	10,167
6	11,046
7	11,712
8	12,372
9	13,092
10	13,923
11	14,694”

- (e) in regulation 10 (rate of allowances)—

- (i) for the table in paragraph (1) there shall be substituted the following table—

<i>“Rate</i>	<i>Amount</i>
	£
A	858
B	1,284
C	2,568
D	3,426
E	4,710”

- (ii) in paragraph (9)(b) for “paragraph 4(a)” and “paragraph 4(b)” there shall be substituted “paragraph (4)(a)” and “paragraph (4)(b)” respectively;
- (f) in regulation 12 (teachers of blind and deaf children) for “£522” there shall be substituted “£552”;
- (g) for regulation 15 (payment of temporary teachers) with effect on and from 1st September 1989 there shall be substituted—

*“Payment*

15.—(1) A temporary teacher who is appointed for a period of not less than one year shall be paid salary as though he were employed in a permanent capacity.

(2) Subject to paragraphs (3) and (4) and without prejudice to paragraph 7(6) of Schedule 2 a temporary teacher, other than a temporary teacher to whom paragraph (1) applies—

- (i) whose last service before 1st September 1989 was as a temporary teacher paid on a daily basis; or

- (ii) whose service before 1st September 1989 included service as a temporary teacher paid on a daily basis and who has completed at least one day's service as such a temporary teacher before that date for which he has not received an increment,

shall be placed—

- (a) on a point on the main scale determined in accordance with the provisions of Part III of Schedule 2; or  
 (b) on a point on the main scale corresponding to that on which he was last paid before 1st September 1989 or, if he was last employed as a teacher before 1st October 1987, on a point on the main scale determined by the Department;

whichever is the higher and shall be paid for each working day at the rate of 1/195th of salary.

(3) Where a teacher has been placed on a point on the main scale in accordance with paragraph (2)(a) and, after a break in service or a period of service other than as a temporary teacher paid on a daily basis in accordance with this regulation, subsequently re-enters service as a temporary teacher, other than a temporary teacher to whom paragraph (1) applies, paragraph (5) shall apply.

(4) Where a teacher has been placed on a point on the main scale in accordance with paragraph (2)(b) and, after a break in service or a period of service other than as a temporary teacher paid on a daily basis in accordance with this regulation, subsequently re-enters service as a temporary teacher, other than a temporary teacher to whom paragraph (1) applies, he shall not, subject to paragraph 7(6) of Schedule 2, be placed on the main scale on a point higher than that on which he had previously been placed under paragraph (2)(b) unless he is being placed on such a point in accordance with paragraph (2)(a).

(5) Without prejudice to paragraph (3) a temporary teacher, other than a temporary teacher to whom paragraph (1) or (2) applies, shall be placed on a point on the main scale determined in accordance with the provisions of Part III of Schedule 2 and shall be paid for each working day at the rate of 1/195th of salary.

(6) For the purposes of this regulation "salary" includes any allowances to which the temporary teacher is entitled herein and any reorganisation allowance payable under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1987(a).";

(h) in regulation 16 (payment of part-time teachers)—

- (i) in the table in paragraph (1) for the sums "£8.00" and "£6.59" there shall be substituted "£8.73" and "£6.99" respectively;

- (ii) in paragraph (4) for the sum "£8.00" there shall be substituted "£8.73";

- (i) in regulation 17 (minimum salary for unqualified teachers) for "£6,065" there shall be substituted "£6,429";

- (j) for regulation 17 (minimum salary for unqualified teachers) with effect on and from 1st September 1989 there shall be substituted—

“*Salary*

17. The rate of salary for a full-time unqualified teacher shall be £6,429 and such a teacher shall be paid for each working day at the rate of 1/195th of his salary: however, 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 teacher.”;

- (k) in regulation 18 (interpretation of “teacher”) with effect on and from 1st September 1989 for “1/190th” there shall be substituted “1/195th”;

- (l) in regulation 22 (transitional provisions)—

(i) for the words “31st March 1988” wherever they occur there shall be substituted “31st March 1989”;

- (ii) with effect on and from 1st September 1989 there shall be inserted at the end the following paragraph—

“(4) This regulation shall not apply to a temporary teacher paid on a daily basis in accordance with paragraph (2) or paragraph (5) of regulation 15.”;

- (m) after regulation 22 (transitional provisions) there shall be inserted with effect on and from 1st September 1989 the following regulation—

“*Transitional provisions for certain unqualified teachers*

22A. Where the salary under these Regulations (“the new salary”) of any full-time unqualified teacher, other than a full-time unqualified teacher who is paid salary at the rate which he would be paid as a qualified teacher, would, but for this regulation, be less than the salary he received at any time before 1st September 1989 (“the old salary”) the teacher shall continue to be paid the old salary until such time as the new salary that would be payable but for this regulation equals or exceeds the old salary.”

- (n) in Schedule 1 (groups, unit totals, promotion allowances and provisions for principals and vice-principals) with effect on and from 1st September 1989 for Table 2 in Annex B there shall be substituted—

"TABLE 2

## LIMITS RELATING TO VICE-PRINCIPALS AND PROMOTION ALLOWANCES IN SPECIAL SCHOOLS

Group (1)	Number paid as vice-principals (2)	Percentage limits for promotion allowances		
		Rate C (3)	Rate D (4)	Rate E (5)
3(S)	0-1	—	—	—
4(S)	1	—	—	—
5(S)	1	5-25	—	—
6(S)	1	10-25	—	—
7(S)	2	10-25	0-15	—
8(S)	2	10-25	3-15	0-15
9(S)	2-3	10-25	3-15	3-15

(o) in Schedule 2 (method of determining the position of a teacher on the main scale) with effect on and from 1st September 1989—

(i) in Part I after paragraph 6 there shall be inserted the following paragraph—

“6A. This Part and Part II (except paragraph 7(6)) shall not apply to a temporary teacher to whom regulation 15(2) or (5) applies.”;

(ii) in Part II in paragraph 7—

(a) the words “other than a temporary teacher paid on a daily basis in accordance with regulation 15(1)” and “other than a temporary teacher paid on a daily basis under regulation 15(1)” wherever they occur shall be omitted;

(b) for sub-paragraph (6) there shall be substituted—

“(6) A temporary teacher paid on a daily basis in accordance with regulation 15(2) who was placed on the main scale in accordance with paragraph (2)(b) of that regulation and who has completed at least one working day’s service before 1st September 1989 for which he has not received an increment shall, with effect from the first working day following completion of 190 working days’ satisfactory service, receive an increment but shall not thereafter receive any further increment.”;

(iii) there shall be inserted at the end the following part—

## “PART III

## TEMPORARY TEACHERS TO WHOM REGULATION 15(2) OR (5) APPLIES

9.—(1) Subject to sub-paragraph (2) a temporary teacher who is being placed on the main scale under regulation 15(2)(a) or (5) shall be placed on that scale—

- (a) at point 2 if he is under the age of 30;
- (b) at point 5 if he has attained the age of 30 but is under the age of 35;
- (c) at point 8 if he has attained the age of 35.

(2) A temporary teacher mentioned in sub-paragraph (1) who is in receipt of an allowance payable under regulation 48 or 48A of the Teachers' Superannuation Regulations (Northern Ireland) 1977(a) shall be placed on the main scale at point 2.'';

- (p) for Schedule 3 (transitional arrangements for teachers in service on 31st March 1988) there shall be substituted the Schedule set out in the Schedule to these Regulations.

Sealed with the Official Seal of the Department of Education on 18th July 1989.

(L.S.)

*J. S. Smith*

Assistant Secretary

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(a) S.R. 1977 No. 260; relevant amending Regulations are S.R. 1978 No. 147, S.R. 1978 No. 351, S.R. 1980 No. 305, S.R. 1981 No. 151 and S.R. 1988 No. 363.

## TRANSITIONAL ARRANGEMENTS FOR TEACHERS IN SERVICE ON 31ST MARCH 1989

1. A teacher, other than a principal or vice-principal, who on 1st April 1989 was, and had immediately before that date been, in teaching service in a grant-aided school or as a peripatetic or supply teacher, shall from that date be placed on the main scale in regulation 9 at the point on the scale corresponding to that on which he would have received salary had the scale in operation on 31st March 1989 continued to apply.

2. A teacher who was, on 31st March 1989, being paid a salary of £13,341 (excluding allowances) in accordance with paragraph 2 of Schedule 3 as it had effect on 31st March 1989 shall from 1st April 1989 be paid a salary of £14,141, and on the date of his next increment transfer to point 11 of the main scale.

3.—(1) Subject to regulation 10(6) and (7) a teacher who was on 31st March 1989 in receipt of a promotion allowance payable under regulation 10 as it had effect on 31st March 1989 shall from 1st April 1989 be paid the corresponding promotion allowance set out in regulation 10(1) except that in the case of an allowance payable under regulation 10(4)(a) or (b) this sub-paragraph shall apply only so long as the teacher holds the same post.

(2) Subject to sub-paragraph (3) a teacher who was on 31st March 1989 in receipt of a promotion allowance payable under paragraph 3(2) of Schedule 3 as it had effect on 31st March 1989 shall be paid the corresponding promotion allowance set out in regulation 10(1), unless it is superseded by an allowance of an equal or greater amount payable under regulation 10 or regulation 11.

(3) Sub-paragraph (2) shall apply only so long as the teacher holds the same post."

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EXPLANATORY NOTE

*(This note is not part of the Regulations.)*

These Regulations amend the Teachers' Salaries Regulations (Northern Ireland) 1987, as amended, and give effect from 1st April 1989 to an increase of 7.5% in salaries for principals and vice-principals, together with a 6% increase in salaries and allowances, other than promotion allowances, and a 7% increase in the rates of promotion allowances, for other teachers in primary, secondary and special schools and for peripatetic and supply teachers.

Revised scales and rates of salary are set out in regulation 2(b) to 2(d).

Revised rates of promotion allowances are set out in regulation 2(e).

The revised rate of allowance for teachers of blind and deaf children is set out in regulation 2(f).



Regulation 2(*g*) provides that, with effect from 1st September 1989, all temporary teachers appointed for a period of not less than one year shall be paid as though employed in a permanent capacity.

Regulation 2(*g*) and (*o*) introduces, with effect from 1st September 1989, new arrangements for the remuneration of temporary teachers paid on a daily basis, together with associated transitional arrangements.

Revised hourly rates of pay for certain part-time teachers are set out in regulation 2(*h*).

Regulation 2(*i*) sets out the revised minimum rate of salary for full-time unqualified teachers and regulation 2(*j*) provides that, with effect from 1st September 1989, this shall be the only rate for full-time unqualified teachers who are not paid at the qualified rate and that each day worked shall be paid at 1/195th of salary. Regulation 2(*m*) sets out transitional arrangements for full-time unqualified teachers not paid at the qualified rate who served as such teachers before 1st September 1989.

Regulation (*l*), (*p*) and the Schedule detail the transitional arrangements for teachers in service on 31st March 1989.

Regulation (*n*) sets out revised percentage limits for promotion allowances in special schools with effect from 1st September 1989.

Regulation 2(*a*) and (*k*) makes minor and consequential amendments.

These Regulations have retrospective effect by virtue of section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962.

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### 1989 Nos. 276, 277

These Orders have been exempted from printing by the Statutory Rules (Northern Ireland) Order 1979. Summaries are given in the List of Statutory Rules of a Local Character under the heading ROADS.