

10. In case of doubt or dispute as to the meaning and effect of any of these Regulations the decision of the Ministry thereon shall be final.

Given under the Seal of the Ministry of Education for Northern Ireland this fifth day of August, 1925.

L. M'Quibban,

(L.S.)

Secretary.

The Ministry of Finance for Northern Ireland hereby approves of the foregoing Regulations, in witness whereof the Official Seal of the Ministry has been affixed hereto this fifth day of August, 1925, in the presence of

G. C. Duggan,

(L.S.)

Assistant Secretary.

Teachers in Public Elementary Schools, Payments to.

MADE BY THE MINISTRY OF EDUCATION, NORTHERN IRELAND, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE, NORTHERN IRELAND, IN ACCORDANCE WITH THE PROVISIONS OF THE EDUCATION ACT (NORTHERN IRELAND), 1923.

1925. No. 114.

In pursuance of the powers conferred by the Education Act (Northern Ireland), 1923, the Ministry of Education, Northern Ireland (hereinafter referred to as "the Ministry") after consultation with the Ministry of Finance, Northern Ireland, hereby makes the following Regulations:—

1.—(a) The incomes of teachers may consist partly of local payments in addition to grants from the Ministry.

(b) The local payments comprise subscriptions, donations and endowments, or school fees from pupils. In some instances residences are provided rent free.

(c) Where school fees are chargeable to the pupils, the rates are fixed by the managers, with the approval of the Ministry, and cannot be altered except with its sanction. Such fees are payable to the teachers as part of their emoluments in accordance with the terms of their engagements,

2.—(a) All principal and assistant teachers on first appointment must serve on probation for a period of not less than two years,* and during the probationary period shall remain at the commencing salary of the scale.

(b) On the satisfactory completion of the probationary period they shall be eligible to receive increments, not exceeding two in number, in respect of such service. These increments shall be awarded from the date of completion of two years' continuous efficient service.

(c) The subsequent increments shall be granted annually, provided no adverse report is received from the inspector. If an increment be withheld in any year owing to an adverse report, the teacher, if he receives favourable reports in the following year, may be allowed such an increase of salary as will place him at the position in the scale to which he would have attained had the increment not been withheld.

(d) In the case of teachers who have given not less than 2 years' satisfactory service wholly or partly in public elementary schools in Great Britain, the period of probation may terminate if a satisfactory report be furnished on their work after not less than six months' service in a public elementary school in Northern Ireland.

(e) Teachers who have been out of employment since 31st March, 1920, and desire to re-enter the service, shall not be recognised, even if otherwise eligible for re-employment under the Ministry, until a special report regarding them has been received from the inspector and fully considered.

Trained Principal and Assistant Teachers.

3.—(a) Trained men teachers serving in schools with an annual average attendance of at least 30 pupils shall receive a normal scale of salary commencing at £160 and rising by 17 annual increments (16 of £11 and one of £8) to a maximum salary of £344 per annum.

(b) Trained men teachers serving in schools in which the annual average attendance is less than 30 but not less than 20 shall receive a normal scale of salary commencing at £160 and rising by 14 annual increments of £11 to a maximum salary of £314 per annum, provided they were appointed to the school prior to 1st January, 1921. If appointed to the school on or after that date, they shall receive the normal scale of salaries applicable to women teachers.

(c) Trained women teachers serving in schools with an annual average attendance of at least 20 pupils shall receive a normal

* Ex-Junior assistant mistresses who have completed two years' satisfactory service prior to appointment as principal or assistant will not, as a rule, be required to undergo further probation.

scale of salary commencing at £145 and rising by 15 annual increments of £9 to a maximum salary of £280 per annum.

(d) Trained teachers (men and women) serving in schools in which the annual average attendance is less than 20 but not less than 10 shall receive a scale of salary commencing at £145 and rising by 10 annual increments of £9 to a maximum salary of £235 per annum.

4.—(a) Trained teachers, whilst passing through the normal scale, may receive, in addition to the ordinary increments of the scale, special increments at intervals of not less than three years. These increments shall be £11 for men teachers and £9 for women teachers, and shall be granted after three very favourable reports, which need not be consecutive, but which must be received within a period of not more than five years.

(b) Men teachers in receipt of the scale of salaries for women teachers shall not receive a special increment of more than £9.

(c) A special increment shall not in any case exceed in amount the sum required to raise the teacher's salary to the maximum of his normal scale.

5. Trained teachers who have given at least one year's service at the maximum salary of the normal scale and who give very satisfactory service shall be eligible for further annual increments in a super normal scale, at the following rates:—

(a) For principals (men and women) of schools with an annual average attendance of 20 to 29 pupils, five annual increments (two of £3, then three of £4) making the maximum salary £298.

Note.—Men principals appointed to such schools prior to 1st January, 1921, shall be eligible on reaching the maximum of their normal scale, viz., £314, to receive five annual increments (two of £5, then three of £6) making their maximum salary £342.

(b) For all assistant teachers and principals of schools with an annual average attendance of 30 to 49 pupils—men, five annual increments (three of £8, then two of £9) making the maximum salary £386; women, five annual increments (three of £5, then two of £6) making the maximum salary £307.

(c) For principal teachers of schools with an annual average attendance of 50 to 119 pupils—men, five annual increments (four of £11, then one of £12) making the maximum salary £400; women, five annual increments (four of £7, then one of £8) making the maximum salary £316.

(d) For principal teachers of schools with an annual average attendance of 120 to 239 pupils—men, five annual increments of £14, making the maximum salary £414; women, five annual increments (four of £9, then one of £10) making the maximum salary £326.

(e) For principal teachers of schools with an annual average attendance of not less than 240 pupils—men, five annual increments (one of £16, then four of £17) making the maximum salary £428 ; women, five annual increments of £11, making the maximum salary £335.

Untrained Principal and Assistant Teachers.

6.—(a) Untrained teachers appointed for the first time on or before 1st April, 1905, shall receive the same scales of salaries and be eligible for special increments on the same conditions as trained teachers.

(b) Untrained teachers appointed for the first time after 1st April, 1905, and before 1st January, 1921, shall receive the following scales of salaries :—

- (1) Men teachers serving in schools with an annual average attendance of at least 30 pupils, during the first four years of service shall receive the initial salary of the normal scale, viz. : £160. At the beginning of each of the four following years of service they shall be eligible to receive an increment of £5 10s. 0d., and at the beginning of each subsequent year an increment of £11, until they attain a salary of £226. The remaining increments of the normal scale shall be payable upon proof of highly efficient service.
- (2) Men teachers serving in schools with an annual average attendance of 20 to 29 pupils shall receive the scale specified at (1) up to a maximum salary of £314, provided they were appointed to the school prior to 1st January, 1921. If appointed to the school after that date, or if serving in a school with an annual average attendance of less than 20 pupils, they shall receive the scale of salaries applicable to women teachers.
- (3) Women teachers, during the first four years of service, shall receive the initial salary of the normal scale, viz.: £145. At the beginning of each of the four following years of service they shall be eligible to receive an increment of £4 10s. 0d., and at the beginning of each subsequent year an increment of £9 until they attain a salary of £199. The remaining increments of the normal scale shall be payable upon proof of highly efficient service.
- (4) Teachers (men and women) serving in schools with an annual average attendance of 10 to 19 pupils shall be limited to a maximum salary of £235.

(c) Untrained teachers appointed for the first time on or after 1st January, 1921, shall receive a scale of salary commencing at £120, and rising by five annual increments of £5 to a maximum of £145 per annum.

Schools with an Average Attendance of less than 10 Pupils.

7. The manager of a school having an annual average attendance of less than 10 pupils shall be required to guarantee to the teacher a salary at the rate of £145 per annum, towards which the Ministry shall make a contribution at the rate of £120 per annum.

Capitation Grants.

8.—(a) In addition to scale salary, principal teachers of schools with an annual average attendance of at least 30 pupils shall receive an annual capitation grant for each pupil in average attendance at the rate of 9s. 0d. per pupil up to a limit of 120 pupils, at the rate of 4s. 6d. for each pupil in excess of 120 but not in excess of 600, and at the rate of 2s. 6d. for each pupil in excess of 600.

(b) Principal teachers of schools with an average attendance of less than 30 pupils shall not be eligible to receive the annual capitation grant, unless they were appointed to the school before 1st January, 1921. In the latter event, they shall receive capitation grant at the rate of 4s. 6d. per pupil in average attendance.

(c) Vice-principals may be recognised in schools with an annual average attendance of at least 160 pupils, and shall receive, in addition to their salary as assistant, capitation grant at the rate of 4s. 6d. for each pupil in average attendance in excess of 120, up to a limit of 280. A second vice-principal may be recognised in a school of 320 pupils, and shall receive a capitation payment of 4s. 6d. per pupil in excess of 280, up to a maximum of 440.

9.—(a) Where two separate boys' and girls' schools are amalgamated, and the principal of the separate girls' school is retained as privileged assistant in the amalgamated school, the annual capitation grant shall be distributed as follows:—

- (1) Where the amalgamated school is a school with an average attendance of not less than 30 pupils —
 - i. the principal teacher (i.e., the master of the former separate boys' school) shall receive capitation grant at the rate of 9s. 0d. on the average attendance of boys;
 - ii. if the annual average attendance of girls at the amalgamated school be not less than 30, the privileged assistant shall receive capitation grant at the rate of 9s. 0d. on the average attendance of girls;
 - iii. if the annual average attendance of girls at the amalgamated school be less than 30 and if the privileged assistant was entitled to receive capitation grant on an average of less than 30 in the

separate girls' school, she shall continue to receive capitation grant at the rate of 4s. 6d. on the average attendance of girls, and the remaining 4s. 6d. capitation grant shall be allocated to the principal teacher. If the privileged assistant was not entitled to receive capitation grant, on an average of less than 30 in the separate girls' school, the total capitation grant of 9s. 0d. shall be paid to the principal teacher.

- (2) Where the amalgamated school is a school with an average attendance of less than 30 pupils, if both principal and privileged assistant were entitled to receive capitation grant on an average attendance of less than 30 in the separate school, each shall receive a capitation grant at the rate of 4s. 6d. in the amalgamated school, the principal on the average attendance of boys and the privileged assistant on the average attendance of girls. If only the principal was so entitled, he shall be paid capitation at the rate of 4s. 6d. on the total average attendance. If the privileged assistant alone was so entitled, she shall receive capitation at the rate of 4s. 6d. on the average attendance of girls.

(b) Where mixed schools are amalgamated, or when a mixed school is amalgamated with a boys' or girls' school, and the principal of one of the former separate schools is retained as privileged assistant in the amalgamated school, the annual capitation grant shall be distributed in accordance with a special arrangement framed to suit the circumstances of each case, and this arrangement shall be notified to the managers at the time when the amalgamation is sanctioned.

Locum Tenens Teachers and Temporary Assistants.

10.—(a) A teacher who is recognised as locum tenens for a period not exceeding three months pending the appointment of a permanent teacher shall be paid for service so rendered at the minimum rate of the scale on which he would have been paid if recognised as permanent teacher in the school.

(b) A teacher recognised as locum tenens for the principal teacher of a school with an annual average attendance of at least 30 pupils shall be eligible to receive annual capitation grant for the period of his recognised service in that capacity, except in cases where, during such period, the duties of principal teacher devolve upon another member of the teaching staff.

11. In a rural school which maintains a sufficient average attendance for one assistant only during some months of the year, a manager may appoint, with the sanction of the Ministry, a qualified teacher to act as "temporary assistant," who shall be paid at the minimum rate of his scale of salary for these months.

Grouping of Schools by Average Attendance.

12. For the purpose of the foregoing rules, the category in which a school is recognised in regard to average attendance was determined, in the first instance, by the annual average attendance of pupils for the year ended 31st December, 1919. It shall not be altered until the average attendance falls into a lower category for each of two consecutive years ending on 31st December, or rises into a higher category for the same period.

Bonuses for Principal and Assistant Teachers with Special Qualifications.

13.—(a) Teachers with the special qualifications specified below shall be eligible for the award of annual bonuses over and above the ordinary amounts of scale salary as follows :—

- (1) For teachers who have completed a three years' course of training or have obtained a teaching diploma by attendance at University lectures, £10 for men and £8 for women. Teachers who obtained a teaching diploma from the Royal University, or from Trinity College, Dublin, before lectures in teaching were established at the latter University, are eligible for these bonuses, provided the Ministry is of opinion that their diplomas may be regarded as of similar value to those obtained by attendance at University lectures.
- (2) For graduates of a British or Irish University and teachers holding the Ministry's higher certificate or the higher certificate awarded by the Commissioners of National Education—£20 for men and £16 for women.
- (3) For teachers holding the higher diploma—£30 for men and £24 for women.
- (4) For infant school teachers (i.e., teachers in charge of infants, first or second standards) with a higher Froebel certificate—£8.

(b) Trained teachers who have successfully completed their probationary service shall be eligible for these bonuses, provided that in the case of bonuses under (1), (2) and (4) they have rendered efficient service, and in the case of bonuses awarded under (3) highly efficient service. The highly efficient service or efficient service, as the case may be, must be shown in three at least of the five annual reports, preceding the date of the award.

(c) Untrained teachers first appointed to the service prior to 1st January, 1921, shall be eligible for these bonuses on the same conditions of efficiency as trained teachers, provided that they had given not less than fifteen years' service on 1st April, 1920.

(d) A teacher may not be, at any one time, in receipt of a bonus in respect of more than one special qualification.

(e) Should a teacher in receipt of a bonus decline in efficiency the question of continuing payment of the bonus to him may be considered by the Ministry, but in no case shall a teacher who has received three consecutive annual reports which fall below the required standard of efficiency be permitted to continue to receive this payment.

Junior Assistant Mistresses.

14.—(a) Junior assistant mistresses shall receive a scale of salary commencing at £100 and rising by eight annual increments of £5 to a maximum of £140 per annum, provided they are serving in schools in which an average daily attendance of at least 35 pupils was maintained at the time of their appointment. When an appointment has been made, salary shall not be withdrawn or reduced unless the average daily attendance falls below 30. The award of increments shall be subject to the fulfilment of the general conditions in regard to efficiency specified in No. 2 (c) of these regulations.

(b) A junior assistant mistress recognised in a mixed school where the average attendance of pupils is too small to admit of the establishment of a grant of salary on the scale specified in section (a) of this rule, shall receive a fixed salary at the rate of £95 per annum, provided that at least one of the following conditions is complied with :—

- (1) that the school is under a master who was recognised as principal teacher of the school from a date prior to 1st January, 1921, and that a grant for either an assistant teacher or a junior assistant mistress was at that time available in the school ;
- (2) that the junior assistant mistress was recognised in the school from a date prior to 1st January, 1921 ;
- (3) that the junior assistant mistress was recognised in the school whilst it was under a master who had been in charge of the school from a date prior to 1st January, 1921 ;

If none of these conditions is fulfilled, a junior assistant mistress, if recognised, shall be guaranteed by her manager a fixed salary at the rate of £100 per annum, towards which the Ministry shall make a contribution at the rate of £70 per annum.

(c) A junior assistant mistress appointed under section (a) in a mixed school under a master shall be eligible to receive a salary of £95 per annum from the Ministry should the school fail to maintain an average daily attendance of 30 pupils.

Public Elementary Convent Schools.

15.—(1) The teachers of convent schools possessing the qualifications prescribed for the teachers of ordinary public elementary schools shall be paid at the same rates as the latter teachers if the conductors so elect.

(2) Convent schools in which the teachers are not required to possess the qualifications prescribed for teachers of ordinary public elementary schools shall receive grants on the capitation system.

(3) The capitation grants shall consist of :—

(a) the normal capitation grant ; (b) the annual capitation grant ; and (c) in schools reported by the inspector to be conducted with high efficiency, a special capitation grant of 4s. 6d. per pupil in average attendance.

(4) The normal capitation rates shall be :—

	Minimum rate.			Maximum rate.		
	£	s.	d.	£	s.	d.
(a) schools with an average attendance of 200 pupils or less						
On the first 100 pupils	6	5	6	7	4	0
On the remaining pupils	3	19	0	4	17	6
(b) schools with an average attendance in excess of 200 pupils :						
On the first 100 pupils	6	1	0	6	19	6
On the remaining pupils	3	19	0	4	17	6

No school with an average attendance in excess of 200 pupils shall receive a less amount of normal capitation grant than the sum which would be payable if the number of pupils in average attendance were 200.

(5) The normal capitation grant may be increased by the award of annual increments (as provided in next paragraph) or diminished by the Ministry after consideration of the work done in the school.

(6) Every school having a normal capitation grant less than the maximum capitation rates of that grant may reach these rates by ten annual increments (three of 1s. 6d., then seven of 2s. 0d.) provided the work of the school is reported by the inspectors to be efficient.

(7) No convent school paid by capitation grant, when aided for the first time, can be paid a higher normal capitation grant than at the minimum rates appropriate to the number of pupils in average attendance at the school, as set forth in (4) above.

(8) In convent schools paid only by capitation grants, if the average attendance in any quarter is seriously reduced owing to exceptional causes, payment of the normal and special capitation grants may be claimed on the actual average attendance for the corresponding quarter of the preceding calendar year. In such cases the manager should set forth clearly in a special communication the exceptional causes ; the annual capitation grant

shall, however, be allowed only on the actual average attendance of pupils for the year in respect of which it is payable.

(9) The annual capitation grant shall be at the rate of 4s. 6d. per annum for each pupil in average daily attendance up to a maximum of 600 pupils, and at the rate of 2s. 6d. for each pupil in excess of 600.

(10) A special payment at the rate of £18 10s. 0d. per annum shall be made to the conductors on account of the service of each lay assistant (if any) recognised as forming part of the minimum teaching staff required to constitute the staff of the school, but such payment shall be made only in respect of lay assistants who were so recognised on 31st March, 1921.

16.—(a) In convent and monastery schools the members of the community may discharge the office of teachers, either exclusively by themselves, or with the aid of such qualified lay persons as they may see fit to employ as assistants.

(b) In every case the Ministry must be satisfied that the teaching staff is sufficient.

17.—(a) The following regulations apply to all lay assistants recognised as forming portion of the teaching staff :—

(1) These teachers must possess the same qualifications as teachers of ordinary public elementary schools unless they have been recognised as qualified to act as lay assistants under the rules in force prior to 1st April, 1920.

(2) They shall receive the same rates of salary and be subject to the same conditions of service as assistant teachers in ordinary schools.

(3) Their salaries shall be paid by the Ministry in the same manner as those of assistants in ordinary schools.

(4) They shall enter into agreements with the managers in the same manner as is required in the case of teachers of ordinary schools.

(5) A uniform sum shall be deducted by the Ministry during each financial year (i.e., year ending 31st March) in respect of each recognised lay assistant out of the capitation payments due to the conductors of the convent and monastery schools employing such lay teachers. The amount of this uniform sum shall be the estimated average salary of the recognised lay assistants in all the convent or monastery schools paid by capitation for the year in respect of which the deduction is made.

(b) The Ministry does not interfere with the discretion of the conductors as regards the employment of lay assistants in addition to those forming portion of the recognised staff, but such additional lay assistants must possess the same qualifications as teachers of ordinary public elementary schools, and their salaries must be paid wholly by the conductors. Persons so employed are not in

the recognised service of the Ministry, and shall not be entitled to claim any privilege attaching to service in public elementary schools.

18. The foregoing regulations shall have effect from 1st January, 1926.

19. Nos. 1 to 18, inclusive, of the "Regulations Governing Payments to Teachers in Public Elementary schools in Northern Ireland" (Statutory Rules and Orders of Northern Ireland, 1924, No. 5) are hereby repealed.

20. Each teacher who is in the service on 1st January, 1926, and each teacher who is temporarily out of the service on that date but who afterwards re-enters the service, shall be placed on the scales of salary set forth in the foregoing regulations at the incremental position corresponding to that which would have been his or her incremental position on 1st January, 1926, or on the date of his or her re-entry into the service, as the case may be, on the scales in force up to 31st December, 1925. A similar course shall be followed in placing public elementary convent schools, paid on the capitation system, on the scales of normal capitation grant set forth in No. 15 (4) of these regulations.

21. In case of doubt or dispute as to the meaning and effect of any of these regulations, the decision of the Ministry thereon shall be final.

22. These regulations may be cited as the Salaries and Capitation Grants (Public Elementary Schools) Regulations, 1925.

Given under the Seal of the Ministry of Education for Northern Ireland, this 4th day of December, 1925.

L. M'Quibban,

Secretary.

Pupil Teachers and Monitors (1).

MADE BY THE MINISTRY OF EDUCATION, NORTHERN IRELAND,
IN ACCORDANCE WITH THE PROVISIONS OF THE EDUCATION
ACT (NORTHERN IRELAND), 1923.

1925. No. 3.

In pursuance of the powers conferred by the Education Act (Northern Ireland), 1923, the Ministry of Education for Northern Ireland (hereinafter referred to as "the Ministry") hereby makes the following regulations.