

For the purposes of this Schedule:—

- (i) An approved course of training under the Emergency Training Scheme or a corresponding Scheme in Great Britain shall be regarded as equivalent to a course of training extending for two academic sessions.
- (ii) Group A subjects include English, History, Geography and Mathematics.
- (iii) Group B subjects include Physical Education, Science, Domestic Science, Art, Music, Modern Languages, Crafts, Book-keeping and Shorthand".

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 19th day of July, 1957, in the presence of

(L.S.)

R. S. Brownell,
Secretary.

The Ministry of Finance hereby approves of the foregoing Regulations.

Sealed with the Official Seal of the Ministry of Finance for Northern Ireland this 19th day of July, 1957, in the presence of

(L.S.)

W. W. Arthur,
Assistant Secretary.

EXPLANATORY NOTE

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

The purpose of these regulations is to extend the range of the qualifications acceptable for teaching appointments to secondary intermediate schools.

Intermediate School Teachers : Salaries and Allowances

REGULATIONS DATED 28TH FEBRUARY, 1957, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1956, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1957. No. 36

[C]

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

- 1.—(1) These Regulations may be cited as the Intermediate School (Salaries and Allowances of Teachers) Regulations, 1957.
- (2) These Regulations shall take effect as from 1st October, 1956.

2. The Intermediate School (Salaries and Allowances of Teachers) Regulations, 1954(a), and the Intermediate School (Salaries and Allowances of Teachers) Amending Regulations 1955(b), are revoked as from 30th September, 1956.

3. In these Regulations, unless the context otherwise requires—

(a) “approved” means approved by the Ministry for the purposes to which the context relates;

“recognised” means recognised by the Ministry for the purposes of these Regulations;

“qualified teacher” means a teacher who has been granted recognition under the Intermediate School (Grant Conditions) Regulations, 1948(c), as from time to time amended, and the expression “unqualified teacher” shall be construed accordingly;

(b) other expressions which have meanings assigned to them by the Intermediate School (Grant Conditions) Regulations, 1948, as from time to time amended, shall have the same respective meanings for the purposes of these Regulations.

4. These Regulations shall apply to teachers employed in intermediate schools recognised by the Ministry.

Salary Scales

5.—(1) Subject to the provisions of these Regulations, the scales of salary for full-time qualified teachers shall be those set out in the following table:—

Year of Service	Scale I		Scale II		Scale III		Scale IV		Scale V	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	£	£	£	£	£	£	£	£	£	£
1	455	400	480	420	535	475	580	510	610	545
2	475	415	500	435	555	490	600	525	630	560
3	495	430	520	450	575	505	620	540	650	575
4	515	445	540	465	595	520	640	555	670	590
5	540	465	565	485	620	540	665	575	695	610
6	565	485	590	505	645	560	690	595	720	630
7	590	505	615	525	670	580	715	615	745	650
8	615	525	640	545	695	600	740	635	770	670
9	640	545	665	565	720	620	765	655	795	690
10	665	565	690	585	745	640	790	675	820	710
11	690	585	715	605	770	660	815	695	845	730
12	715	605	740	625	795	680	840	715	870	750
13	740	625	765	645	820	700	865	735	895	770
14	765	645	790	665	845	720	890	755	920	790
15	790	665	815	685	870	740	915	775	945	810
16	815	685	840	705	895	760	940	795	970	835
17	840	705	865	725	920	780	965	815	1005	860
18	865	725	890	745	945	800	990	835	1040	885
19	890	745	915	765	970	820	1015	855	1075	920
20	915	765	935	—	990	—	1040	—	1115	—
21	935	—	—	—	—	—	—	—	—	—

(a) S.R. & O., 1954, No. 55.
(b) S.R. & O., 1955, No. 152.

(c) S.R. & O., 1948, No. 44.

(2) Scale I shall apply to teachers whose qualifications do not entitle them to admission to a higher Scale:

Provided that a teacher, other than a university graduate, who under the Regulations for Technical Teachers, 1937, had been graded in Group B and who at 18th February, 1946, had less than five years full-time service, shall not proceed beyond the salary appropriate to the tenth year of service on the Scale unless he possesses or until he obtains the qualifications set forth in the Schedule to these Regulations.

(3)(a) Scale II shall apply to teachers who have successfully completed a full-time three year course of training at an approved training college.

(b) Scale II shall also apply to:—

(i) teachers who have attended full-time at an approved training college for a two year course of training and whose training was successfully completed not later than 31st December, 1950; and

(ii) teachers who have attended an approved course of training under the Emergency Training Scheme or a corresponding Scheme in Great Britain and whose training was successfully completed not later than 31st December, 1950.

(4) Scale III shall apply to teachers who have successfully completed a full-time four year course of training at an approved training college.

(5) For the purposes of admission to Scale I, Scale II or Scale III, full-time attendance at an approved institution other than a training college may, to such extent as the Ministry may determine, be treated as full-time attendance at an approved training college.

(6) Scale IV shall apply to teachers other than those eligible for admission to Scale V, who hold a university degree (or other qualifications adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes and has been obtained as a result of full-time attendance at an approved university or college.

(7) Scale V shall apply to teachers who hold a first or second class honours degree (or other qualifications adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes and has been obtained as a result of full-time attendance at an approved university or college.

(8) Where a teacher satisfies the conditions prescribed in sub-paragraph (b)(i) or (b)(ii) of paragraph (3) for admission to Scale II and has in addition successfully completed a further year of approved training the rate of salary otherwise payable shall be increased by an amount equal to the next increment in the Scale and upon reaching the maximum of the Scale the teacher shall be eligible to receive one further annual increment of £25 in the case of a man or £20 in the case of a woman beyond the maximum of the Scale.

6.—(1) Where a teacher—

- (a) satisfies the conditions prescribed in Regulation 5 for admission to Scale IV or Scale V and has successfully completed a full-time post-graduate year of approved training;
- (b) has successfully completed an approved combined course of training and University study of at least four years' duration; or
- (c) has successfully completed an approved full-time course of training of at least one year's duration before the commencement of the course by virtue of which he satisfies the conditions prescribed in Regulation 5 for admission to Scale IV or Scale V;

the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased by an amount equal to the next increment in the Scale.

(2) Where a teacher satisfies the conditions prescribed in Regulation 5 for admission to Scale IV or Scale V, and has undertaken, otherwise than in gainful employment, approved full-time post-graduate study or research the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased—

- (a) by an amount equal to the next increment in the Scale where the period of such study or research covers one complete academic year; or
- (b) by an amount equal to the sum of the next two increments in the Scale where the period of such study or research covers at least two complete academic years.

(3) Where an increase is awarded to a teacher under the provisions of this Regulation the Scale applicable to such teacher shall be extended by one increment of £25 in the case of a man or £20 in the case of a woman.

(4) A teacher shall not receive more than two increments under the provisions of this Regulation.

Allowances for Principals

7.—(1) In addition to his salary under the appropriate Scale, the principal of a school shall receive an allowance, to be known as "the principal's allowance," calculated in accordance with the following table:—

Number of pupils on roll	Amount of allowance per annum £
Not exceeding 40	125
Exceeding 40 but not exceeding 100	155
" 100 " " " 200	195
" 200 " " " 300	235
" 300 " " " 450	290
" 450 " " " 600	355
" 600 " " " 750	420
" 750 " " " 900	485
" 900 	550

(2) In addition to the principal's allowance, the principal shall receive an allowance, to be known as "the further allowance," dependent upon the number of pupils on roll following approved secondary courses, calculated in accordance with the following table:—

Number of pupils on roll following approved secondary courses	Amount of allowance per annum £
Not exceeding 120	65
Exceeding 120 but not exceeding 180	90
" 180 " " " 300	130
" 300 " " " 450	170
" 450 " " " 600	200
" 600 " " " 750	225
" 750 	250

(3) Not more than one principal's allowance shall be paid in respect of any school in any school year; but in special cases the school authorities may, with the approval of the Ministry, divide that allowance between two or more persons; and where the principal's allowance has been so divided, the further allowance prescribed under paragraph (2) shall be divided in the same proportions as the principal's allowance and between the same persons.

(4) If the principalship of a school is vacant or if the principal is absent on leave without pay, the Ministry may, in such circumstances as appear to it to be reasonable, approve of the temporary appointment of an acting principal; and in any case where an acting principal has been so appointed the school authorities may pay to him the principal's allowance and the further allowance at such rates, not exceeding those prescribed under this Regulation, as the school authorities may, with the approval of the Ministry, determine.

(5) A principal shall not be eligible for more than one complete principal's allowance or further allowance in respect of any one school year.

(6) The number of pupils on the roll shall, for the purposes of this Regulation, be the average number of pupils on the roll of the school for the preceding school year:

Provided that in the case of a school not recognised in the preceding school year or of a school which has been formed by the amalgamation of two or more grant-aided schools the number of pupils on the roll shall be determined by the Ministry after consideration of the number of pupils on the roll of the school on a date or dates selected by the Ministry.

Allowances for Posts of Special Responsibility

8.—(1) In each school points shall be allocated in respect of any school year on the basis of the enrolment of the school at 15th October in the preceding school year in accordance with the following table:—

- A pupil under 13 years of age.....1 point
 A pupil aged 13 and under 15 years of age...2 points
 A pupil aged 15 years and over.....4 points

(2) In each school with a points score of 201 or over a vice-principal shall be appointed and the teacher holding the post of vice-principal shall receive an allowance to be known as a "vice-principal's allowance." The vice-principal's allowance shall be an amount equal to one-third of the principal's allowance and the further allowance payable to the principal of the school in which the vice-principalship is held: provided that the vice-principal's allowance may be increased to two-fifths of the principal's allowance and further allowance and the amount of the increase shall be deducted from the aggregate available to the school for other posts of special responsibility in the table in paragraph (3).

(3) In schools with a points score of 101 or over the school authorities shall, within the limits set out in the table appended to this paragraph and subject to the approval of the Ministry, have power to determine the number of posts of special responsibility in the school and the annual allowance to be paid in respect of each such post: provided that the allowance in respect of each such post shall not be less than £65 and not more than one-third of the principal's allowance and further allowance.

Points Score	Maximum Number of Posts	Maximum aggregate Value of Allowances
		£
101 but not exceeding 200	1	75
201 " " " 300	2	130
301 " " " 400	3	195
401 " " " 500	4	350
501 " " " 600	5	450
601 " " " 700	6	575
701 " " " 800	7	700
801 " " " 900	8	825
901 " " " 1000	9	950
1001 " " " 1100	10	1075
1101 " " " 1200	11	1225
1201 " " " 1300	12	1375
1301 " " " 1500	13	1525
1501 " " " 1700	15	1675

(4) In any school in which there is a post of vice-principal by virtue of paragraph (2), the posts of special responsibility for which provision is made under paragraph (3) shall be in addition to the post of vice-principal.

(5) Before any post of special responsibility which has not been recognised by the Ministry under the Regulations in force on 30th September, 1956, is recognised by the Ministry for the purposes of this Regulation, the school authorities shall furnish

to the Ministry a statement showing the special duties attaching to the post and the amount proposed to be granted in respect thereof. The appointment of a teacher to a vice-principalship or to any other post of special responsibility shall be subject to the approval of the Ministry.

(6) A teacher shall not in respect of the same period be granted more than one allowance under this Regulation.

Allowances for Teachers of Ascertained Handicapped Pupils

9. A full-time teacher of a special class of ascertained handicapped pupils who possesses approved qualifications may, at the discretion of the local education authority and with the approval of the Ministry, receive a special class allowance of £40 per annum in addition to any other allowances to which he may be entitled under these Regulations.

Rates of salary for substitutes, part-time Teachers, etc.

10.—(1) The minimum rate of remuneration of a person employed in a full-time capacity during the absence of a teacher or as a temporary teacher shall be on a daily basis as follows:—

- (a) where the employment lasts for not more than 50 working days—at the rate of 1-200th of the minimum of the appropriate salary scale, for each working day:
- (b) where the employment lasts for more than 50 working days—at the rate specified at (a) for the first 50 working days and at the rate of 1-200th of the appropriate scale salary for each working day in excess of fifty:

Provided that such a person may, with the approval of the Ministry, be paid salary as though he were employed in a permanent capacity.

For the purposes of this Regulation not more than five working days shall be counted in any one week.

(2) In the case of any person 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 the award of increment (if he is being paid on an incremental scale) and for such other purposes as the Ministry may determine, be reckoned as one two-hundredth 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 person may perform during the said twelve consecutive months, shall not be reckoned as more than one year of service.

(3) The minimum rate of remuneration of part-time teachers shall be 8s. 6d. per hour: provided that—

- (a) such teachers may, with the approval of the Ministry, be paid salary in accordance with the appropriate scale for full-time teachers; and

- (b) the Ministry may authorise lower rates of pay in the case of part-time teachers of music or other subjects where the classes consist of individual pupils.

Allowances for certain Degrees

- 11.—(1)(a) A qualified teacher on Scale I, Scale II or Scale III who holds a university degree (other than a first or second class honours degree) or other qualification adjudged by the Ministry to be equivalent thereto which is recognised by the Ministry for teaching purposes, but which has not been obtained as a result of full-time attendance at an approved university or college, shall receive an annual allowance, in addition to the appropriate scale salary, of £65 in the case of a man or £50 in the case of a woman:

Provided that if the sum of the teacher's scale salary and the allowance payable under this sub-paragraph exceeds the scale salary which the teacher would receive if eligible for admission to Scale IV, the said allowance shall be reduced by the amount of the excess.

- (b) A qualified teacher on Scale I, Scale II or Scale III who holds a first or second class honours degree or other qualification adjudged by the Ministry to be equivalent thereto which is recognised by the Ministry for teaching purposes, but which has not been obtained as a result of full-time attendance at an approved university or college, shall receive an annual allowance, in addition to the appropriate scale salary, of £115 in the case of a man or £90 in the case of a woman:
- (c) A qualified teacher on Scale IV who holds a first or second class honours degree or other qualification adjudged by the Ministry to be equivalent thereto which is recognised by the Ministry for teaching purposes, but which has not been obtained as a result of full-time attendance at an approved university or college, shall receive an annual allowance, in addition to the salary under Scale IV, of £50 in the case of a man or £40 in the case of a woman:

Provided that if the sum of the teacher's scale salary and the allowance payable under sub-paragraph (b) or (c) exceeds the scale salary which the teacher would receive if eligible for admission to Scale V, the said allowance shall be reduced by the amount of the excess.

(2) A qualified teacher who holds a university degree or other qualification adjudged by the Ministry to be equivalent thereto obtained otherwise than as a result of full-time attendance at an approved university or college and who under the regulations in force immediately prior to the date of these regulations had elected to relinquish the allowance payable in respect of the aforesaid degree may abrogate his election by giving notice to the Ministry to that effect before such date as the Ministry may determine and thereupon with effect from 1st

October, 1956, he shall be entitled to the appropriate allowance specified in paragraph (1).

(3) A qualified teacher who has not abrogated his election in accordance with the provisions of paragraph (2) shall not be entitled to the appropriate allowance specified in paragraph (1); and

- (a) where he holds a qualification specified in subparagraph (1)(a) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale. After remaining for two years at that point, the teacher shall proceed by annual increments of £25 in the case of a man or of £20 in the case of a woman and in the case of a teacher on Scale I or Scale II a further annual increment of £30 to the maximum of Scale IV.
- (b) where he holds a qualification specified in subparagraph (1)(b) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale and thence by annual increments of £25 in the case of a man or of £20 in the case of a woman, and in the case of a teacher on Scale I or Scale II by a further annual increment of £30 to the maximum of Scale IV. After remaining for two years at that point, the teacher shall proceed by three annual increments of £25 in the case of a man or by two annual increments of £20 and a further annual increment of £25 in the case of a woman to the maximum of Scale V.
- (c) where he holds a qualification specified in subparagraph (1)(c) he shall proceed by annual increments in the normal way to the maximum of Scale IV. After remaining for two years at that point the teacher shall proceed by three annual increments of £25 in the case of a man or by two annual increments of £20 and a further annual increment of £25 in the case of a woman to the maximum of Scale V.

(4) The provision of paragraph (3) whereby a teacher is required to remain for two years at the maximum of the appropriate scale, or of Scale IV, shall not apply in the case of any teacher who has not received one of the allowances in respect of a qualification specified in paragraph (1).

Rates of Salary for full-time Unqualified Teachers

12. The minimum rates of salary for full-time unqualified teachers employed in a temporary capacity shall be £280 per annum in the case of men, and £240 per annum in the case of women.

Equal pay for women teachers

13. In the case of a woman teacher the salary and allowances as otherwise determined under the provisions of these Regulations shall be augmented by the addition of the relevant proportion of the difference between the aforesaid salary and allowance and the salary and allowance for a man with equivalent qualifications, training and service. The relevant

proportion for each period set out in column (i) below shall be the proportion shown opposite in column (ii):—

(i) Period	(ii) Proportion
1st October, 1956, to 31st March, 1957	two-sevenths
1st April, 1957, to 31st March, 1958	three-sevenths
1st April, 1958, to 31st March, 1959	four-sevenths
1st April, 1959, to 31st March, 1960	five-sevenths
1st April, 1960, to 31st March, 1961	six-sevenths

Provided that where the amount of the addition includes a fraction of a pound the said fraction shall be ignored if under 10s. and reckoned as £1 0s. 0d. if it is 10s. or over.

From 1st April, 1961, the salaries and allowances prescribed for men shall apply equally to women.

14. Notwithstanding anything contained in the foregoing Regulations:—

(1) a teacher may elect to be paid in accordance with—

- (a) the salary scales and allowances and other conditions which were in force on 30th September, 1956, with respect to his remuneration; or
- (b) the salary scales and allowances and other conditions which, if he did not so elect, would be in force on 1st July, 1957, with respect to his remuneration;

and for the purposes of this paragraph the acceptance by a teacher of payment after 31st July, 1957, in accordance with the scales, allowances and conditions referred to in sub-paragraph (b) shall be regarded as an election by such teacher to be paid in accordance with those scales, allowances and conditions.

(2) the salary scales, allowances and other conditions prescribed by these Regulations shall be subject to such modifications as may be hereafter prescribed by amending Regulations.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 28th day of February, 1957. in the presence of

(L.S.)

R. S. Brownell,
Secretary

SCHEDULE

(REGULATION 5)

A First Class Certificate (Advanced Stage) of the Royal Society of Arts, or a Teachers' Diploma of the Faculty of Teachers in Commerce or of Pitman's or the Gregg Association, in respect of

the subject named on the Certificate, if accompanied by certificates in English and three other commercial subjects, provided that:—

- (a) of the certificates in English and three other commercial subjects, at least two shall be of the standard specified above, e.g., First Class (Advanced Stage) or Teachers' Diploma;
- (b) evidence of a standard of general education satisfactory to the Ministry shall be accepted in lieu of a certificate in English; and
- (c) evidence of commercial experience satisfactory to the Ministry shall be accepted in lieu of a certificate in Commerce.

REGULATIONS DATED 11TH JUNE, 1957, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1956, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1957. No. 103

[C]

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

1. These Regulations may be cited as the Intermediate School (Salaries and Allowances of Teachers) Amending Regulations, 1957.
2. These Regulations shall take effect as from 1st October, 1956.
3. The existing Regulations hereby amended are the Intermediate School (Salaries and Allowances of Teachers) Regulations, 1957(a).
4. The following paragraph shall be added to Regulation 8 of the existing Regulations:—

"(7) In the case of a school not recognised in the preceding school year or a school which is formed by the amalgamation of two or more grant-aided schools, the maximum number of posts of special responsibility and the maximum aggregate value of the allowances to be paid in respect of such posts shall be determined by the Ministry."

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 11th day of June, 1957, in the presence of

(L.S.)

R. S. Brownell,
Secretary.