

1984 No. 350

## EDUCATION

## Teachers' Salaries Regulations (Northern Ireland) 1984

Made . . . . . 3rd October 1984

Coming into operation . . . . . 30th October 1984

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The Department of Education, in exercise of the powers conferred on it by Articles 57(1) and (4) and 125(1) of the Education and Libraries (Northern Ireland) Order 1972(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:

#### PRELIMINARY

##### *Citation and commencement*

1. These regulations may be cited as the Teachers' Salaries Regulations (Northern Ireland) 1984 and shall come into operation on 30th October 1984 and shall have effect on and from 1st April 1984.

##### *Revocation*

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

##### *Interpretation*

3.—(1) In these regulations—

“approved” means approved by the Department;

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

“incremental point” means the rate of salary related to any of the points on the scales in Schedule 1;

“the Order” means the Education and Libraries (Northern Ireland) Order 1972;

“points category” means the points category as determined in accordance with regulation 13;

“qualified teacher” means a teacher who is recognised as a qualified teacher in the school in which he is employed or as a qualified peripatetic or supply teacher;

“recognised” means recognised by the Department;

“reorganisation” means rearrangement of educational facilities carried out with the approval of the Department by an employing authority;

“teacher” means a full-time qualified teacher;

“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 or as a qualified peripatetic or supply teacher;

“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;

“1975 Salaries Regulations” means the Teachers' Salaries Regulations (Northern Ireland) 1975(c);

“1981 Salaries Regulations” means the Teachers' Salaries Regulations (Northern Ireland) 1981(d).

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(a) S.I. 1972/1263 (N.I. 12); a new Article 57 was substituted by Article 9 of S.I. 1980/1958 (N.I. 16)

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

(c) S.R. 1975 No. 59 as amended by S.R. 1975 No. 267

(d) S.R. 1981 No. 103 as amended by S.R. 1982 No. 194; S.R. 1983 No. 157 and S.R. 1983 No. 258

(2) In these regulations—

- (a) “salary” shall not include any allowance under regulation 18(2), 20, 21 or 22 or a reorganisation allowance payable under the Teachers’ Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976(a), and
- (b) 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(b), the Nursery Classes in Primary Schools Regulations (Northern Ireland) 1973(c), the Primary Schools (General) Regulations (Northern Ireland) 1973(d), the Handicapped Pupils and Special Schools Regulations (Northern Ireland) 1973(e), the Secondary Schools (Grant Conditions) Regulations (Northern Ireland) 1973(f), 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. These regulations shall apply to teachers employed in grant-aided schools and to peripatetic and supply teachers.

### PLACING OF TEACHERS ON THE SALARY SCALES

#### *Salary scales*

5. The scales of salaries for teachers shall be those set out in Schedule 1.

#### *Placing on scales*

6. A teacher shall be placed on the appropriate salary scale in accordance with Schedule 2.

#### *Appropriate salary scales*

7. The appropriate salary scale—

- (a) for a principal of a primary or secondary school shall, subject to regulation 9, be determined in accordance with regulation 13 and Part III of Schedule 1, and for a principal of a special school shall, subject to regulation 9, be determined in accordance with regulation 15, Schedule 3 and Part III of Schedule 1;
- (b) for a vice-principal, second master or second mistress of a primary or secondary school shall, subject to regulation 9, be determined in accordance with regulation 13 and Part II of Schedule 1, and for a vice-principal, second master or second mistress of a special school shall, subject to regulation 9, be determined in accordance with regulation 15, Schedule 3 and Part II of Schedule 1; and
- (c) for a teacher, other than a principal, vice-principal, second master or second mistress, shall be any of the scales set out in Part I of Schedule 1.

(a) S.R. 1976 No. 237

(b) S.R. & O. (N.I.) 1973 No. 400, as amended by S.R. 1974 No. 104

(c) S.R. & O. (N.I.) 1973 No. 401

(d) S.R. & O. (N.I.) 1973 No. 402, as amended by S.R. 1974 No. 105

(e) S.R. & O. (N.I.) 1973 No. 390, as amended by S.R. 1974 No. 81

(f) S.R. & O. (N.I.) 1973 No. 403, as amended by S.R. 1974 No. 107; S.R. 1975 No. 183; S.R. 1981 No. 111; S.R. 1982 No. 177; S.R. 1982 No. 196 and S.R. 1983 No. 167

*Teachers to be paid on any of the scales 2 to 4, or as senior teachers in primary and secondary schools*

8.—(1) The number of teachers in a primary or secondary school who may be paid on any of the scales 2 to 4 shall be determined in accordance with regulation 14.

(2) The number of teachers in a primary or secondary school who may be paid on the senior teacher scale shall be determined in accordance with regulation 14 and sub-paragraphs (a) and (b).

(a) Schools in points categories as determined for purposes of Schedule 1	Number of teachers who shall be paid on the senior teacher scale
2401—3300	1
3301—4600	2
4601 and above	3

(b) Where the scale score of the school permits the number of teachers who may be paid on the senior teacher scale, additional to those under sub-paragraph (a) may, with the approval of the Department, be increased as follows:

Schools in points categories as determined for purposes of Schedule 1	Number of senior teachers additional to those under sub-paragraph (a)
2401—3300	2
3301—4600	2
4601—6000	1
6001 and above	2

(3) Subject to regulation 14(6), the limitation indicated in Schedule 4 as to the scales on which teachers, other than principals, vice-principals, second masters or second mistresses, may be paid shall apply, except 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.

#### PRINCIPALS, VICE-PRINCIPALS, SECOND MASTERS AND SECOND MISTRESSES

##### *Salary protection for certain teachers*

9.—(1) Where a points category is determined for a primary or secondary school in accordance with regulation 13(1) or 13(2) or a school group is determined for a special school in accordance with regulation 15 and Schedule 3, a principal, vice-principal, second master or second mistress in service at the date from which such points category or school group takes effect and who was employed in the same school in the same capacity immediately preceding such date shall, subject to paragraphs (4), (5) and (6), have his salary safeguarded and shall not be paid on a scale below that on which he was receiving salary immediately prior to such date.

(2) Where, subsequent to the appointment to a school of a vice-principal or a second vice-principal, the points category of such school falls below 151 in the case of the vice-principal or below 2701 in the case of the second vice-principal, such teacher shall, subject to paragraphs (4), (5) and (6), have his salary safeguarded and shall not, for any period during which the points category remains below 151 or 2701 as the case may be, be paid on a scale below that on which he was receiving salary as vice-principal or second vice-principal provided he continues to be employed as a teacher in the same school.

(3) Where, subsequent to the appointment to a school of a second master or second mistress, the points category in the case of a primary or secondary school falls below 1001 or the group, in the case of a special school, falls below 7(S) such teacher shall, subject to paragraphs (4), (5) and (6) have his salary safeguarded and shall not, for any period during which the points category remains below 1001 or the school group remains below 7(S) as the case may be, be paid on a scale below that on which salary was being received as a second master or second mistress so long as he continues to be employed as a teacher in the same school.

(4) A principal, vice-principal, second vice-principal, second master or second mistress under 55 years of age shall only be entitled to safeguarding of salary under paragraph (1), (2) or (3) if he gives to the Department an undertaking to take reasonable steps from time to time as opportunity arises to obtain a teaching post in respect of which there would be payable a salary on a scale higher than the appropriate scale related to the points category or school group of his school.

(5) If the Department considers that a teacher has failed to take such reasonable steps as are mentioned in paragraph (4) or where the Department considers after consultation with the appropriate school authorities, that the teacher has unreasonably refused to accept an alternative teaching post the Department may determine that the safeguarding of his salary as provided for by paragraph (1), (2) or (3) shall no longer apply.

(6) A principal, vice-principal, second vice-principal, second master or second mistress whose salary is safeguarded under paragraph (1), (2) or (3) and who is subsequently appointed as a teacher in a school in a higher points category or school group shall, if the points category or group of the school to which he has been appointed is lower than that of the school in which he is serving as it was immediately prior to the date on which he became entitled to safeguarding under paragraphs (1), (2) or (3), be considered for the purposes of paragraphs (1), (2) or (3) to be continuing in employment in the school where he had his salary safeguarded and shall continue to have his salary safeguarded in his new appointment.

*Principals and vice-principals: additional provisions relating to scales*

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

(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 not less than the scale next above the scale related to the points category of the secondary school in which he is employed.

POINTS AVERAGE, POINTS SCORE, POINTS CATEGORY, SCALE SCORE

*Points average*

11.—(1) For each triennial period of school years, commencing with the period 1st August 1982 to 31st July 1985, 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.

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

*Determination of points score*

12. A points score shall be determined for each primary or secondary school in respect of each school year, commencing with the school year 1979/80, 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
Each pupil aged 14 and under 15 years of age	—	3 points
Each pupil aged 15 and under 16 years of age	—	4 points
Each pupil aged 16 and under 17 years of age	—	6 points
Each pupil aged 17 and over	—	8 points

except in the case of handicapped pupils where the board has decided that special educational treatment is required, when the points prescribed above shall be increased for each handicapped pupil by 3 points.

#### *Points category*

13.—(1) The points category for the purposes of Parts II and III of Schedule 1 and for Schedule 4 shall, for the period 1st August 1982 to 31st July 1985 inclusive, be determined by reference to the points average for the period 1st August 1982 to 31st July 1985.

(2) In the case of a school newly opened on or after 1st August 1975, or of a school which has been directly affected by reorganisation, or in such other circumstances as the Department considers proper, the Department may determine a points category for any purpose of these regulations in respect of any period.

#### *Scale scores*

14.—(1) (a) Subject to sub-paragraph (b) and of regulation 17—

(i) a scale score shall be allocated to each primary and secondary school and shall be the scale score set out in Schedule 4 related to the points category of the school; and the scale score for secondary schools shall be the sum of scale scores I and II;

(ii) where the points category determined for a school under regulation 13 is lower than the points category that applied to the school for the immediately preceding triennial period, then the scale score, as determined under sub-paragraph (1)(a)(i) for the period 1st August 1982 to 31st July 1985, shall be increased by one-half of the difference between it and the scale score that applied immediately prior to 1st August 1982, any resulting fraction being rounded up to the next scale score point.

(b) In such cases as the Department considers proper the scale score of the school as determined in accordance with sub-paragraph (a) may be increased for any period to such extent as the Department shall approve.

(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 point;

each teacher on scale 3 shall count 2 points; and

each teacher on scale 4 or on the senior teacher scale shall count 3 points.

(3) Subject to paragraphs (4) and (5) 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 coming into operation 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 coming into operation of these regulations, including the points for any post on these scales which may then be vacant, 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.

(6) The limitation indicated in Part II of Schedule 4 as to the scales on which teachers other than principals, vice-principals, second masters and second mistresses may be paid may be waived by the Department where it is necessary to do so unless the number of posts with scales above the said limitation already existing in a school at the coming into operation of these regulations shall be exceeded.

#### SPECIAL SCHOOLS

##### *Determination of school group*

15.—(1) The group of a special school for the purpose of determining the salary scale for a principal, vice-principal, second master and second mistress shall be derived in accordance with the table in Schedule 3 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 August following.

(2) Where a special school is directly affected by reorganisation or is newly opened, the Department shall determine the group of the school for part or the whole of any year beginning on the 1st August for the purposes of deciding the salary scales for the principal and vice-principal and for the second master or second mistress (if any), and shall base this determination on its estimate of the numbers of staff and pupils likely to be reached four years after the date of reorganisation or opening.

##### *Teachers to be paid on scales 2(S), 3(S) or as senior teachers*

16.—(1) Subject to paragraph (2) the number of teachers who shall be paid on scales 2(S) and 3(S) shall be determined by the Department in relation to the number of approved full-time teaching posts in the school, exclusive of the posts of principal, vice-principal, second master and second mistress, 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 5(S).

(3) Where the Department considers 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) In a special school in group 9(S) the number of teachers who may be paid on the senior teacher scale shall not exceed 10% of the number of approved full-time teaching posts in the school excluding the posts of principal, vice-principal, second master and second mistress.

(5) 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.

(6) 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*

17.—(1) Where a board has designated a school in its area as a school of exceptional difficulty the scale score of the school as determined in accordance with regulation 14 may be increased to such extent as the Department shall approve.

(2) Where additional scale score points are awarded under paragraph (1) these points may be used—

- (a) to create additional posts on scale 2 in schools which are for the purposes of Schedule 1 in points categories up to 500 points;
- (b) to create additional posts on scales 2 and 3 or scale 2 or 3 in schools which are for the purposes of Schedule 1 in points categories 501 to 1300 points;
- (c) to create additional posts on any of the scales 2 to 4 in schools which are for the purpose of Schedule 1 in points categories over 1300 points.

#### PERIPATETIC AND SUPPLY TEACHERS

##### *Salaries*

**18.**—(1) The scales of salary for qualified peripatetic and supply teachers shall be the scales 2, 3, 4 and the senior teacher scale as set out in Schedule 1 and the scale to which each such teacher shall be appointed shall be determined in accordance with arrangements approved by the Department.

(2) A qualified peripatetic or supply teacher in receipt of the allowance for teachers of handicapped pupils payable under regulation 20 and who was promoted to scale 2 with effect from 1st September 1979, shall, where his rate of salary on scale 2 is less than the aggregate of the rate he would have received had he continued to be paid on scale 1 and the said allowance, be entitled to receive an additional allowance equal to the difference.

#### SPECIAL PROVISION FOR CERTAIN TEACHERS OF HANDICAPPED PUPILS

##### *Extension of scales*

**19.** A teacher, other than a peripatetic or supply teacher, who holds such qualifications as the Department may approve—

- (a) for the teaching of the blind and who is engaged in teaching blind or partially sighted children; or
- (b) for the teaching of the deaf and who is engaged in teaching deaf or partially hearing children,

shall, while so engaged, be entitled to proceed by one increment beyond the maximum of the salary scale on which he is paid, the value of such increment beyond the maximum to be equal to the value of the last increment on that scale.

#### ALLOWANCES

##### *Allowance for teachers of handicapped pupils*

**20.**—(1) A teacher who is paid on scale 1 and is employed in a special school shall receive in addition to his salary a special schools allowance of £747.

(2) A teacher, other than a peripatetic or supply teacher, who is paid on any of the scales 1 to 4 and who is engaged in teaching a special class consisting of handicapped pupils or is responsible for remedial education in a primary or secondary school may, with the approval of the Department, receive in addition to his salary a special class allowance of £747.

##### *Acting allowances*

**21.**—(1) In accordance with arrangements approved by the Department an allowance may be paid to:

- (a) a teacher who temporarily assumes the duties of a principal in a school in which there is no vice-principal;
- (b) a teacher who temporarily assumes the duties of another teacher, other than a principal;
- (c) a vice-principal who temporarily assumes the duties of a principal in the prolonged absence of the principal or pending the appointment of a new principal.

(2) The allowance under this regulation shall be of such amount as is necessary to ensure that, during the period for which the teacher is to be paid the allowance, he receives the same rate of salary as he would receive if he had been appointed to the particular post.

*Allowance for project workers engaged in the curriculum development programme*

22. A teacher who is employed in a secondary school and who is designated by the employing authority as a project worker engaged in the curriculum development programme for less able fourth and fifth year pupils shall receive in addition to his salary and any allowances to which he is entitled a further allowance of £747 so long as he continues to be so designated.

#### INCREMENTS

*Award of increments*

23.—(1) After a teacher's rate of salary has been determined increments on the scale shall, subject to the Department's approval and this regulation, be granted.

(2) The normal incremental date of a teacher, other than a temporary teacher paid on a daily basis in accordance with regulation 27(1), shall fall on the first day of a month.

(3) A teacher, other than a temporary teacher paid on a daily basis in accordance with regulation 27(1), on any of the salary scales set out in Schedule 1 who has no previous service or experience at the date of his 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.

(4) Where a teacher, other than a temporary teacher paid on a daily basis in accordance with regulation 27(1), is placed or replaced on any of the salary scales set out in Schedule 1 and for this purpose his past service and experience is assessed under Schedule 5 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.

(5) Where the aggregate of any periods of absence without pay of a teacher, other than a temporary teacher paid on a daily basis in accordance with regulation 27(1), from his teaching post in a period of twelve months terminating on his normal incremental date—

- (a) amounts to fifteen days or less it shall be counted as teaching service for the purpose of the award of increments; or
- (b) amounts to more than fifteen days but less than thirty days the teacher's incremental date shall be retarded by one month; or

- (c) 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.

(6) A temporary teacher paid on a daily basis in accordance with regulation 27(1) shall be awarded an increment with effect from the first working day following completion of 190 working days satisfactory service.

(7) An increment may at any time be withheld if a teacher's service is considered by the Department to be unsatisfactory.

(8) 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 is considered by the Department to have reached a satisfactory standard he may be allowed two increments (instead of one increment) on the appropriate scale.

#### *Credit for periods of absence*

24.—(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) Subject to paragraph (3) 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.

(3) A period of absence because of pregnancy or confinement in respect of which salary is not paid shall be regarded as teaching service if throughout the period the teacher enjoyed a right to return to work under—

- (a) Articles 28 to 30A of and Schedule 2 to the Industrial Relations (No. 2) (Northern Ireland) Order 1976(a); or
- (b) regulation 6 of the Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1980(b).

### UNQUALIFIED TEACHERS

#### *Minimum salary*

25. The minimum rate of salary for a full-time unqualified teacher shall be £4,128 and such a teacher shall be paid for each working day at the rate of 1/190th 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.

#### *Appointed in primary schools before 1st January 1947*

26.—(1) Subject to paragraph (2) the rate of salary for full-time unqualified 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 £5,442.

(2) Unqualified teachers in primary schools who were appointed in primary schools before 1st January 1947 shall, on completion of 20 years' total 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.

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(a) S.I. 1976/2147 (N.I. 28) as amended by S.I. 1982/528 (N.I. 8) Articles 13 and 14  
 (b) S.R. 1980 No. 306

## TEMPORARY TEACHERS

*Payment*

27.—(1) A temporary teacher shall, except as provided in paragraph (2), be paid for each working day at the rate of 1/190th of the 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 approved absence of a teacher shall be paid salary as though he were employed in a permanent capacity.

(3) In the case of a temporary teacher who, in respect of any period of service, is paid on a daily basis in accordance with paragraph (1) each working day shall for the purposes of increment be reckoned as 1/190th of a year of service but in any twelve consecutive months any such period of service together with any other periods of teaching service which such teacher may perform during that time shall not 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 herein and any reorganisation allowance payable under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976 or the Institutions of Further Education Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976(a).

## PART-TIME TEACHERS

*Payment*

28.—(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 a part-time teacher may be paid a proportion of the annual salary and any allowance payable under regulation 20 that would be appropriate if he were employed full-time.

<i>Description of Teacher and Classes taught</i>	<i>Rate per hour</i>
	£
(a) A part-time 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 ...	6.95
(b) A part-time qualified teacher teaching any class other than as at (a) ...	5.76
(c) A part-time unqualified teacher teaching any class ...	4.75

(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) For the purposes of this regulation a part-time teacher with qualifications acceptable to the Department may be considered to be a qualified part-time teacher although such qualifications need not necessarily be acceptable for recognition as a qualified teacher were he employed in a full-time capacity.

#### ABSENCES OF TEACHERS

##### *Interpretation*

29. In Regulations 30 and 31 "teacher" means a full-time teacher other than a temporary teacher who is paid at the daily rate of 1/190th of his annual salary.

##### *Absence due to illness*

30.—(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 twenty-five working days and after completing four months full-time service, salary at one-half of the full rate for fifty working days;
- (b) during the second year of full-time service, salary at the full rate for fifty working days and at one-half of the full rate for fifty working days;
- (c) during the third year of full-time service, salary at the full rate for seventy-five working days and at one-half of the full rate for seventy-five working days;
- (d) during the fourth and successive years of full-time service, salary at the full rate for one hundred working days and at one-half of the full rate for one hundred 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 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 salary and if such a teacher after returning to duty should subsequently be absent owing to illness before 1st April following, his entitlement to salary shall be determined under paragraph (1) and 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 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 has ceased to be entitled to salary at one-half of the full rate he shall not be entitled to salary.

(5) A teacher who has been ill immediately preceding a vacation period and has ceased to be entitled to salary at the full rate or one-half of the full rate and who recovers from illness during the vacation period shall be regarded as having returned to duty on the day he is certified medically fit to do so by means of a medical certificate obtained for that purpose and salary at the full rate shall be paid to him from that date provided he actually resumes duty on the first day after the said vacation period.

- (6) (a) Subject to sub-paragraph (b) a teacher who is absent because of illness shall not be entitled to salary for more than three successive days unless he furnishes to the Department—

- (i) a self-certificate for absences of less than eight successive days; or
  - (ii) a medical certificate, giving the nature of the illness and certifying the teacher's incapacity for work, for absences of eight or more days.
- (b) A teacher who has been absent because of illness for a total of twenty working days in any year ending 31st March and who has not furnished a medical certificate in respect of any of those twenty days shall not be entitled to salary for any subsequent days of absence through illness in that year unless he furnishes a medical certificate.

(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 he has ceased to be entitled to salary at one-half of the full rate, he shall not be entitled to salary.

*Absences for other causes*

**31.** A teacher may be granted leave of absence with or without salary by his employing authority—

- (a) for a period of absence not exceeding three working days in accordance with arrangements approved by the Department; or
- (b) with the approval of the Department, for a period of absence exceeding three working days.

MISCELLANEOUS

*Reassessment of salary following incorrect placing*

**32.**—(1) Where evidence becomes available that a teacher's placing on the salary scales is incorrect and a reassessment of his salary reveals that the rate of salary falls to be increased, the revised rate shall come into operation from a date not earlier than 1st April 1984 unless determined otherwise by the Department.

(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*

**33.** Any teacher who has been placed on any of the scales set out in Schedule 1 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—

- (a) recalculated in accordance with paragraph 5 of Part II of Schedule 2 in the case of a teacher on scale 1; or
- (b) increased by—
  - (i) one increment where the qualification or course would entitle the teacher to this amount in accordance with paragraph 5(3) of Part II of Schedule 2 were he a teacher being placed on scale 1 in accordance with that paragraph;
  - (ii) two increments where a teacher, other than a teacher to whom (iii) or (iv) applies, has obtained an approved university degree or other qualification considered by the Department to be equivalent thereto;
  - (iii) four increments where a teacher, other than a teacher to whom (iv) applies, has obtained an approved university degree with first or second

class honours, or other qualification considered 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 considered 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.

*Safeguarding of existing salaries*

**34.** A teacher in recognised teaching service on 31st March 1984 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 3rd October 1984.

(L.S.)

*R. T. Holmes*

Assistant Secretary

## SCHEDULE 1

Regulations 5, 7, 8, 13, 16,  
17, 18, 23, 27 and 29

## Scales of salaries for teachers

## PART I

TEACHERS OTHER THAN PRINCIPALS, VICE-PRINCIPALS, SECOND MASTERS AND SECOND  
MISTRESSES

## (a) PRIMARY AND SECONDARY SCHOOLS

Point on scale	Scales				
	1	2	3	4	Senior teachers
	£	£	£	£	£
1	5,442	6,252	7,734	9,201	9,915
2	5,694	6,489	8,004	9,597	10,287
3	5,883	6,732	8,280	9,915	10,659
4	6,072	6,975	8,556	10,287	11,031
5	6,252	7,230	8,886	10,659	11,403
6	6,489	7,482	9,201	11,031	11,931
7	6,732	7,734	9,597	11,403	12,363
8	6,975	8,004	9,915	11,931	12,963
9	7,230	8,280	10,287	12,363	13,395
10	7,482	8,556	10,659		
11	7,734	8,886	11,031		
12	8,004	9,201			
13	8,280	9,597			
14	8,556	9,915(1)			

Note 1: A teacher on scale 2 who was entitled to be paid a personal salary of £3,609 on 31st March 1975 under paragraph 6 of Part I of Schedule 4 to the 1975 Salaries Regulations shall be paid a personal salary of £9,915.

## (b) SPECIAL SCHOOLS

Point on scale	Scales			
	1	2(S)	3(S)	Senior teachers
	£	£	£	£
1	5,442	6,975	8,556	9,915
2	5,694	7,230	8,886	10,287
3	5,883	7,482	9,201	10,659
4	6,072	7,734	9,597	11,031
5	6,252	8,004	9,915	11,403
6	6,489	8,280	10,287	11,931
7	6,732	8,556	10,659	12,363
8	6,975	8,886	11,031	12,963
9	7,230	9,201	11,403	13,395
10	7,482	9,597	11,931	
11	7,734	9,915		
12	8,004	10,287		
13	8,280	10,659(2)		
14	8,556			

Note 2: A teacher on scale 2(s) who was entitled to be paid a personal salary of £3,927 on 31st March 1975 under paragraph 6 of Part I of Schedule 4 to the 1975 Salaries Regulations shall be paid a personal salary of £10,659.

Note 3: 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 as follows:—

Point on scale	Salary rate
15	£ 8,886
16	9,201

## PART II

## VICE-PRINCIPALS, SECOND MASTERS AND SECOND MISTRESSES

## (a) PRIMARY AND SECONDARY SCHOOLS

Point on scale	Points category					
	151-300	301-500	501-700	701-1000	1001-1300	1301-1800
	£	£	£	£	£	£
1	6,807	8,049	9,006	10,272	10,854	11,403
2	7,077	8,322	9,321	10,590	11,172	11,721
3	7,347	8,589	9,645	10,902	11,496	12,039
4	7,608	8,862	9,957	11,223	11,814	12,360
5	7,878	9,135	10,272	11,514	12,123	12,681
6	8,145	9,402	10,590			
7	8,412	9,669	10,902			
8	8,676	9,942	11,223			
9	8,946	10,215				
10	9,216	10,482				
11	9,483					
12	9,753					

Point on scale	Points category					
	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
	£	£	£	£	£	£
1	12,039	12,840	13,497	14,262	14,697	15,369
2	12,360	13,167	13,821	14,583	15,027	15,696
3	12,681	13,497	14,142	14,916	15,354	16,026
4	13,002	13,821	14,463	15,243	15,681	16,359
5	13,356	14,142	14,790	15,567	16,011	16,689

## (b) SPECIAL SCHOOLS

Point on scale	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	7,887	9,138	10,881	11,262	11,661	12,042	12,810
2	8,145	9,447	11,193	11,574	11,973	12,357	13,119
3	8,406	9,750	11,502	11,880	12,279	12,663	13,434
4	8,661	10,056	11,814	12,186	12,585	12,975	13,743
5	8,922	10,362	12,117	12,501	12,897	13,281	14,055
6	9,183	10,662					
7	9,447	10,971					
8	9,705	11,274					
9	9,963						
10	10,221						
11	10,482						
12	10,743						

## 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	9,573	9,990	10,455	11,112	12,042	12,888	13,686
2	9,846	10,254	10,722	11,430	12,363	13,218	14,016
3	10,116	10,527	10,995	11,748	12,684	13,533	14,334
4	10,389	10,800	11,265	12,063	13,002	13,860	14,655
5	10,653	11,073	11,535	12,384	13,317	14,184	14,979

Point on scale	Points category						
	1301-1800	1801-2400	2401-3300	3301-4600	4601-6000	6001-7600	Over 7600
	£	£	£	£	£	£	£
1	14,664	15,792	16,824	18,159	19,437	20,481	21,660
2	14,985	16,125	17,148	18,489	19,863	20,910	22,089
3	15,318	16,449	17,484	18,831	20,283	21,333	22,512
4	15,639	16,779	17,808	19,167	20,706	21,756	22,941
5	15,963	17,112	18,141	19,509			

## (b) SPECIAL SCHOOLS

Point on scale	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
1	11,355	12,033	13,392	13,842	14,838	15,546	16,236
2	11,622	12,339	13,710	14,160	15,153	15,873	16,566
3	11,883	12,657	14,028	14,478	15,477	16,191	16,902
4	12,156	12,975	14,343	14,790	15,792	16,512	17,241
5	12,420	13,284	14,661	15,111	16,116	16,836	17,580

**Placing of teachers on the salary scales**

## PART I

## TRANSFER TO SALARY SCALES APPLICABLE FROM 1ST APRIL 1984

1. Subject to paragraph 2 a teacher who was in full-time service in a recognised school on 1st April 1984 and who as from that date is entitled to receive salary on a scale corresponding to one on which he was placed on 31st March 1984 shall be placed on 1st April 1984 on the appropriate scale set out in Schedule 1 at the point on the scale corresponding to that at which he would have received salary had the scale of salary in operation on 31st March 1984 continued to apply.

2. A teacher who immediately prior to 1st April 1984 was in receipt of salary in excess of the maximum of the scale applicable to him and who continues on the same scale shall be paid in respect of any service on the same scale given on or after 1st April 1984 the rate per annum by which the said salary exceeded that maximum, in addition to the maximum of the scale set out in Schedule 1.

## PART II

## SALARY PLACING OF TEACHERS TO WHOM PART I DOES NOT APPLY

1. Where a teacher (other than a teacher being placed on a scale at 1st April 1984 under the transfer arrangements provided in Part I) has his rate of salary determined as provided in this Part and such rate is not an exact incremental point, it shall be rounded up to the next incremental point above the said rate and he shall be placed on the appropriate scale at this incremental point.

2. A teacher who, on or after 1st April 1984, is reappointed for the first time in the same capacity as that in which he had been employed at any time before that date shall be placed on the appropriate scale set out in Schedule 1 from the date of reappointment—

- (a) if at any time he had been placed on the scales which apply from 1st April 1984 under these regulations and he is reappointed in the same capacity—
  - at the rate of salary applicable to him at the date of leaving his previous appointment in the same capacity; or
- (b) where (a) does not apply, if at any time he had been placed on the scales which applied on or after 24th May 1974 and he is reappointed in the same capacity—
  - at the incremental point corresponding to the incremental point on which he was paid at the date of leaving his previous appointment in the same capacity; or
- (c) where neither (a) nor (b) applies, if he was employed prior to 24th May 1974 and he is reappointed in the same capacity—
  - at the rate of salary determined as if the assimilation arrangements which operated prior to 18th March 1975 as set out in Part I of Schedule 4 to the 1975 Salaries Regulations were applied to him based on his incremental position on his scale at the date of leaving his previous appointment in the same capacity, and he were then transferred to the corresponding incremental point on the appropriate scale in Schedule 1; or
- (d) at the rate of salary determined under the relevant paragraphs of this Part if this is higher than the rate determined under (a) or (b) or (c) as appropriate, except where the reappointment is made with no break in service.

3. A teacher transferring to teaching service in a primary, secondary or special school from teaching service in an educational establishment to which the document published by Her Majesty's Stationery Office under the title "Scales of Salaries for Teachers: Primary and Secondary Education, England and Wales 1983" applies, shall be placed at the appropriate incremental point on his salary scale in accordance with this Schedule as though he had transferred from teaching service in Northern Ireland.

4.—(1) Subject to sub-paragraphs (2) and (3) a teacher who claims incremental credit for a period of unremunerated activities after the age of 18 years or post-qualified remunerated experience after that age which would not otherwise be reckonable for incremental credit, shall

be awarded incremental credit in respect of such activity or experience on the basis of one increment for each completed period of 3 years up to a maximum of 5 increments and shall have his rate of salary recalculated in the manner prescribed in whichever of paragraphs 5, 8(b) and 10(b) refers to the scale on which he is paid at that date.

(2) The first 3 years of full-time study, training or research (including any part-time training which under paragraph 1 of Schedule 5 is treated as if it were full time) after the age of 18 years shall not be counted for the purposes of calculation of incremental credit under sub-paragraph (1).

(3) Where a teacher claims incremental credit under sub-paragraph (1) on or after 1st April 1984 any such credit which may be given shall be allowed only from the first day of the month following the submission of the claim, except that in the case of a teacher appointed in a full-time capacity subsequent to 31st March 1984 any such credit which may be given shall be allowed from the date of taking up duty if it has been submitted within 3 months of taking up duty.

5. A teacher who is placed on scale 1 on or after 1st April 1984 shall be placed on the scale with such incremental credit (if any) as may be given in accordance with Schedule 5, 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 a teacher other than a teacher to whom sub-paragraph (2) applies, who holds an approved university degree, or other qualification considered by the Department to be equivalent thereto, an addition of two increments;
- (2) in the case of a teacher who holds an approved university degree with first or second class honours, or other qualification considered by the Department to be equivalent thereto, an addition of four increments;
- (3) (a) in the case of a 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 a teacher who is entitled to the addition of two increments or four increments prescribed in sub-paragraphs (1) and (2) and—
  - (i) (a) who has successfully completed an approved 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-paragraphs (1) and (2).
 

an addition of one increment;
- (c) a teacher shall not receive more than one addition of one increment under sub-paragraph (3).

6. A teacher who is placed on scale 1 following service on a higher scale on or after 1st April 1984 shall be placed on the scale at the rate determined in accordance with paragraph 5 or paragraph 13 whichever is the higher, subject to the maximum of the scale not being exceeded.

7. A teacher other than a temporary or part-time teacher who after 1st April 1984 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 5 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.

8. A teacher who is placed on scale 2, 3 or 4 or on the senior teacher scale for the first time on or after 1st April 1984 shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

- (a) at the minimum; or
- (b) in the case of a teacher who has not been placed on a salary scale under these regulations at the rate of salary that he would receive if placed on scale 1 in accordance with the provisions of paragraph 5 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; or

- (c) at the rate of salary determined in accordance with paragraph 13 where the teacher is placed on the scale following service on another scale under these regulations; 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.

9. A teacher who is placed on scale 2(S) or 3(S) for the first time on or after 1st April 1984 shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

- (a) in accordance with paragraph 8(a), 8(c) or 8(d), or
- (b) at the incremental point on scale 2(S) or 3(S) as the case may be which corresponds to the incremental point on scale 2 or 3 as appropriate which would be applicable to him under paragraph 8(b) were he being placed on scale 2 or 3,

whichever is the highest.

10. A person appointed as a principal, or

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

a principal appointed as a vice-principal, second master or second mistress, or

a vice-principal, second master or second mistress re-appointed in any of those capacities after a break in service, or in any of those capacities to another school in a different points category or school group, or

a teacher on any of the scales 1 to 4; 2(S) or 3(S) or on the senior teacher scale who is appointed as a vice-principal, second master or second mistress,

on or after 1st April 1984 shall, subject to the maximum of the scale not being exceeded, be placed on the appropriate scale—

on or after 1st April 1984 shall, subject to the maximum of the scale not being exceeded, be placed on the appropriate scale—

- (a) at the minimum; or
- (b) at the rate of salary he would have received on scale 1 in accordance with paragraph 5 at the date of appointment or re-appointment, plus an increase which shall be either—
  - (i) the promotion increase the teacher would receive under paragraph 8(b) had he been placed on the highest scale (or in the case of a special school the scale corresponding to the highest scale in a school other than a special school) below that for vice-principal, second master or second mistress appropriate to the particular school, plus, if the school is a special school, an additional amount of £747 where the teacher was on scale 1, 2, 3 or 4 in his former post; or
  - (ii) one and one-half increments on the new scale,

whichever is the greater; or

- (c) at the rate of salary determined in accordance with paragraph 13 where the teacher is placed on the scale following service on or after 1st April 1984 on another scale under these regulations plus an additional amount of £747 per annum where the appointment is to a special school and the service in the previous post was on scale 1, 2, 3 or 4; or

- (d) in the case of a teacher appointed or re-appointed as a principal, a vice-principal, a second master or as a second 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;

but if after a break in service—

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

a vice-principal, second master or second mistress is re-appointed in any of these capacities 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, second master or second mistress as the case may be.

11. For the purposes of head (i) of paragraph 10(b), heads (b), (c), (g) and (h) of paragraph 13(4), and heads (a), (b), (e), (f), (h), (i), (k) and (l) of paragraph 13(5), the following shall be deemed to be corresponding scales:

(a) scales 2 and 2(S); (b) scales 3 and 3(S); (c) scale 1 for schools other than special schools and scale 1 in special schools; and (d) senior teacher scale in schools other than special schools and senior teacher scale in special schools.

12. A principal re-appointed immediately as principal, or

a vice-principal, second master or second mistress re-appointed immediately in any of these capacities

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.

13.—(1) Where on or after 1st April 1984 a teacher has been placed on one of the scales set out in Schedule 1 and subsequently is placed on another of those scales, such movement between scales (other than movement between scales 2 and 2(S) or between scales 3 and 3(S)) shall be deemed to be a promotion or demotion, as the case may be, where 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 paragraph 6, 8, 9 or 10, a teacher who on or after 1st April 1984 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 paragraph 6, 8, 9 or 10, a teacher continuing service in schools other than special schools who on or after 1st April 1984 has been promoted or demoted within the meaning of sub-paragraph (1) shall be placed on the appropriate scale to which he has been promoted or demoted in accordance with the following arrangements subject to the maximum of the scale not being exceeded and to his receiving not less than the minimum of the scale:

(a) a teacher, other than a principal, vice-principal, second master or second mistress who is promoted to any of the scales 2 to 4, 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 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;

(b) a principal, or a vice-principal, second master or second mistress who is promoted to any of the scales 2 to 4, 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 the previous scale plus an amount equivalent to two increments on the scale to which he has been promoted;

(c) a teacher who is promoted to one of the scales for principals or to one of the scales for vice-principals, second masters and second mistresses, or

a principal who is promoted as a principal, or to one of the scales for vice-principals, second masters and second mistresses, or

a vice-principal, second master or second mistress who is promoted as vice-principal, second master or second mistress or to a post in any of these capacities,

shall be placed on the scale to which he has been promoted 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) a teacher, other than a principal, vice-principal, second master or second mistress, who is demoted to any of the scales 1 to 4, shall be placed, subject to paragraph 15 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, second master or second mistress who is demoted to the senior teacher scale, or to any of the scales 1 to 4 shall be placed, subject to paragraph 15, 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 teacher who is demoted to any of the scales for principal, vice-principal, second master or second mistress, shall be placed, subject to paragraph 15, 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.

(4) Subject to paragraph 6, 8, 9 or 10, a teacher continuing service in special schools who in or after 1st April 1984 has been promoted or demoted within the meaning of sub-paragraph (1) shall be placed on the appropriate scale to which he has been promoted or demoted in accordance with the following arrangements subject to the maximum of the scale not being exceeded and to his receiving not less than the minimum of the scale:

- (a) a teacher who is promoted from scale 2(S) to 3(S), or from scale 1 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 as under sub-paragraph (3)(a);
- (b) a teacher who is promoted from scale 1 to scale 2(S) or 3(S) shall have his rate of salary determined in accordance with sub-paragraph (3)(a) as if he were being promoted to the corresponding scale 2 or 3 as the case may be and shall then be placed on scale 2(S) or 3(S) as appropriate at the same point on the scale as the point related to his notional placing on scale 2 or 3;
- (c) a teacher who is promoted from scale 2(S) or 3(S) to the senior teacher scale shall be notionally transferred to the corresponding scale 2 or 3 as the case may be at the same point on the scale as the point related to his placing on scale 2(S) or 3(S) (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then be placed on the senior teacher scale at the rate of salary applicable under his notional placing on scale 2 or 3 plus a promotion increase determined as under sub-paragraph (3)(a);
- (d) a principal, vice-principal, second master or second mistress who is promoted to scale 3(S) or to the senior teacher scale shall be placed on the scale to which he is promoted at the rate of salary applicable to him on the previous scale plus an amount equivalent to two increments on the scale to which he has been promoted;
- (e) a teacher who is promoted to one of the scales for principals or to one of the scales for vice-principals, second masters and second mistresses, or  
 a principal who is promoted as a principal, or to one of the scales for vice-principals, second masters and second mistresses, or  
 a vice-principal, second master or second mistress who is promoted as vice-principal, second master or second mistress or to a post in any of these capacities;  
 shall be placed on the scale to which he has been promoted 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;
- (f) a teacher who is demoted from scale 3(S) to 2(S) or from the senior teacher scale to scale 1 shall be placed, subject to paragraph 15 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;
- (g) a senior teacher who is demoted to scale 2(S) or 3(S) shall be transferred at his existing rate of salary to the senior teacher scale for schools other than special schools and shall be notionally demoted in accordance with sub-paragraph (3)(d) from that scale to scale 2 or 3 as the case may be which corresponds to the scale to which he is to be demoted and shall then be placed on scale 2(S) or 3(S) as appropriate, subject to paragraph 15, at the same point on the scale as the point on scale 2 or 3 to which he was notionally demoted;
- (h) a teacher on scale 2(S) or 3(S) who is demoted to scale 1 shall be notionally transferred to the corresponding scale 2 or 3 as the case may be at the same point on the scale as the point related to his placing on scale 2(S) or 3(S) (or if he has been paid at the maximum

of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then be placed on scale 1, subject to paragraph 15, at the rate of salary determined by demoting him from his notional placing on scale 2 or 3 in accordance with sub-paragraph (3)(d);

- (i) a principal, or a vice-principal, second master or second mistress who is demoted to the senior teacher scale or to any of the scales 3(S), 2(S) or 1 shall be placed, subject to paragraph 15, 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;
- (j) a teacher who is demoted to any of the scales for principal, vice-principal, second master or second mistress, shall be placed, subject to paragraph 15 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.

(5) Subject to paragraph 6, 8, 9 or 10, a teacher who transfers from service in a special school to service in a school other than a special school, or vice versa, and who on or after 1st April 1984 has been promoted or demoted within the meaning of sub-paragraph (1) shall be placed on the appropriate scale to which he has been promoted or demoted in accordance with the following arrangements subject to the maximum of the scale not being exceeded and to his receiving not less than the minimum of the scale:

- (a) a teacher in a special school who is promoted from scale 1, 2(S) or 3(S) to any of the scales 2 to 4 or to the senior teacher scale in a school other than a special school shall be notionally transferred to the corresponding scale 1, 2 or 3 as the case may be at the same point on the scale as the point related to his placing on scale 1, 2(S) or 3(S) in the special school (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then be placed on the scale to which he has been promoted at the rate of salary applicable under his notional placing plus a promotion increase determined as under sub-paragraph (3)(a);
- (b) subject to sub-paragraph (5)(c), a teacher on any of the scales 1 to 4 for schools other than special schools who is promoted to scale 2(S), 3(S) or the senior teacher scale in a special school shall be notionally promoted to the corresponding scale 2, 3 or the senior teacher scale as the case may be for schools other than special schools in accordance with sub-paragraph (3)(a) and shall then be placed on the appropriate scale to which he has been promoted in the special school at the same point on the scale as the point to which he was notionally promoted on the corresponding scale 2, 3 or the senior teacher scale;
- (c) a teacher transferring from scale 2 to 2(S) or vice versa, or from scale 3 to 3(S) or vice versa, shall be placed on the scale to which he transfers at the same point on the scale as the point at which he was placed on the scale from which he is transferring provided that a teacher who has been paid at the maximum of scale 2(S) or 3(S) for two years or more shall be paid at the maximum of scale 2 or 3 as appropriate;
- (d) a teacher in a school other than a special school who is promoted to one of the scales for principals or to one of the scales for vice-principals, second masters and second mistresses in a special school, or  
 a principal of a school other than a special school who is promoted to the post of principal of a special school or to a post of vice-principal, second master or second mistress of a special school, or  
 a vice-principal, second master or second mistress of a school other than a special school who is promoted to a post in a special school as vice-principal, second master or second mistress or to a post in any of these capacities,  
 shall be placed on the scale to which he has been promoted 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;
- (e) a teacher in a special school, other than a principal, vice-principal, second master or second mistress, who is promoted to a post as principal, vice-principal, second master or second mistress in a school other than a special school shall be transferred to the scales for schools other than special schools and notionally placed on the scale which corresponds to his scale in the special school at the same point on the scale as the point related to his placing on the special school scale (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case

may be) and shall then be placed on the scale to which he has been promoted in the school other than a special school at the rate of salary applicable under his notional placing plus a promotion increase of one and one-half increments on the scale to which he has been promoted;

- (f) a principal, or vice-principal, second master or second mistress in a school other than a special school who is promoted to a post on scale 2(S), 3(S) or on the senior teacher scale in a special school shall be notionally promoted in accordance with sub-paragraph (3)(b) to the scale related to schools other than special schools which corresponds to the scale in the special school to which he is being promoted, and shall then be placed on the scale in the special school to which he has been promoted at the same point on the scale as the point on the scale to which he was notionally promoted;
- (g) a principal, or a vice-principal, second master or second mistress in a special school who is promoted to a post in a school other than a special school shall be placed on the scale to which he has been promoted in accordance with the following:
  - (i) if the scale to which he is promoted is any of the scales 2 to 4 or the senior teacher scale, he shall be placed on the scale at the rate of salary applicable to him on the previous scale plus an amount equivalent to two increments on the scale to which he has been promoted;
  - (ii) if the scale to which he is promoted is any of the scales for principal, vice-principal, second master or second mistress, he shall be placed on the 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;
- (h) subject to sub-paragraph (5)(c), a teacher in a special school who is demoted from scale 2(S), 3(S) or the senior teacher scale to any of the scales 1 to 4 in a school other than a special school shall be notionally transferred to the corresponding scale 2, 3 or the senior teacher scale as the case may be for schools other than special schools, at the same point on the scale as the point related to his placing on scale 2(S), 3(S) or the senior teacher scale in the special school (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then, subject to paragraph 15, be placed on the scale to which he has been demoted at the rate of salary applicable to him under his notional placing less an amount equivalent to two increments on the notional scale to which he was transferred and two increments on each of any intervening scales;
- (i) a teacher in a school other than a special school who is demoted from scale 2, 3, 4 or the senior teacher scale to scale 1, 2(S) or 3(S) in a special school shall be notionally demoted in accordance with sub-paragraph (3)(d) to the scale for schools other than special schools which corresponds to the scale in the special school to which he is to be demoted, and shall then, subject to paragraph 15 be placed on the appropriate scale to which he has been demoted in the special school at the same point on the scale as the point to which he was notionally demoted on scale 1, 2 or 3 as the case may be;
- (j) a teacher in a school other than a special school who is demoted to any of the scales for principal, vice-principal, second master or second mistress in a special school shall be placed on the scale to which he has been demoted, subject to paragraph 15, at the rate of salary applicable to him on his previous scale less an amount equivalent to two increments on the scale previously applicable;
- (k) a teacher in a special school who is demoted from scale 2(S), 3(S) or the senior teacher scale to a post as principal, vice-principal, second master or second mistress in a school other than a special school shall be transferred to the scales for schools other than special schools and notionally placed on the scale which corresponds to his scale in the special school at the same point on the scale as the point related to his placing on the special school scale (or if he has been paid at the maximum of scale 2(S) or 3(S) for one year or more, to the maximum of scale 2 or 3 as the case may be) and shall then, subject to paragraph 15, be placed on the scale to which he has been demoted in the school other than a special school at the rate of salary applicable under his notional placing less an amount equivalent to two increments as related to the notional scale to which he was transferred;
- (l) a principal, vice-principal, second master or second mistress in a school other than a special school who is demoted to a post on scale 1, 2(S) or 3(S) or the senior teacher scale in a special school shall be notionally demoted in accordance with sub-paragraph (3)(e) to the scale related to schools other than special schools which corresponds to the

scale in the special school to which he is being demoted, and shall then, subject to paragraph 15, be placed on the scale in the special school to which he has been demoted at the same point on the scale as the point on the scale to which he was notionally demoted;

- (m) a principal, or a vice-principal, second master or second mistress in a special school who is demoted to a post in a school other than a special school shall be placed, subject to paragraph 15, on the scale to which he has been demoted at the rate of salary applicable to him on the previous scale less an amount equivalent to two increments as related to the scale previously applicable.

14. Where a particular case is not covered by either Part I or Part II the teacher shall be placed on the appropriate scale at a rate determined by the Department.

15. A teacher who is demoted under this Schedule and who is reverting to a scale on which he previously received salary, shall not receive a lower rate of salary than he would have received had he remained on that scale.

16. Where on or after 1st April 1984 but before the date upon which these Regulations came into operation—

- (a) a teacher was transferred to a different salary scale; and  
(b) his point on that scale was determined in accordance with the provisions of the 1981 Salaries Regulations;

he shall, if that point is higher than the point on which he would have been placed had it been determined in accordance with the provisions of these Regulations, be entitled to remain on that point.

## SCHEDULE 3

Regulations 7, 9, 15 and 16

## 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)

POINTS CATEGORY AND SCALE SCORE

PART I

PRIMARY SCHOOLS

<i>Points category</i>  (1)	<i>Scale score</i>  (2)	<i>Scales for teachers (other than principals, vice-principals, second masters and second mistresses)</i>	
		<i>Points Category</i> (3)	<i>Scale limitation</i> (4)
120— 300	1	up to 120	Scale 1 only
301— 400	2	120—500	Not higher than scale 2
401— 500	4	501—1300	Not higher than scale 3
501— 600	7	1301—2400	Not higher than scale 4
601— 700	8	2401—3300	No limitation but not more than three senior teachers allowed
701— 800	10		
801— 900	11		
901—1,100	13		
1,101—1,200	15		
1,201—1,300	16		
1,301—1,400	18		
1,401—1,600	21		
1,601—1,800	24		
1,801—2,000	29		
2,001—2,200	34		
2,201 and over	39		

## PART II

## SECONDARY SCHOOLS

Points category for score I (all pupils)	Scale score I	for score II (pupils 16 years and over)	Scale score II	Scales for teachers (other than principals, vice-principals, second masters and second mistresses)	
				Points category (all pupils) as determined for Schedule I (5)	Scale limitation (6)
(1)	(2)	(3)	(4)	(5)	(6)
120— 300	1	101— 200	1	Up to 120	Scale 1 only
300— 400	3	201— 300	2	120— 500	Not higher than scale 2
401— 500	6	301— 500	3		
501— 600	7	501— 700	4		
601— 700	8	701— 900	6	501—1,300	Not higher than scale 3
701— 800	9	901—1,200	7		
801— 900	11	1,201—1,800	8	1,301—2,400	Not higher than scale 4
901—1,000	12	1,801—2,600	9		
1,001—1,200	15	2,601—3,300	10	2,401—3,300	No limitation but not more than three senior teachers allowed
1,201—1,300	17	3,301—4,000	11		
1,301—1,400	21	4,001—4,700	12		
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			3,301—6,000	No limitation but not more than four senior teachers allowed
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			Over 6,000	No limitation but not more than five senior teachers allowed
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—8,600	116				
8,601—9,100	124				
9,101 and over	132				

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

1.—(1) Subject to the maximum of the scale not being exceeded, a 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—

- (i) a year of study, training or research shall not be counted unless the teacher had attained the age of 18 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;
- (ii) a part-time course for the initial training of teachers in schools which is equivalent to a shorter full-time course shall be treated as if it were a period of full-time training of the same duration as that full-time course.

2. A teacher who is entitled to three increments under paragraph 1 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.

3. Subject to paragraph 6 incremental credit on the basis of one increment for each year's service or experience shall be given for—

- (a) teaching service—
  - (i) in recognised schools or institutions of further education in Northern Ireland;
  - (ii) in educational institutions in Great Britain, the Republic of Ireland or elsewhere which are grant-aided by a government department or which are recognised as efficient by a government department;
  - (iii) in educational institutions overseas under arrangements made by the British Council; and
  - (iv) in other educational institutions in the United Kingdom, the Republic of Ireland or elsewhere which the Department is satisfied should be accepted;
- (b) war service as it was defined in the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939;
- (c) national service under the provisions of the National Service Act 1948, or any amendment of that Act;
- (d) such other service, employment or experience as may be determined by the Department.

4.—(1) Subject to paragraph (2) and a maximum aggregate credit of 12 increments, incremental credit on the basis of one increment for each period of three years shall be given for—

- (a) pre-qualified experience gained after the age of 18 years in teaching, industrial, professional, clerical, social or other gainful employment in the case of a teacher who became qualified after attaining the age of 21 years;
- (b) experience after the age of 21 years in industry or commerce or in research or professional work other than teaching.

(2) Where the experience mentioned in paragraph (1) is gained after the age of 21 years and is considered by the Department to be of special value to the teacher in the performance of his duties incremental credit up to a maximum of one increment for each year of experience may be given.

5. Incremental credit on the basis of one increment for each completed period of 3 years up to a maximum of 5 increments shall normally be given in respect of—

- (a) unremunerated activities after the age of 18 years, except for the first 3 years after that age of full-time study, training or research (including any part-time training which under paragraph 1 is treated as if it were full time); and
- (b) post-qualified remunerated experience after that age which would not otherwise be reckonable for incremental credit under this Schedule.

6. For the purposes of paragraphs 3, 4 and 5—

- (a) service, employment, study, training, research and other experience undertaken before attaining the age of 18 years shall not be counted;
- (b) teaching service given before the teacher possessed the qualifications required for admission to the salary scale shall not, save as provided for in paragraph 4, be counted;
- (c) 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; and
- (d) no period of service, employment, study, training, research or other experience shall be counted more than once for incremental credit.

7.—(1) Incremental credit allowed under paragraphs 1 to 5 shall be calculated according to whether it is in respect of service, employment, study, training, research or other experience undertaken before 1st April 1971 or after that date and counted on the following basis:

- (a) subject to paragraph 8 experience gained before 1st April 1971 shall be counted for increments as set out below:

1st and 2nd increments .....	£129 each
3rd to 10th increments (inclusive) .....	£231 each
11th to 14th increments (inclusive) .....	£255 each

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

(2) For the purposes of paragraph (1)—

- (a) a year of study, training or research accepted for incremental purposes shall be regarded as experience before 1st April 1971 where the year was entered upon before 1st April 1971 but ended after that date;
- (b) a period of service, employment or experience accepted for incremental purposes shall be treated as experience before 1st April 1971 where one half or more of the period was before that date.

8. 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 the amount of such credit shall be—

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

9. Where a teacher is placed or replaced on any of the salary scales set out in Schedule 1 and his service and experience are assessed or re-assessed for salary placing purposes under this Schedule, the credit awarded may be modified to the extent required by regulation 23 to ensure that the teacher's normal incremental date shall fall on the first day of a month.

**Regulations revoked**

<i>Regulations</i>	<i>References</i>
Teachers' Salaries Regulations (Northern Ireland) 1981	S.R. 1981 No. 103
Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1982	S.R. 1982 No. 194
Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1983	S.R. 1983 No. 131
Teachers' Salaries (Amendment No. 2) Regulations (Northern Ireland) 1983	S.R. 1983 No. 258

**EXPLANATORY NOTE**

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

These regulations replace the Teachers' Salaries Regulations (Northern Ireland) 1981, as amended, and give effect from 1st April 1984 to an increase of 5.1% in salaries and allowances for teachers in primary, secondary and special schools and for peripatetic and supply teachers.

Revised scales of salaries are set out in Schedule 1.

The revised allowances for teachers of handicapped pupils and for certain teachers engaged in the curriculum development programme in secondary schools are set out in regulations 20 and 22.

The new rates of salary for unqualified teachers are set out in regulations 25 and 26.

The new rates of pay for part-time teachers are set out in regulation 28.

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