

VI. IN MUSIC.

1. A University degree in Music.
2. The Licentiatehip of the Royal College of Music.
3. The Associateship of the Royal College of Music.
4. Fellowship or Associateship of the Royal College of Organists (London).
5. For teachers in Preparatory Schools :—
 - (a) The Grade 5 Certificate of the Incorporated Society of Musicians.
 - (b) The Certificate of the Advanced Grade of the Associated Board of the Royal Academy of Music and the Royal College of Music.
6. Licentiatehip of the Royal Academy of Music (London) in oral training and class singing.
7. Fellowship of the Tonic Sol-fa College (London) in oral training and class singing.

VII. IN PHYSICAL EDUCATION.

1. The diploma of any institution recognised by the Ministry.

B.—FOR PREPARATORY TEACHERS.

Teachers possessing the qualifications required for Secondary Teachers may be recognised as qualified to teach the same subjects in Preparatory Schools.

For the general teaching of pupils in Preparatory Schools the following qualifications will be accepted by the Ministry :—

1. The diploma awarded by the Ministry to Primary Teachers.
2. The certificates as Primary Teachers of either the English Board of Education or the Scottish Education Department.
3. For work in the lower classes (composed of children up to about the age of 8 years)—The Higher Certificate of the National Froebel Union.

Teachers in Preparatory, Intermediate, and Secondary Schools, Salaries.

REGULATIONS, DATED 16TH OCTOBER, 1923, MADE BY THE MINISTRY
OF EDUCATION, NORTHERN IRELAND, UNDER SECTION 99 (2) OF
THE EDUCATION ACT (NORTHERN IRELAND), 1923 (13 & 14 GEO.
5, CH. 21).

1923. No. 42.

SALARIES OF TEACHERS.

1. For the purpose of these Regulations there shall be two classes of recognised teachers in secondary schools :—
 - i. Those recognised as teachers in the higher classes composed of pupils normally over the age of 12 years called "secondary teachers."
 - ii. Those recognised as teachers in the preparatory classes normally composed of pupils up to the age of 12 years—called "preparatory teachers."
2. (a) The scales of salary for full-time registered teachers on the authorised staff of a recognised secondary school are the following :

Men ..	£210—£12—£270—£15—£450.
Women ..	£200—£10—£325.

Teachers who have obtained a degree with First or Second Class Honours in a British or an Irish University shall, in the case of men, after reaching a salary of £450, proceed by further increments of £15 to a maximum of £500, and, in the case of women, after reaching a salary of £320, proceed by further increments of £10 to a maximum of

£375. Similar maxima shall be granted for other qualifications recognised by the Ministry as equivalent to a First or a Second Class Honours degree.

(b) All full-time registered teachers who are on the authorised staff of a recognised preparatory school or the preparatory department of a recognised secondary school shall be placed on the following salary scales :—

Men ..	£160—£12—£220—£15—£400.
Women ..	£150—£10—£300.

(c) The Ministry may withhold one or more increments in respect of any teacher, if, in the judgment of the Ministry, such increments are not deserved either by reason of inefficiency or for any other reason.

The Ministry may at any time require the school authorities to furnish reports or other information in regard to any teacher.

(d) These scales will be subject to review at the end of a period of two years from 1st August, 1923.

(e) The incremental portion of the scales for secondary teachers will be paid by the Ministry retrospectively in respect of the school year ending 31st July, 1923, in accordance with the provisions of regulation No. 31.

(f) The scales of salaries for preparatory teachers shall have effect from a date not earlier than 1st August, 1923.

(g) These salaries are based on the assumption that the teachers are non-resident. A reduction not exceeding £50 may be made by the School Authority from the salary where a teacher (including the Principal) receives free board or free lodging or both.

3. The Governing Bodies of all recognised secondary and preparatory schools shall be required out of the funds at their disposal to pay to the authorised teachers the minima of the appropriate scales.

4. The Ministry will provide the remainder of the salaries on these scales (*i.e.*, the incremental portion) of the authorised teachers, by grants payable to the Governors, who shall make the payment and furnish the teachers' receipts to the Ministry.

5. A full-time teacher who is employed partly in the senior department and partly in the preparatory department of a secondary school may, if registered as qualified to give instruction in the senior department, be paid on the scale for secondary teachers if employed in teaching the senior classes for, on an average throughout the year, not less than 10 hours a week.

6. (a) Where a teacher is employed by a Governing Body in control of two or more secondary schools, and is engaged in more than one of those schools, he shall be entitled to salary and increments on the same terms and conditions as if he were teaching in a single school.

(b) Where a teacher is engaged for at least 18 hours teaching per week in two or more secondary schools under different Boards of Governors, those Boards shall make a joint appointment of the teacher, and shall pay the scale salary of the teacher in such proportion as may be agreed upon between them with the approval of the Ministry.

(c) Where a teacher in the employment of a Technical Instruction Committee, and teaching altogether at least 18 hours per week, is utilised for instruction in a secondary school, the Governors of the secondary school shall pay to the Technical Instruction Committee a sum equivalent to their proportion of any scale salary on which the

teacher may be placed. This sum shall be in proportion to the time given to the schools concerned. The Technical Instruction Committee shall pay the whole salary of the teacher.

7. (a) In addition to salaries on the general scales the following grants from the Ministry will be payable in respect of principal teachers :—

£50 a year in the case of schools where not more than four teachers, including the Principal, are employed on the authorised staff ; £100 a year where more than four but not more than seven teachers, including the Principal, are so employed ; £150 a year where more than seven but not more than ten teachers, including the Principal, are so employed ; and £200 a year where more than ten teachers, including the Principal, are so employed.

(b) In no school shall more than one teacher be considered as principal teacher for the purpose of the grant.

(c) A school containing a secondary department and a preparatory department shall be regarded as a single school.

(d) The appropriate scale of grants shall be applicable to all schools whether secondary or preparatory or partly secondary and partly preparatory.

(e) This grant shall, in the case of secondary teachers, have retrospective effect as from 1st August, 1922.

8. The Governing Bodies, out of the funds at their disposal, shall be required to pay the following minimum rates of remuneration to teachers who are employed by them, but who are not on the authorised staff of the school :—

Full-time teachers :

Secondary Schools	Men	£160 a year.
	Women	£150 a year.
Preparatory Schools and Departments	Men	£150 a year.
	Women	£140 a year.

Part-time Teachers :

Secondary Schools and Preparatory Schools and Departments	} 5/6 per hour for men and 5/ per hour for women.

provided that, in cases where agreements, as to salaries which are not in accordance with this regulation, have, prior to the date of these regulations, been made between school authorities and teachers who are not on the authorised staff of the school, such agreements will be permitted to continue in force during the school year ending 31st July, 1924.

A reduction not exceeding £50 may be made by the school authority from the above salaries in like manner as in Regulation 2 (g) where a teacher receives free board or free lodging or both.

PLACING OF TEACHERS AT THEIR APPROPRIATE POSITIONS
ON THE SCALES OF SALARIES.

9. In placing existing teachers on the new scale one increment shall be granted for each two years of past service ascertained in accordance with the provisions of paragraphs 10 to 14 of these regulations.

No teacher will be placed on the scale of salary at the point which would be appropriate in view of his past service unless the Ministry is satisfied that he is in all respects efficient.

10. In placing secondary teachers at their positions in the scales, the Ministry, subject to the provisions of Regulations 12 to 14, will recognise the following past service :—

- (1) Service in any secondary school or university institution recognised for the purpose of registration under the Intermediate Registration Council, or in any secondary or preparatory school in receipt of grants from the Ministry.
- (2) Service in any primary school or training college hitherto recognised by the Commissioners of National Education in Ireland, or by the Ministry.
- (3) Service in any technical school working under the Department of Agriculture and Technical Instruction, Ireland, or the Ministry.
- (4) Service with the forces of the Crown or Allied Powers during the War ; a period of disablement due to the War ; or of internment in any enemy country as a civilian prisoner of War.
- (5) Other service which in the opinion of the Ministry should be recognised.

11. (a) In placing preparatory teachers at their positions in the scales, the Ministry, subject to the provisions of Rules 12 to 14, will recognise only the following past service :—

- (1) Service given in any department of an Intermediate or Secondary School recognised by the Ministry.
- (2) Service given before 1st February, 1922, in any department of an Intermediate School recognised by the Intermediate Education Board for Ireland.
- (3) Service given in any National School recognised by the Ministry.
- (4) Service given before 1st February, 1922, in any National School recognised by the Commissioners of National Education.
- (5) Service in any Technical School recognised by the Ministry.
- (6) Service given before 1st February, 1922, in any Technical School recognised by the Department of Agriculture and Technical Instruction, Ireland.
- (7) Such other equivalent service as may be recognised by the Ministry.

(b) No service under any of the headings in Regulations 10 and 11 rendered before the age of 21 will be recognised.

(c) In all cases the service of the teacher must be supported by documentary evidence from the authorities of the school in which he claims to have served.

12. If a school has received grants from the Intermediate Education Board, or from the Ministry, service given in the school after the date from which it first received such grants shall, except as provided in Regulation 13, count as recognised service, even though during a portion of the time the school was not inspected by the Inspectors of the Board or of the Ministry.

13. The following service will not count as recognised service :—

- (a) Service during the period of non-recognition in a school which has been definitely refused recognition either by the Ministry or by the Intermediate Education Board.
- (b) Service given in a school before it began to earn grants from the Intermediate Education Board or the Ministry, or after it had ceased to earn grants from the Board or the Ministry, or, unless the Ministry in consideration of special circumstances shall otherwise determine, during an interval when it was not earning grants from the Board or the Ministry.

14. (a) A teacher shall be regarded as having given a year's service, for the purpose of these regulations :—

(1) If he has been employed in one school for a period of one year during which he has actually taught for at least 35 weeks and during which he has been normally engaged in class teaching for at least 18 hours per week :

(2) If he has been employed for broken periods for not less than a total of 40 weeks of actual teaching, provided that during each such period he shall have been regularly engaged in class teaching for at least 18 hours per week, and provided also that no period of less than ten continuous weeks, exclusive of vacations, in any one school shall be taken into account :

(b) Where a teacher has taught for less than 18 but not less than 10 hours a week, the Ministry may, if it considers that the circumstances warrant it, allow a portion, which in no case should exceed one half of such service, to count as part of the teacher's recognised service.

(c) A teacher who has been head teacher of a school during any period shall be deemed to have given the minimum qualifying number of hours during that period.

(d) The case of a teacher who has given service in a university institution will be specially considered, but such service should have been not less than 10 hours per week for the full university year.

(e) Special consideration will be given to breaks in service due to exceptional causes.

(f) Evidence in respect of each period of service must be produced from some person of responsibility who has accurate knowledge of the facts.

STAFFING OF SCHOOLS.

15. (a) In any preparatory or secondary school the normal staff, including the principal teacher, of full-time registered teachers for whom salary grants may be paid by the Ministry in respect of an academic year shall be determined by the average number of pupils (over six years of age) on the Rolls of that school for the preceding school year (ended 31st July), and shall be in accordance with the following scale :—

Average number of pupils on Rolls.	Normal Staff.
Less than 40	2
40 but less than 60	3
60 " " 80	4

and so forth, an extra teacher being allowed for each additional 20 pupils on Rolls. Where, however, a staff has been authorised, no diminution will be forced on the school before all the circumstances have been fully considered, and due notice has been given by the Ministry to the Governors and teachers concerned.

(b) The Ministry, in exceptional circumstances, may decide that the proportion of teachers to pupils, as set forth above, should be increased or diminished at any particular school.

(c) If the Ministry decides that the proportion of teachers to pupils should be increased at a school, it may require the governing body of the school to employ such additional teachers as are needed, and the salary grants will be payable in respect of the additional teachers so appointed.

(d) If the Ministry decides that the proportion of teachers to pupils should be diminished at a school, the salary grants will be payable only in respect of the number of teachers which the Ministry decides is needed in that school.

(e) Where the number of registered or recognised teachers actually employed in a school is in excess of the number allowed on the authorised staff, the choice of the particular teachers to be placed on the authorised staff shall be made by the authorities of the school in the first instance, but shall be subject to the approval of the Ministry.

16. After three years from the date of the passing of the Education Act (Northern Ireland), 1923, no secondary or preparatory school receiving grants from the Ministry may employ any teacher whose qualifications do not satisfy the Ministry, nor shall the employment of any teacher be continued after his third year of service unless his work is regarded as satisfactory by the Ministry.

17. There shall be a register of recognised teachers of preparatory schools and preparatory departments of secondary schools, having the necessary qualifications, and the conditions for admission to the register shall be prescribed by the Ministry.

18. A teacher shall not be regarded as a member of the authorised staff of a school, unless he is recognised by the Ministry as competent to give instruction in the subjects which he is required to teach in the school.

19. A teacher shall not, as a rule, be recognised as a member of the authorised staff of a school for a school year unless he was registered before 1st October in that school year.

20. (a) The first two years of service will be regarded as probationary, and no increment will be payable by the Ministry until the expiration of this period when the teacher will become entitled to receive two increments, provided that he has fulfilled the conditions prescribed by the Ministry for full recognition.

No service other than probationary service as a member of the authorised teaching staff of a recognised school shall be allowed to count for the award of those increments.

(b) Should the character of the reports on his work during these two years not entitle him to full recognition, he may be granted another year of probation; should he then qualify for full recognition, he shall become entitled to two increments as before.

(c) Should the teacher fail to qualify for full recognition at the end of the third year, he shall be no longer eligible for recognition as teacher.

(d) In deciding whether a teacher on probation should be granted full recognition, the Ministry will be guided by reports furnished by the principal of the school and by the inspectors of the Ministry.

(e) In the case of transfers from primary, secondary or technical schools or University institutions, the period of probation may be shortened at the discretion of the Ministry for recognised teachers of such institutions. In fixing the salaries of these teachers regard will be had to past recognised service.

(f) If the first report received from the Ministry's inspector on the work of an unregistered teacher serving in a preparatory school or department be satisfactory, the service of the teacher prior to that date may be regarded as having been satisfactory for probationary purposes.

CALCULATION OF AVERAGE NUMBER OF PUPILS ON ROLLS.

21. In calculating the average number of pupils on the rolls of a school only those pupils who are following recognised courses of instruction shall be taken into account.

TEACHERS OF TRADES PREPARATORY SCHOOLS.

22. The above rules do not apply to teachers of Trades Preparatory Schools.

PAYMENT OF TEACHERS IN SCHOOLS CONDUCTED BY RELIGIOUS COMMUNITIES.

23. (a) In secondary and preparatory schools conducted by religious communities, while no salary scale shall apply to any member of the community, there shall be paid to the community, in lieu of the increments, in respect of each member of the community who is registered and recognised as on the authorised staff of the school and who teaches at least 18 hours a week, a grant equal to the average amount paid in increments to lay teachers of the same sex and class throughout Northern Ireland.

(b) All lay teachers in such a school who are registered and recognised by the Ministry, and who teach 18 hours a week, shall be placed on the authorised staff of the school, and on the appropriate scales of salary, and paid in the same manner as in other schools, provided always that their number does not exceed that of the authorised staff.

(c) The total number of teachers placed on the authorised staff shall be in accordance with the provisions of Regulation 15 : the grant in respect of the head teacher shall be in accordance with the provisions of Regulation 7.

DEFINITIONS.

24. The expression "registered teacher" means a teacher—

(1) Whose name is on the Register of Intermediate School Teachers in Northern Ireland,

or

(2) who is fully recognised by the Ministry as a teacher of the Science group of subjects,

or

(3) who is regarded as registered for the purposes of the Interim Grant Rules.

25. A full-time teacher is a teacher who is either a head master or a head mistress, or who is regularly engaged in actual school teaching for at least 18 hours a week.

26. For the purpose of these regulations the expression "Preparatory School" means a school or department of a school, not being a public elementary school, which charges a scale of fees approved by the Ministry, from which at least 75 per cent. of the pupils leaving annually enter recognised intermediate or secondary schools, and in which instruction deemed suitable for pupils entering such schools is provided. The minimum annual tuition fee charged for the ordinary school course, not including extra subjects, must be not less than £6.

DISTRIBUTION OF INCREMENT GRANT FOR THE
SCHOOL YEAR ENDING 31ST JULY, 1923.

27. The authorised staff for the school year ending 31st July, 1923, shall be based on the average number of pupils on rolls for the same year.

If found necessary, the authorised staff for the school year ending 31st July, 1924, may be based on the actual number of pupils on rolls on a date to be fixed by the Ministry early in that school year.

28. As no grants are payable for the school year ending 31st July, 1923, in respect of preparatory teachers, the authorised staff of a school for that year shall be fixed with reference solely to the number of pupils on the rolls of the secondary department of the school.

29. No grant whatever shall be paid in respect of a teacher who has not served a probationary period of two full years in schools recognised for that purpose by the Ministry.

30. No increment grant shall be paid for the school year ending 31st July, 1923, in respect of any assistant teacher who has not been regularly engaged in teaching for at least 18 hours per week, of which not less than 10 must have been in the secondary department of the school.

31. The distribution of the Increment Grant for the school year ending 31st July, 1923, shall be made as follows:—

(a) The personnel of the authorised staff of each school for the year having first been decided, the amount of increment grant payable to the school in respect of the teachers forming that personnel will next be calculated. From the amount so found there shall be deducted a sum equivalent to the amount of Interim Grant which has been paid in respect of the same teachers for the year. The sum then remaining shall represent the net Increment Grant payable to the school in respect of the school year ending 31st July, 1923.

(b) As regards the school years ending 31st July, 1923 and 1924, where a school is owned by the head teacher, it shall be assumed—

(1) that the head teacher is in receipt of the required minimum salary; and (2) that, after the increment grant has been paid by the Ministry to the school, the head teacher has been placed at the proper position in the scale, even although a portion of the incremental grant which was paid in respect of the head teacher may have been used to raise the salaries of the assistants to their proper places in the scale.

- (c) Where the Ministry is satisfied that the school authorities cannot provide the funds necessary to pay the basic portion of the salaries of the teachers who are recognised as members of the authorised staff for the school year 1922-23, and that all the funds which could be made available for this purpose have been applied thereto, it may waive, with reference to that year, the requirement in regard to such payment as a condition for allowing the incremental portion of the salaries. In that event, the school authorities shall be required to distribute the increment grant in the following manner :—

- (1) If the increment grant is sufficient for the purpose, each teacher (other than the owner) who is recognised as a member of the authorised staff shall receive such a sum as will, together with his whole salary for 1922-23 (including bonus, if any, and share of Interim Grant for the year 1922-23), bring up the total to the amount to which he would be entitled if he were at his proper place on the scale.

Only after this has been done may any surplus be devoted to increasing the salary of the owner, or of any teacher who is already receiving the salary to which his place in the scale would entitle him, or to any other purposes.

- (2) If the increment grant is insufficient to allow of all authorised teachers being placed at their proper position in the scale—

First : each teacher (other than the owner) whose salary, including bonus and share of Interim Grant for 1922-23 is at or below the minimum basic rate, shall receive the total amount of the increment paid in respect of him by the Ministry.

Second : from any surplus each teacher (other than the owner) whose salary, including bonus and share of Interim Grant for 1922-23, is above the minimum basic rate, shall, so far as possible, receive sufficient to bring his salary to the proper place in the scale.

Third : any surplus still remaining shall be used to increase as nearly as possible to their proper places in the scales the salaries of any teachers who were receiving less than the minimum basic rates from the school authorities.

The division shall be made so that the difference between the total salaries as paid to those teachers and the salaries to which they would be entitled if they were at their proper places in the scale, shall be as nearly equal as the available surplus admits.

The provisions of this rule may also, in very exceptional circumstances, be allowed to apply to the distribution of the increment grant for the school year 1923-24.

32. The Interpretation Act, 1889, shall apply for the purpose of the interpretation of these regulations as it applies for the purpose of the interpretation of an Act of Parliament.