1974. No. 134 [C]

EDUCATION

Institutions of Further Education: Teachers' Salaries and Allowances

REGULATIONS, DATED 19TH JUNE 1974, MADE BY THE DEPARTMENT OF EDUCATION UNDER THE EDUCATION AND LIBRARIES (NORTHERN IRELAND) ORDER 1972.

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The Department of Education, hereinafter referred to as "the Department", in pursuance of the powers vested in it by Articles 57 and 125 of the Education and Libraries (Northern Ireland) Order 1972(a), hereinafter referred to as "the Order", and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(b) and of all other powers enabling it in that behalf and after consultation with the Department of Finance, hereby makes the following Regulations:—

INTRODUCTION

Citation and commencement

1. These Regulations may be cited as the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1974 and shall be deemed to have come into operation on 1st April 1974.

Regulations revoked

2. The following Regulations are hereby revoked:

the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1972(c).

Definitions

3.—(1) In these Regulations—

(*a*) "approved" means approved by the Department for the purposes of the context;

"assistant lecturer" means a qualified teacher who does not hold a senior post or a post as a principal;

"board" means an education and library board established under Article 3 of the Order;

"compensation allowance" means a compensation allowance payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972(d) or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972(e) or any Regulations superseding these Regulations;

"qualified teacher" means a teacher who has been granted recognition under the Further Education General Regulations (Northern Ireland) 1973(f);

"recognised" means recognised by the Department for the purposes of the context;

"senior post" means a post of lecturer grade I, lecturer grade II, senior lecturer, principal lecturer, head of department or vice-principal;

"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 a qualified teacher;

"working day" means a day on which an institution of further education is in operation or such other day as the Department may determine to be a working day for the purposes of these Regulations;

(a) S.I. 1972, No. 1263 (N.I. 12).
(b) 1962. c. 7.
(c) S.R. & O. (N.I.) 1972, No. 211; 1973, No. 282; 1973, No. 479.
(d) S.R. & O. (N.I.) 1972, No. 31; 1972, No. 93.
(e) S.R. & O. (N.I.) 1972, No. 279.
(f) S.R. & O. (N.I.) 1973, No. 429.

(*b*) other expressions which have meanings assigned to them by the Further Education General Regulations (Northern Ireland) 1973 shall have the same respective meanings for the purposes of these Regulations.

(2) In these Regulations, except where otherwise provided—

(*a*) "allowance" means an allowance payable under these Regulations;

(*b*) "salary", except where otherwise provided, shall not include any allowances payable under Regulations 12, 13, 14 and 16 or a compensation allowance; and

(*c*) the rates indicated for salaries, allowances and increments are rates per annum.

Application

4.—(1) These Regulations shall apply only to teachers employed in recognised institutions of further education.

(2) In the Regulations which follow, except where otherwise indicated "teacher" means a full-time qualified teacher.

Establishment and grading

5. The establishment of senior posts, the group of any institution of further education and the grade of any department in an institution shall in accordance with approved arrangements be determined or reviewed by the board in whose area the institution is situated.

SALARIES AND INCREMENTS

Salary scales and scale placing

6.—(1) The scales of salaries for teachers shall be those set out in Schedule 1.

(2) A teacher who has completed a total period of 5 years on the assistant lecturer scale, while continuing to be classified as an assistant lecturer for the purposes of Regulation 5, shall however be transferred to the lecturer grade I scale and shall be placed on that scale in accordance with the provisions of paragraph 2 of Schedule 2 but shall not proceed beyond the penultimate point of that scale.

7.—(1) Subject to the provisions of paragraph (2) a teacher who on 1st April 1974 was in teaching service in an institution of further education (and had been immediately before that date) shall from that date enter the scale prescribed in Schedule 1 corresponding to his scale under the Regulations in force immediately before that date, at the corresponding position on the scale, subject to the maximum of the scale not being exceeded.

(2) A lecturer grade I appointed between 25th February 1972 and 31st March 1973 on application by the teacher to the board by which he is employed within a period of six months from the date of these Regulations, shall with effect from 1st April 1974 have his salary recalculated as though he had been appointed lecturer grade I on 1st April 1973 and shall then be placed on the scale from 1st April 1974 under paragraph (1) above if this results in a higher salary placing.

(3) A teacher who on or after 1st April 1974 is reappointed in the same capacity in which he was employed at any time between 1st April 1971 and 31st March 1974 shall enter the appropriate scale set out in Schedule 1 from the date of reappointment—

(*a*) at the position corresponding to that applicable to him at the date of leaving the former post; or

(*b*) at the salary determined under Schedule 2,

whichever is the higher.

(4) Teachers other than those to whom the foregoing paragraphs of this Regulation apply shall be placed on the appropriate salary scale in accordance with the provisions of Schedule 2.

(5) An assistant lecturer or lecturer grade I who after 1st April 1974 for the first time obtains a qualification or successfully completes a course of training for which an addition would be awarded under sub-paragraphs (1), (2) or (3) of paragraph 1 of Schedule 2 were the teacher being placed under those provisions shall be paid the same addition, as appropriate, to his salary from the date of obtaining the qualification or successful completion of the course subject to the maximum of the appropriate scale not being exceeded, provided however that the number of increments which a teacher may receive under the provisions of sub-paragraphs (1) and (2) of paragraph 1 of Schedule 2 and as an addition payable under this sub-paragraph for qualifications covered by the said sub-paragraphs (1) and (2) shall not exceed a total of four increments.

Re-assessment of salary following incorrect placing

8.—(1) Where evidence becomes available that a teacher's placing on the salary scales is incorrect and a re-assessment of his salary is carried out with the result that the rate of salary is to be increased, the revised rate shall come into operation from a date not earlier than 1st April 1974:

Provided that the Department may determine otherwise where it is satisfied that the need for re-assessment did not arise because of the teacher's failure to supply in writing for the purpose of determination of his rate of salary and allowances under the provisions of the Regulations which from time to time governed the salaries of teachers in institutions of further education, full and correct information—

(*a*) when the initial assessment was made or within three months thereafter; or

(*b*) at a time when the teacher was replaced for salary purposes following a general revision of teachers' salaries and allowances or within three months thereafter; or

(*c*) at the time of a re-assessment following a break in service or within three months thereafter.

(2) For the purposes of this Regulation "salary" includes any allowances properly payable to the teacher under the provisions of the Regulations which from time to time governed the salaries of teachers.

Rate of salary

9. When a teacher's salary has been determined as provided elsewhere in these Regulations, the amount thus determined shall where necessary be rounded to the nearest whole pound, an amount of 50p being rounded up.

Award of increments

10. After a teacher's rate of salary has been determined subsequent increments in the scale shall be granted in accordance with approved arrangements:

Provided that—

(*a*) the Department may at any time withhold an increment or require it to be withheld if a teacher's service, in the judgement of the Department, does not reach a satisfactory standard;

(*b*) 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 has, in the judgement of the Department reached a satisfactory standard he may, at the discretion of the Department, be allowed two increments (instead of one increment) in the appropriate scale;

(*c*) a teacher's normal incremental date shall fall on the first day of a calendar month;

(*d*) a teacher appointed on any of the salary scales set out in Schedule 1 who has no previous service or experience at the date of 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;

(*e*) where a teacher 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 2 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 15 days of the 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;

(*f*) where the aggregate of any periods of absence without pay of a teacher from his teaching post in a period of twelve months terminating on his normal incremental date—

(i) amounts to 15 days or less it shall be counted as teaching service for the purpose of the award of increments;

(ii) amounts to more than 15 days but less than 30 days the teacher's incremental date shall be retarded by one month;

(iii) amounts to 30 days or more the teacher's incremental date shall be retarded by one month for each complete period of 30 days and by a further month where the residue of the period amounts to more than 15 days but less than 30 days.

Adjustment of incremental dates

11. A teacher in service on 1st April 1973 or appointed after that date and before 1st April 1974 whose incremental date is not already on the first day of a month shall have his normal incremental date advanced to the first day of the month in which his increment would normally become due.

ALLOWANCES

Acting principal, vice-principal, head of department

12. If a post of principal, vice-principal or head of department is vacant or in the prolonged absence of the holder of such a post the Department may approve the appointment of a teacher to the appropriate post in an acting capacity and the teacher shall be paid an allowance of such amount as the Department may determine:

Provided that the aggregate of salary and allowances payable shall not exceed the rate of salary he would receive if he were appointed to the particular post.

Head of department

13.—(1) Where a head of department is appointed by a board with the approval of the Department to discharge the duties and responsibilities of a vice-principal, he shall receive, in addition to the salary otherwise payable to him, an allowance of such amount as the board with the approval of the Department deems appropriate:

Provided that such an allowance shall not exceed £459 per annum.

(2) Where, in an institution of further education in group 7 or higher, departments are grouped into a faculty and a head of department, other than one to whom paragraph (1) applies, exercises co-ordinating responsibilities within the faculty, he shall receive, in addition to the salary otherwise payable to him, an allowance of such amount not exceeding £402 per annum as the board in whose area the institution is situated, with the approval of the Department, deems appropriate.

Additional allowances

14.—(1) A board may in accordance with arrangements approved by the Department award to a lecturer grade I an allowance of £234 per annum in respect of responsibilities of a supervisory or administrative nature.

(2) An allowance made under the provisions of Regulation 17(1) of the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1965(**g**) to an assistant lecturer may be continued so long as he remains in the post and is paid on the assistant lecturer scale. The amount of the allowance shall be £145 per annum.

Teachers in receipt of compensation allowances

15. Unless the Department shall approve otherwise, a board shall—

(*a*) appoint to any vacant senior post a teacher serving in the institution of further education who is in receipt of a compensation allowance;

(*b*) award an allowance under paragraph (1) of Regulation 14 to a lecturer grade I serving in the institution of further education who is in receipt of a compensation allowance before making such an award to any other lecturer grade I serving in the institution.

Allowances for evening work

16.—(1) Subject to the provisions of this Regulation, a teacher shall, in accordance with approved arrangements, be entitled to payments in respect of evening work.

(2) The rate of remuneration for such work shall be £1.71 per hour for each reckonable hour calculated in accordance with the approved arrangements.

(3) Payments shall not by virtue of this Regulation be made to a teacher who is remunerated on a working day basis under the provisions of paragraph (1) of Regulation 22 or to a head of department, vice-principal or principal of an institution.

(g) S.R. & O. (N.I.) 1965, No. 280.

PROTECTIONS AND SPECIAL PROVISIONS

Protections

17.—(1) Where as a result of a review under Regulation 5 a department is placed in a lower grade, or an institution of further education is placed in a lower group, the head of department or principal or vice-principal of the institution in post at that time and continuing in post shall receive—

(*a*) salary on the scale applicable to the grade or group immediately above the lower grade or group for so long as the department or institution of further education remains in that lower grade or group and where required

(*b*) a personal allowance of such amount as may be necessary to ensure that the teacher receives the same rate of salary as would have been applicable to him before the review.

(2) The head of a department established before 6th March 1968, which falls below the requirements of grade I, shall continue to receive salary on the scale for grade I for as long as he continues in the post and the department remains below grade II.

(3) Where as a result of a review under Regulation 5 a department is placed below grade IV a senior lecturer or principal lecturer who had been paid on the extended part of his scale while the department was in grade IV or grade V or grade VI shall continue to be so paid as long as he remains in the same post, but no new appointments shall be made to the extended part of the scale while the department remains below grade IV.

Discretionary scales

18. Where the board in whose area the institution of further education is situated considers that in the special circumstances of a particular case the scale applicable to a post of principal or vice-principal of an institution or a head of department grade VI is not adequate the Department may—

(*a*) in the case of a principal or vice-principal make payment on such higher scale as it deems appropriate;

(*b*) in the case of head of department grade VI make an extension to the prescribed scale.

Salaries in certain institutions

19. The salaries of the principal and vice-principal of the College of Technology, Belfast, and the holders of any corresponding posts in the School of Music, Belfast, shall be determined by the Belfast Education and Library Board with the approval of the Department.

Salaries in certain plural posts

20. The salary of the principal and vice-principal of an institution of further education whose services are shared with a secondary school shall be determined by the board subject to the approval of the Department.

ABSENCES OF TEACHERS

Definitions

21. In Regulations 22 and 23—

(1) "teacher" means a full-time teacher other than a temporary teacher who is remunerated on a working day basis in accordance with paragraph (1) of Regulation 26.

(2) "salary" includes any allowances to which a teacher is entitled under Regulations 12, 13 and 14 and a compensation allowance.

Absence due to illness

22.—(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 25 working days and, after completing four calendar months full-time service, salary at one-half of the full rate for 50 working days;

(*b*) during the second year of full-time service: salary at the full rate for 50 working days and at one-half of the full rate for 50 working days;

(*c*) during the third year of full-time service: salary at the full rate for 75 working days and at one-half of the full rate for 75 working days;

(*d*) during the fourth and successive years of full-time service: salary at the full rate for 100 working days and at one-half of the full rate for 100 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 calendar 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 sick leave with pay, and if such a teacher after returning to duty should subsequently be absent owing to illness before 1st April following, his entitlement to sick leave with pay shall be determined under paragraph (1) but 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 school 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 had ceased to be entitled to salary at the full or half rate he shall not be entitled to salary.

(5) If a teacher obtains and forwards to the Department a medical certificate certifying that during a vacation period or for any part of such period he was in all respects fit to undertake teaching duties, he shall be deemed to have returned to duty from the date so certified and salary at the full rate shall be paid to him from that date provided he actually resumes duty on the day the school re-opens after the vacation.

(6) A teacher who is absent because of illness shall not be entitled to salary—

(*a*) for more than three successive working days, or

(*b*) for more than ten working days in all in any year ending 31st March,

unless a medical certificate, specifying the nature of the illness and certifying the incapacity of the teacher for the performance of duty, is furnished through the board to the Department.

(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, or where the teacher has ceased to be entitled to salary at the full or half rate, he shall not be entitled to salary.

(8) A teacher in post on 1st April 1974 and who continues in full-time service shall be entitled to receive salary for absence due to illness in accordance with the provisions of this Regulation or the Regulation governing this matter immediately prior to 1st April 1974, whichever is the more favourable to the teacher.

Absence for other causes

23. Full salary may be paid to a teacher—

(*a*) for a brief period of necessary absence due to infectious disease in his home or to the serious illness or death of a near relative;

(*b*) for a period of absence not exceeding three working days, due to special circumstances; or

(*c*) with the approval of the Department, for a period of absence exceeding three working days, due to special circumstances.

Leave for other purposes

24.—(1) Subject to the approval of the Department a teacher may be granted leave of absence by the board by which he is employed, with or without pay as may be approved by the Department, to attend an approved course of study or training or for such other purposes as the Department may approve.

(2) A period of such absence shall, unless the Department otherwise determines, rank for increment.

Credit for periods of absence

25.—(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) Except as otherwise provided in these Regulations 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.

MISCELLANEOUS

Remuneration of temporary teachers

26.—(1) A temporary teacher, including an unqualified teacher, shall, except as provided in paragraph (2), be remunerated for each working day at the rate of 1/200th of the annual salary which he would receive if he were employed in a permanent capacity:

Provided that such a teacher may with the approval of the Department be paid salary as though 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 absence of a teacher—

(*a*) to whom leave of absence has been granted under paragraph (1) of Regulation 24, or

(*b*) who has been seconded under the Secondment of Teachers Overseas Regulations (Northern Ireland) 1961(**h**),

shall be paid salary as though he were employed in a permanent capacity.

(3) In the case of any teacher to whom, in respect of any period of service, remuneration is paid on a daily basis in accordance with the provisions of paragraph (1) each working day shall, for the purposes of increment if he is being paid on an incremental scale, and for such other purposes as the Department may determine, be reckoned as 1/200th of a year of service:

Provided that in any twelve consecutive months any such period of service together with any other period of teaching service which such teacher may perform during that time shall not, subject to the provisions of paragraph (*c*) of Regulation 10, 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 under Regulations 14 and 16 to which the temporary teacher is entitled and compensation allowance.

(5) A temporary teacher to whom in respect of any period of service remuneration is paid on a daily basis in accordance with the provisions of paragraph (1) shall have his rate of salary determined on 1st April 1974 and on each subsequent 1st April if employed on that day, or at the date of first employment after each 1st April, and the rate so determined shall, notwithstanding the provisions of these Regulations, be the teacher's rate of salary for any periods of service until the following 31st March.

Remuneration of unqualified teachers

27. The minimum rate of salary for full-time unqualified teachers shall be £1,045:,

Provided that a full-time unqualified teacher who possesses qualifications entitling him to recognition as a qualified teacher in a grant-aided school shall be paid salary at the rate at which he would be paid if he were a qualified teacher.

Remuneration of part-time teachers

28. The hourly rates for part-time teaching shall be such as are approved by the Department, provided that such teachers may, in such circumstances as the Department may approve, be paid salary in accordance with the appropriate scale for full-time teachers.

Expenses

29.—(1) A teacher who is required to give instruction in more than one centre shall be assigned headquarters by the board in whose area the institution of further education is situated.

(2) When it becomes desirable to assign new headquarters to a teacher, he shall be allowed reasonable expenses of removal by the board.

(3) The expenses of a teacher, incurred in travelling on the business of the board, shall be paid by the board in accordance with arrangements approved by the Department.

(**h**) S.R. & O. (N.I.) 1961, No. 163.

(4) Subsistence allowance at rates approved by the Department may be paid by the board to a teacher who is compelled to be absent from his headquarters on the business of the board.

Safeguarding of salaries

30. A full-time teacher in recognised teaching service on 31st March 1974 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 this 19th day of June 1974 in the presence of

(L.S.)

J. Finney,
Deputy Secretary.

SCHEDULE 1 Regulation 6

Scales of salaries

Point on scale	*Assistant lecturers*	*Lecturers grade I*	*Lecturers grade II*	*Senior lecturers*	*Principal lecturers*
	£	£	£	£	£
1	1,500	1,800	2,700	3,525	3,837
2	1,581	1,884	2,796	3,621	3,945
3	1,662	1,971	2,892	3,717	4,053
4	1,743	2,061	2,988	3,816	4,161
5	1,824	2,151	3,084	3,915(*b*)	4,269(*c*)
6	1,905	2,241	3,180		
7	1,986	2,331	3,276		
8	2,070	2,421	3,375		
9	2,154	2,511	3,474		
10	2,238	2,601			
11	2,325	2,691			
12	2,412	2,781			
13	2,502(*a*)	2,874(*a*)			
14	2,502				
15	2,502				
16	2,616				

(*a*) Where an assistant lecturer or lecturer grade I holds an approved university degree with 1st or 2nd class honours or other qualification adjudged by the Department to be equivalent thereto the salary rates from scale point 13 shall be as follows:—

Point on scale	*Assistant lecturers*	*Lecturers grade I*
	£	£
14	2,589	2,961
15	2,676	3,045
16	2,676	
17	2,676	
18	2,790	

(*b*) With the approval of the Department the scale may be extended by 3 increments of £99 each to a maximum of £4,212 in the case of a senior lecturer who is responsible for a significant amount of work of advanced standard in a grade IV or grade V or grade VI department.

(*c*) With the approval of the Department the scale may be extended by 5 increments of £111 each to a maximum of £4,824 in the case of a principal lecturer who is responsible for a significant amount of work of A1 standard in a grade IV or Grade V or grade VI department.

HEAD OF DEPARTMENT

Point on scale	Grade I	Grade II	Grade III	Grade IV	Grade V	Grade VI
	£	£	£	£	£	£
1	3,213	3,582	3,939	4,245	4,614	4,944
2	3,303	3,690	4,047	4,359	4,728	5,070
3	3,396	3,798	4,155	4,473	4,842	5,196
4	3,489	3,906	4,263	4,587	4,956	5,322
5	3,582	4,017	4,374	4,704	5,073	5,442

VICE-PRINCIPAL

Point on scale	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	£	£	£	£	£	£	£	£
1	2,820	3,124	3,427	3,682	3,986	4,290	4,428	4,764
2	2,913	3,217	3,520	3,787	4,091	4,395	4,533	4,872
3	3,006	3,310	3,613	3,892	4,196	4,500	4,638	4,980
4	3,099	3,403	3,706	3,997	4,301	4,605	4,743	5,088
5	3,192	3,496	3,799	4,102	4,406	4,710	4,848	5,196

The vice-principal of an institution of further education which falls below the requirements for classification as Group 1 shall be placed on a scale with a maximum not in excess of £3,156 determined by the board and approved by the Department.

PRINCIPAL

Point on scale	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	£	£	£	£	£	£	£	£
1	3,393	3,766	4,114	4,486	4,860	5,187	5,325	5,670
2	3,492	3,865	4,219	4,591	4,965	5,298	5,436	5,796
3	3,591	3,964	4,324	4,696	5,070	5,409	5,547	5,922
4	3,690	4,063	4,429	4,801	5,175	5,520	5,658	6,048
5	3,789	4,162	4,534	4,906	5,280	5,631	5,769	6,174

The principal of an institution of further education which falls below the requirements for classification as Group 1 shall be placed on a scale with a maximum not in excess of £3,763 determined by the board and approved by the Department.

SCHEDULE 2 Regulation 7

Salary placing of teachers

1. Subject to the provisions of paragraph 2, or 3 as appropriate, an assistant lecturer or a lecturer grade I shall be placed on the appropriate scale with such values for incremental credit (if any) as may be given in accordance with Annex B to this Schedule and shall receive any additions as appropriate under sub-paragraphs (1) to (3) subject to the maximum of the scale not being exceeded—

(1) An addition of 2 increments in the case of an assistant lecturer or lecturer grade I other than one to whom sub-paragraph (2) applies, who holds an approved university degree, or other qualification adjudged by the Department to be equivalent thereto.

(2) An addition of 4 increments in the case of an assistant lecturer or lecturer grade I who holds an approved university degree with first or second class honours, or other qualification adjudged by the Department to be equivalent thereto.

(3)(*a*) An addition of one increment in the case of an assistant lecturer or lecturer grade I 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;

(*b*) an addition of one increment in the case of an assistant lecturer or lecturer grade I who is entitled to an addition as prescribed in sub-paragraphs (1) or (2) and

(i) who has successfully completed an approved full-time course of training; or

(ii) who has obtained an approved university postgraduate certificate or diploma in education as a result of a part-time course of study;

and the course, not being a course leading to the 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 addition under sub-paragraphs (1) or (2):

Provided that an assistant lecturer or lecturer grade I shall not receive more than one addition under the provisions of this sub-paragraph.

2. An assistant lecturer transferred to the lecturer grade I scale in accordance with the requirements of Regulation 6(2) shall enter the lecturer grade I scale from 1st April 1974, or on the completion of 5 years service as an assistant lecturer whichever is the later, at the incremental point immediately above the salary payable to him under these Regulations as an assistant lecturer at the date of transfer and subject to full time, continuous satisfactory service, shall be eligible to receive a full increment on the lecturer grade I scale on his normal incremental date.

3. A lecturer grade I shall enter the scale—

(1) in accordance with paragraph 1 of this Schedule; or

(2) after service as assistant lecturer in an institution of further education at the salary as assistant lecturer with an addition of £183 subject to the maximum of the scale not being exceeded; or

(3) after teaching service in a recognised school or college of education or the Ulster College at the salary in the former post plus (except where the salary scale in the former post had a higher maximum than that for lecturer grade I) an addition of £183 subject to the maximum of the scale not being exceeded; or

(4) at the salary for which he would be eligible if he were placed as an assistant lecturer under paragraph 1 with an addition of £183;

whichever is the highest.

4. Principals and senior post holders other than lecturers grade I shall enter the appropriate scale—

(1) at the minimum to which shall be added up to the maximum in accordance with Annex A of this Schedule values for incremental credit—

(*a*) in the case of heads of departments, principal lecturers, senior lecturers and lecturers grade II in respect of teaching, industrial, commercial or professional experience or research work which in the opinion of the Department should be regarded as equivalent service in the appropriate post;

(*b*) in the case of a principal or vice-principal in respect of equivalent service in the appropriate post given since 1st September 1967 in an institution of further education which is reckoned by the Department to have been in the same or higher group;

or

(2) after teaching service on a lower scale in an institution of further education at the salary on the lower scale together with an addition as specified hereunder subject to the maximum of the appropriate scale not being exceeded:

	£
(*a*) Lecturer grade II	192
(*b*) Senior lecturer	192
(*c*) Principal lecturer	216
(*d*) Head of department—	Equivalent to the sum of the first 2 increments on the scale appropriate to the grade of department.
(*e*) Vice-principal (*f*) Principal	Equivalent to the sum of 2 increments on the scale appropriate to the group of the institution of further education

or

(3) after teaching service in a recognised school or college of education or the Ulster College at the salary in the former post plus, subject to the proviso to this sub-paragraph, the appropriate addition of an amount as specified in (*a*) to (*f*) of sub-paragraph (2) subject to the maximum of the scale not being exceeded:

Provided however that this addition shall not be made where in the case of a teacher appointed —

(*a*) as lecturer grade II, senior lecturer or principal lecturer, the salary scale in the former post had a higher maximum than the post in the institution of further education to which appointed;

(*b*) as head of department, vice-principal or principal, the salary scale in the former post had the same or a higher maximum than the post in the institution of further education to which appointed;

whichever is the highest.

5 For the purposes of paragraphs 2, 3 and 4 of this Schedule salary shall include allowances payable under Regulations 13 and 14.

6. Where a teacher is placed or replaced on any of the salary scales set out in Schedule 1 and his service and experience is assessed or re-assessed under the provisions of this Schedule for salary placing purposes the credit awarded may be modified to the extent required by Regulation 10 to ensure that the teacher's normal incremental date shall fall on the first day of a calendar month.

ANNEX A TO SCHEDULE 2

Maximum values for incremental credit

	Reckonable experience and research work before 1st April 1971		*Reckonable experience and research work for each year on or after 1st April 1971*
		£	£
LECTURER GRADE II	Each of 10 increments	75	96
SENIOR LECTURER	1st, 2nd and 3rd increments	84 each	96
	4th and 5th increments	90 each	
PRINCIPAL LECTURER	Each of 4 increments	108	108
HEAD OF DEPARTMENT			
Grade I	Each of 5 increments	71	90
Grade II	Each of 5 increments	88	108
Grade III	1st and 2nd increments	103 each	108
	3rd and 4th increments	108 each	
Grade IV	Each of 4 increments	108	114
Grade V	Each of 4 increments	114	114
Grade VI	Each of 4 increments	118	120
VICE-PRINCIPAL			
Group 1-3	Each of 4 increments	84	93
4-5	Each of 4 increments	84	105
6-7	Each of 3 increments	105	105
8	Each of 4 increments	108	108
PRINCIPAL			
Group 1-2	Each of 4 increments	99	99
3-5	Each of 4 increments	105	105
6-7	Each of 3 increments	111	111
8	Each of 4 increments	126	126

ANNEX B TO SCHEDULE 2

Service, employment, study, training and research recognised for the purposes of incremental credit of assistant lecturers and lecturers grade I

1. Credit for the following full-time service, employment, study, training and research shall be given to an assistant lecturer for incremental purposes where provided in these Regulations as if it were teaching service to the extent specified in the table:

Provided that—

(1) service given before attaining the age of 18 years shall not be counted;

(2) teaching service given before the teacher possessed the qualifications required for admission to the salary scales shall not, save as provided for in (*k*), be counted; and

(3) 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.

TABLE

Type of service	*Extent of incremental credit*
(*a*) Teaching service in recognised schools or institutions in Northern Ireland.	Full credit.
(*b*) Teaching service in unrecognised schools in Northern Ireland.	To such extent as the Department may determine.
(*c*) Teaching service in schools in Great Britain.	
(*d*) Teaching service in schools in the British Commonwealth.	
(*e*) Teaching service in schools in the Republic of Ireland.	
(*f*) Teaching service in schools in other countries.	
(*g*) Service on the staffs of university institutions and training colleges in the British Commonwealth and the Republic of Ireland.	
(*h*)(i) War Service as it was defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939.	Full credit.
(ii) National Service under the provisions of the National Service Act 1948 or any amendment of that Act.	
(*j*) Experience in industry or commerce or in research or professional work other than teaching after the teacher has attained the age of 21 years, where such experience is likely to be of value to the teacher in the performance of his duties.	At the discretion of the Department, incremental credit up to a maximum aggregate of 12 increments for (*j*) and (*k*); provided that experience reckoned for any other salary purpose shall not also be reckoned for incremental credit.
(*k*) In the case of a teacher who has become qualified after attaining the age of 21 years, time spent in teaching, professional, clerical, social or other gainful employment.	At the rate of one increment for each three years of employment up to a maximum aggregate of 12 increments for (*j*) and (*k*); provided that employment reckoned for any other salary purpose shall not also be reckoned for incremental credit.
(*l*) Such other service as in the opinion of the Department should be recognised.	To such extent as the Department may determine.

2. A lecturer grade I shall be allowed increments in respect of full-time educational service, industrial, commercial, professional or other experience or research work which in the opinion of the Department should be regarded as of equivalent value to service as lecturer grade I.

3.—(1) Subject to the maximum of the scale not being exceeded, an assistant lecturer or lecturer grade I 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 a year of study or training shall not be counted unless the teacher had attained the age of eighteen 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.

4. An assistant lecturer or lecturer grade I who is entitled to three increments under the terms of paragraph 3 above 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.

5. Where an assistant lecturer or lecturer grade I 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—

(1) the amount of such credit shall be reduced by one year for the purposes of determining a salary placing on the appropriate scale where such credit amounts to one year or more;

(2) the amount of such credit shall be ignored for the purposes of determining a salary placing on the appropriate scale where such credit is less than one year.

6. Incremental credit allowed under the terms of paragraphs 1 to 5 above for assistant lecturers and lecturers grade I shall be calculated according to whether it is in respect of experience gained before 1st April 1971 or undertaken on and after 1st April and counted on the following basis:—

(1) Experience gained before 1st April 1971 shall be counted for increments as set out below:

1st and 2nd increments shall each be £39
3rd to 10th increments inclusive shall each be £71
11th to 14th increments inclusive shall each be £77

} for completed years.

A shorter period than a year of incremental credit shall be reckoned in days. Not more than 14 increments shall be paid in respect of service and experience before 1st April 1971 except in the case of a non-graduate lecturer grade I who may be paid a 15th increment of £64 and a 16th increment of £71.

(2) Experience undertaken on or after 1st April 1971 shall count for increments according to the incremental pattern of the appropriate scale, provided that—

(*a*) a year of study, training or research accepted for incremental purposes under paragraphs 3 or 4 shall be regarded as experience before 1st April 1971 where such a year was entered upon before 1st April 1971 and ended after that date;

(*b*) the whole of a period of employment accepted under paragraph 1(*k*) for incremental purposes shall be treated as experience before 1st April 1971 where one-half or more of the period was before that date.

EXPLANATORY NOTE

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

These Regulations introduce from 1st April 1974 revised scales of salaries (Schedule 1) and sick leave arrangements (Regulation 22) for teachers in institutions of further education.

The Regulations take effect retrospectively on 1st April 1974 by virtue of section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962.

1974. No. 135

This Order has been exempted from printing by the Statutory Rules Act (Northern Ireland) 1958. A summary is given in the List of Statutory Rules of a Local Character under the heading TRUNK ROADS.