1976 No. 141

EDUCATION

Institutions of Further Education Salaries Regulations (Northern Ireland) 1976

Made . . . . . 28*th April* 1976

Coming into operation . . . 29*th April* 1976

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The Department of Education(a), 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(b), hereinafter referred to as "the Order", and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(c) 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 Regulations (Northern Ireland) 1976 and shall come into operation on 29th April 1976 and shall have effect from 1st April 1976.

Regulations revoked

2. The following regulations are hereby revoked:
the Institutions of Further Education Salaries Regulations (Northern Ireland) 1975(d).

Definitions

3.—(1) In these regulations—

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

"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(e) or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972(f) or any regulations superseding these regulations;

(a) Formerly the Ministry of Education; *see* 1973 c. 36 Sch. 5 para. 8(1)
(b) S.I. 1972/1263 (N.I. 12)
(c) 1962 c. 7 (N.I.)
(d) S.R. 1975 No. 72, as amended by S.R. 1975 No. 236
(e) S.R. & O. (N.I.) 1972 No. 31 (p. 142), as amended by S.R. & O. (N.I.) 1972 No. 93 (p. 358)
(f) S.R. & O. (N.I.) 1972 No. 279 (p. 1466)

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

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

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

"senior post" means a post of 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;

"1974 Salaries Regulations" means the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1974(**h**);

"1975 Salaries Regulations" means the Institutions of Further Education Salaries Regulations (Northern Ireland) 1975;

(*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" shall not, except where otherwise provided, include any allowance under regulations 10, 11, 12 or 14, or any increase in remuneration under regulation 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.—(1) The number of lecturers grade II, senior lecturers, principal lecturers and heads of departments in an institution of further education to be placed on the appropriate salary scales in Schedule 1 shall, in accordance with approved arrangements, be determined or reviewed by the board in whose area the institution is situated.

(2)(*a*) The group of any institution of further education for the purpose of placing the principal and vice-principal within the appropriate salary range in Schedule 1 and

(g) S.R. & O. (N.I.) 1973 No. 429 (II, p. 2594) as amended by S.R. 1974 No. 108 (I, p. 352)

(h) S.R. 1974 No. 134 (I, p. 455), as amended by S.R. 1974 Nos. 139 (I, p. 489), 220 (I, p. 937) and 294 (II, p. 1394)

(*b*) the grade of any department of an institution of further education for the purpose of placing a head of department on the appropriate salary scale in Schedule 1

shall be determined by the Department in accordance with approved arrangements.

Placing of Teachers on the Salary Scales

Salary scales and salary ranges

6. The ranges of salary relating to principals and vice-principals and the scales of salary for other teachers shall be those set out in Schedule 1.

Placing on Scales

7. A teacher shall be placed on the appropriate salary scale in accordance with the provisions of Schedule 2 and Part II of that Schedule shall apply to a teacher who does not come within the provisions of Part I of the Schedule.

Additional qualifications or approved courses

8.—(1) A lecturer grade I who on or after 1st April 1976 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 3 of Part II of Schedule 2 were the teacher being placed under those provisions shall, subject to the provisions of paragraph (2), 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.

(2) The number of increments which a teacher may receive under the provisions of sub-paragraphs (1) and (2) of paragraph 3 of Part II of Schedule 2 and as an addition payable under this regulation 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

9.—(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, subject to the provisions of paragraph (2), come into operation from a date not earlier than 1st April 1976.

(2) The Department may determine that a revised rate re-assessed under paragraph (1) shall come into operation from a date earlier than 1st April 1976 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.

(3) 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.

ALLOWANCES

Acting principal, vice-principal, head of department

10. Where 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 has considered it reasonable to approve the appointment of a teacher to the appropriate post in an acting capacity, the teacher may be paid an allowance of such amount as the Department may determine subject to the condition that the aggregate of the rates of salary and allowance payable shall not exceed the rate of salary he would receive if he were appointed to the particular post.

Head of Department

11.—(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 not exceeding £651 per annum as the board with the approval of the Department deems appropriate.

(2) Where, in an institution of further education in group 5 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 may receive, in addition to the salary otherwise payable to him, an allowance of such amount not exceeding £582 per annum as the board in whose area the institution is situated, with the approval of the Department, deems appropriate.

Additional allowances

12. An allowance of £234 per annum granted under the provisions of regulation 14(1) of the 1974 Salaries Regulations to a lecturer grade I and which is still in payment may be continued so long as he remains in post and carries out the responsibilities which had justified the allowance.

Teachers in receipt of compensation allowances

13. Unless the Department shall approve otherwise, a board shall appoint to any vacant senior post a teacher serving in the institution of further education who is in receipt of a compensation allowance.

Allowances for evening work

14.—(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 £2.57 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 paid on a working day basis under the provisions of paragraph (1) of regulation 27 or to a head of department, vice-principal or principal of an institution.

SALARY SUPPLEMENT

Definition

15. For the purposes of regulations 16 and 17(*g*) "remuneration", in relation to any person, includes any benefit, facility or advantage, whether in money or otherwise, provided by the employer or by some other person under arrangements with the employer, whether for the first mentioned person or otherwise, by reason of the fact that the employer employs him, and any reference to the payment of remuneration shall be construed accordingly.

Increase in remuneration

16.—(1) Subject to paragraph (2), a full-time teacher and a full-time unqualified teacher, other than a temporary teacher paid under the provisions of regulation 27(1), shall, with effect from 1st April 1976, receive an additional payment at the rate of £312 per annum unless his existing rate of remuneration as defined in regulation 15 is £8,500 or more per annum.

(2) If such payment would increase the rate of remuneration in any case beyond £8,500 per annum, such part only shall be paid as will increase the rate of remuneration to that amount.

(3) Any payment under this regulation and any like payment made to a teacher as part of his remuneration for teaching service in a school or college of education, shall be disregarded for the purposes of determining the salary placing position of the teacher on any of the scales set out in these regulations.

INCREMENTS

Award of increments

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

(*a*) The Department may at any time withhold an increment or require it to be withheld if a teacher's service, in the judgment 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 judgment 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;

(*g*) an increment which if awarded to a teacher on his salary scale would increase his remuneration as defined in regulation 15 to a rate in excess of £8,500 per annum shall be restricted to such amount as will increase his remuneration to £8,500 per annum, and an increment on his salary scale shall not be awarded to a teacher in any case where the rate of remuneration payable is already £8,500 per annum or more.

PROTECTIONS AND SPECIAL PROVISIONS

Protections

18. Where as a result of a review under regulation 5 an institution of further education is placed in a lower group the principal and vice-principal of the institution in service immediately before the institution was placed in a lower group and continuing in post shall receive—

(*a*) an annual salary determined by the Department from the appropriate range of salaries in the group immediately above the lower group for as long as the institution remains in the lower 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 was applicable to him before the review.

19.—(1) Where as a result of a review under regulation 5 a department is placed in a lower grade, the head of department who was in post at that time and continuing in the same post shall receive—

(*a*) salary on the scale applicable to the grade immediately above the lower grade for so long as the department remains in that lower grade 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 was 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.

Discretionary scales

20. Where a board considers that in the special circumstances of a particular case of an institution of further education under its management the salary determined by the Department for a post of principal or vice-principal of an institution is not adequate the Department may make payment at such higher rate of salary as it deems appropriate.

Salaries in certain plural posts

21. 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

22. In regulations 23 and 24—

(*a*) "teacher" means a full-time teacher other than a temporary teacher who is paid on a working day basis in accordance with paragraph (1) of regulation 27;

(*b*) "salary" includes any allowances to which a teacher is entitled under regulations 10, 11 and 12 and any increase in remuneration under regulation 16 and a compensation allowance.

Absence due to illness

23.—(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 with salary for other causes

24. 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 with or without salary in certain other instances

25. Where a teacher with the approval of the Department has been granted leave of absence by the board by which he is employed—

(*a*) to attend an approved course of study or training; or

(*b*) for other reasons

such absence shall be with or without pay as may be approved by the Department and shall rank for increment unless the Department otherwise determines.

Credit for periods of absence

26.—(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 unless the Department shall determine otherwise.

MISCELLANEOUS

Payment of temporary teachers

27.—(1) A temporary teacher, including an unqualified teacher, shall, except as provided in paragraphs (2) and (3), be paid 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.

(2) A temporary teacher may with the approval of the Department be paid salary as though he were employed in a permanent capacity.

(3) 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 for approved purposes including attendance at an approved course of study or training, or

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

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

(4) In the case of any teacher who, in respect of any period of service, 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 17, be reckoned as more than one year of service.

(5) 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 regulation 14 to which the temporary teacher is entitled and a compensation allowance, but shall not include any increase in remuneration payable under regulation 16 save in respect of a teacher paid in accordance with the provisions of paragraph (2) or paragraph (3).

(6)(*a*) A temporary teacher, other than an unqualified teacher, who in respect of any period of service is paid on a daily basis in accordance with the provisions of paragraph (1), shall have his rate of salary determined on 1st April 1976 and on each subsequent 1st April if employed on that day or at

(i) S.R. & O. (N.I.) 1961 No. 163 (p.650).

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.

(*b*) Subject to sub-paragraph (c) a teacher, including an unqualified teacher, paid at the daily rate determined under paragraph (1) shall, with effect from 1st April 1976, receive an additional amount of £1.56 per day subject to a maximum amount of £6 per week under this provision.

(*c*) The additional payment under sub-paragraph (*b*) shall not be made where the teacher's remuneration, as defined in regulation 15, would be £8,500 or more per annum if the teacher were being employed in a permanent capacity.

Payment of unqualified teachers

28.—(1) Subject to the provisions of paragraph (2) the minimum rate of salary for a full-time unqualified teacher shall be £1,662.

(2) 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.

Payment of part-time teachers

29.—(1) Subject to the provisions of paragraph (2) 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 additional payment under regulation 16 that would be appropriate if he were employed full-time.

Standard of courses	*Rate per hour*
	£
I Courses above first degree level and research training	6·05
II Courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification	5·15
III Courses of equivalent standard to those in II but not necessarily leading to a university degree or equivalent qualification	4·70
IV Courses above the Ordinary level of the General Certificate of Education or comparable level, leading directly to the Ordinary National Certificate or courses or parts of courses of a comparable standard	3·85
V Courses other than those described above (i) for full-time students (ii) of a vocational nature for part-time students	3·10
R1 Approved instruction commencing on or after 5 p.m. related to recreational or leisure activities for part-time students	2·65
R2 Approved instruction commencing before 5 p.m. related to recreational or leisure activities for part-time students	2·50

(2) In addition to the hourly rates prescribed above part-time teachers may, where appropriate, be paid a supplement of 29p per hour with effect from 1st April 1976 subject to a maximum payment under this provision of £6 per week.

Safeguarding of salaries

30. A full-time teacher in recognised teaching service on 31st March 1976 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 28th April 1976.

(L.S.)

E. J. Kirkpatrick
Assistant Secretary

SCHEDULE 1 Regulation 6

Scales of salaries and ranges of salaries

Point on scale	*Lecturer grade I*	*Lecturer grade II*	*Senior lecturer*	*Principal lecturer*
	£	£	£	£
1	2,469	3,279	5,031	5,940
2	2,595	3,498	5,262	6,174
3	2,721	3,717	5,493	6,408
4	2,847	3,936	5,724	6,642
5	2,973	4,155	5,955	
6	3,099	4,374	6,186	
7	3,225	4,593	6,417	
8	3,369	4,812	see (*b*), (*c*)	
9	3,513	5,031	and (*d*)	
10	3,657	5,262	below	
11	3,801	5,493		
12	3,945	see (*a*)		
13	4,089	and (*c*)		
14	4,233	below		
15	4,377			

(*a*)(i) A lecturer grade II who is responsible for a significant amount of work at a level above Ordinary National Certificate or equivalent standard and who is in receipt of a salary of £5,031 excluding any above scale payment, shall be transferred when he is entitled to his next increment, subject to having satisfied the board as to his ability to carry out the duties of senior lecturer, to the senior lecturer scale at incremental point 2 as though the two scales were continuous. Otherwise he shall continue to progress on the lecturer grade II scale and shall only transfer to an appropriate point on the senior lecturer scale when the above requirements are subsequently satisfied.

(ii) The preceding sub-paragraph shall not prevent a board from promoting such a lecturer grade II to senior lecturer before the lecturer grade II would otherwise become eligible to proceed to the senior lecturer scale.

(*b*) A senior lecturer shall only receive a scale salary greater than £5,955 per annum where he is responsible for a significant amount of work of Category I and/or II standard, except that a senior lecturer in post on 1st March 1975 who, by virtue of the provisions of the 1974 Salaries Regulations, had been or who would become eligible to be paid on the extended scale for senior lecturers shall proceed beyond £5,955 per annum provided that he remains in the same or an equivalent post.

(*c*) For the purposes of (*a*) and (*b*) above "a significant amount" shall normally be interpreted as at least 50 per cent of the lecturer's work time.

(*d*) For the purposes of (*b*) above, work of Category I standard means courses above first degree level and research training; and work of Category II standard means courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification.

HEAD OF DEPARTMENT

Point on scale	*Grade*					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
1	4,896	5,652	6,231	6,756	7,395	8,037
2	5,085	5,850	6,429	6,975	7,614	8,256
3	5,274	6,048	6,627	7,194	7,833	8,475
4	5,463	6,246	6,825	7,413	8,052	8,694
5	5,652	6,444	7,023	7,632	8,271	8,913

VICE-PRINCIPAL AND PRINCIPAL

Vice-principals and principals shall be paid on a fixed salary to be determined by the Department from the following ranges of salaries:

Group	*Ranges of salaries for vice-principals*	*Ranges of salaries for principals*
	£	£
1	5,499—5,985	6,540—7,122
2	6,075—6,561	7,227—7,809
3	6,699—7,185	7,974—8,562
4	7,329—7,815	8,736—9,318
5	7,941—8,427	9,459—9,969
6	8,496—8,982	10,044—10,554
7	9,003—9,483	10,572—11,082
8	9,528—9,954	11,136—11,646

SCHEDULE 2 Regulations 7 and 8

Placing of Teachers on the Salary Scales

PART I

TRANSFER TO SALARY SCALES APPLICABLE FROM 1ST APRIL 1976

1. A teacher who on 1st April 1976 was in teaching service in an institution of further education (and had been immediately before that date) shall from that date enter the scale or salary range as appropriate in Schedule 1 corresponding to his scale or salary range under the regulations in force immediately before that date, at the corresponding incremental point on the scale or position within the salary range.

PART II

SALARY PLACING OF TEACHERS TO WHOM PART I DOES NOT APPLY OR HAS CEASED TO APPLY

1.—(1) Subject to the provisions of sub-paragraph (2) a teacher appointed or re-appointed with effect from 1st April 1976 or from a subsequent date shall be placed on the appropriate salary scale, or in the case of a vice-principal or principal on a fixed salary in the appropriate salary range, in Schedule 1 in accordance with the relevant provisions of this part of Schedule 2.

(2) A teacher, other than a vice-principal or a principal, who on or after 1st April 1976 is re-appointed 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 re-appointment—

(*a*) if at anytime he has been placed on the scales which applied from 1st April 1975 under the 1975 Salaries Regulations or which apply from 1st April 1976 under these regulations, in the same capacity as that in which he is being re-appointed—

at the rate of salary applicable at the date of leaving his previous appointment in the same capacity; or

(*b*) where (*a*) does not apply, if at anytime he has been placed on the scales which applied immediately prior to 1st April 1975 under the 1975 Salaries Regulations in the same capacity as that in which he is being re-appointed—

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 in the same capacity as that in which he is being re-appointed—

at the rate of salary determined as if regulation 8 of 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 of this Schedule if this is higher than the rate determined under (*a*) or (*b*) or (*c*) above as appropriate.

2. A teacher other than a vice-principal or a principal appointed or re-appointed on or after 1st April 1976 shall have his rate of salary determined as provided under these regulations, and where such a rate is not an exact incremental point, it shall be rounded up to the next incremental point above the rate of salary and he shall be placed on his scale at this incremental point.

LECTURERS GRADE I

3. Subject to the provisions of paragraph 6 a lecturer grade I appointed in that capacity shall enter the scale at the minimum to which shall be added subject to the maximum of the scale not being exceeded—

(1) three increments in the case of a 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) four increments in the case of a 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*) one increment in the case of a 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*) one increment in the case of a 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 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);

(*c*) a lecturer grade I shall not receive more than one increment under the provisions of sub-paragraph 3(3);

(4) incremental credit at the values set out in paragraph 5 of this Schedule in respect of previous service as a lecturer grade I in an institution of further education and for full-time educational service, industrial, commercial, professional or other experience or research work which in the opinion of the Department is regarded as relevant to service as lecturer grade I. Any service, experience or work undertaken before the age of 18 years shall not be counted. Full-time teaching service shall be taken to include one half of the 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;

(5)(*a*) incremental credit at the values set out in paragraph 5 of this Schedule for a teacher who after the age of 18 years has successfully completed not less than 4 years approved full-time study, training or research as follows:

(i) one increment where the aggregate of such full-time study, training or research is less than 5 years;

(ii) two increments where the aggregate of such full-time study, training or research is at least 5 years but is less than 6 years;

(iii) three increments where the aggregate of such full-time study, training or research is at least 6 years.

(*b*) For the purposes of this sub-paragraph a year of study or training shall not be counted unless the teacher has 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;

(6) such incremental credit at the values set out in paragraph 5 of this Schedule as may be allowed by the Department to a teacher who is already entitled to 3 increments under the terms of sub-paragraph (5) of this paragraph, at the rate of a further increment for each year of study, training or research in excess of 6 years subject to not more than 2 further increments being awarded;

(7) incremental credit at the values set out in paragraph 5 for war service as defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939;

(8) incremental credit at the values set out in paragraph 5 for national service under the provisions of the National Service Act 1948 or any amendment of that Act;

(9) Incremental credit at the values set out in paragraph 5 in respect of such other service as in the opinion of the Department should be accepted for incremental purposes on the lecturer grade I scale.

4. Where a teacher has not successfully completed at least three years approved full-time study or training and has incremental credit assessed under paragraph 3 in respect of service or employment given before 1st April 1971—

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

(*b*) the amount of such credit shall be ignored for the purposes of determining a salary placing where such credit is less than one year.

5. Incremental credit allowed under the terms of paragraph 3 above 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 :

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

1st and 2nd increments shall each be £60 3rd to 10th increments inclusive shall each be £108 11th to 14th increments inclusive shall each be £117	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 £96 and a 16th increment of £108;

(*b*) experience undertaken on or after 1st April 1971 shall count for increments according to the incremental pattern of the appropriate scale, provided that a year of study, training or research accepted for incremental purposes under sub-paragraphs (5) and (6) of paragraph 3 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.

6. A lecturer grade I appointed in that capacity after teaching service in a recognised school or institution of further education or college of education or the Ulster College shall be placed on the salary scale in accordance with paragraph 3, or at the salary in the former post plus (except where the salary scale in the former post had the same or a higher maximum than that for lecturer grade I) an addition equal to 1½ increments on the lecturer grade I scale subject to the maximum of the lecturer grade I scale not being exceeded.

LECTURERS GRADE II

7.—(1) A lecturer grade II appointed in that capacity shall enter the appropriate scale at—

(*a*) the minimum to which shall be added, subject to the maximum of the scale not being exceeded, incremental credit in respect of time spent as a lecturer grade II in an institution of further education and in respect of previous educational service, industrial, commercial or professional experience or research work which, in the opinion of the Department, should be regarded as equivalent to service as a lecturer grade II.

Credit allowed under this sub-paragraph shall be at the rate of £111 per annum and subject to a maximum value of 10 increments in respect of experience gained before 1st April 1971 and at the rate of one increment on the scale for each year of experience gained from that date; or

(*b*) such point, up to and including the 7th incremental point, on the scale as the Department may determine where the lecturer grade II was appointed direct from service as a lecturer grade I; or

(*c*) such point on the scale as the Department may determine where the lecturer grade II was appointed direct from industry, commerce or professional work other than teaching; or

(*d*) the salary payable in the former post plus (except where the salary scale in the former post had the same or a higher maximum than that for lecturer grade II) an addition of a sum equal to 1½ increments on the lecturer grade II scale, subject to the maximum of the scale not being exceeded, where the lecturer grade II was appointed after teaching service in a recognised school or institution of further education or college of education or the Ulster College;

whichever is the highest, or

(*e*) such point on the scale as the Department may deem appropriate having regard to the provisions of sub-paragraph (*d*) of this paragraph, where the lecturer grade II was appointed after service other than teaching service in a recognised school or institution of further education or college of education or the Ulster College and the salary calculated under sub-paragraph (*a*) of this paragraph is considered inadequate.

(2) For the purposes of a calculation made under sub-paragraph 7(1)(*d*) where a lecturer grade II is appointed after teaching service in the former post of lecturer grade I, the salary payable in that former post shall include any allowance which was payable under the terms of regulation 19 of the 1975 Salaries Regulations.

SENIOR LECTURERS

8. A senior lecturer appointed in that capacity shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

(*a*) at the minimum, to which shall be added, incremental credit in respect of time spent as a senior lecturer in an institution of further education and in respect of any previous educational service, commercial or professional experience or research work which in the opinion of the Department should be regarded as equivalent to service as a senior lecturer; or

(*b*) where the senior lecturer (other than one to whom sub-paragraph (*c*) of this paragraph applies) was appointed after teaching service in a recognised school or institution of further education or college of education or the Ulster College, at the salary applicable in the former post, plus (except where the salary scale in the former post had the same or a higher maximum than the senior lecturer scale) an addition of a sum equal to 1½ increments on the senior lecturer scale;

whichever is the higher; or

(*c*) at such point on the scale as the Department may deem appropriate having regard to the provisions of sub-paragraph (*b*) of this paragraph, where the senior lecturer was appointed after service other than teaching service in a recognised school or institution of further education or college of education or the Ulster College and the salary calculated under sub-paragraph (*a*) of this paragraph is considered inadequate.

PRINCIPAL LECTURERS

9. A principal lecturer appointed in that capacity shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

(*a*) at the minimum, to which shall be added incremental credit in respect of time spent as a principal lecturer in an institution of further education and in respect of any previous educational service, commercial or professional experience or research work which in the opinion of the Department should be regarded as equivalent to service as a principal lecturer; or

(*b*) where the principal lecturer (other than one to whom sub-paragraph (*c*) of this paragraph applies) was appointed after teaching service in a recognised school or institution of further education or college of education or the Ulster College, at the salary applicable in the former post, plus (except where the salary scale in the former post had the same or a higher maximum than the principal lecturer scale) an addition of a sum equal to 1½ increments;

whichever is the higher, or

(*c*) at such point on the scale as the Department may deem appropriate having regard to the provisions of sub-paragraph (*b*) of this paragraph where the principal lecturer was appointed after service other than teaching service in a recognised school or institution of further education or college of education or the Ulster College and the salary calculated under sub-paragraph (*a*) of this paragraph is considered inadequate.

HEADS OF DEPARTMENT

10.—(*a*) Subject to sub-paragraphs (*b*) and (*c*) a head of department who is either appointed in that capacity for the first time or is re-appointed to a different grade of department shall enter the appropriate scale at the minimum to which shall be added, where applicable, incremental credit up to and including the maximum of that scale—

(i) for time spent as head of department in the same or higher grade in an institution of further education, and

(ii) in respect of any previous educational service, industrial, commercial or professional experience or research work which, in the opinion of the Department, should be regarded as equivalent to service as a head of department in the same grade.

(*b*) Where the head of department was appointed after teaching service in a recognised school or institution of further education or college of education or the Ulster College, he shall enter the appropriate scale, subject to the maximum not being exceeded, at the salary payable in the former post plus (except where the salary scale in the former post had the same or a higher maximum than the scale now appropriate) an addition equivalent to the sum of the first two increments on the appropriate head of department scale where this results in a higher salary than that applicable under sub-paragraph (*a*) of this paragraph.

(*c*) Where the head of department was appointed after service other than teaching service in a recognised school or institution of further education or college of education or the Ulster College and the salary calculated under sub-paragraph (*a*) of this paragraph is considered inadequate the head of department may enter the scale applicable at such point as the Department deems appropriate having regard to the provisions of sub-paragraph (*b*) of this paragraph, subject to the maximum of the scale not being exceeded.

(*d*) A head of department who, while serving in that capacity, becomes eligible to receive salary on a scale in a higher grade shall enter that scale at a rate determined in accordance with sub-paragraph (*a*) or (*b*) of this paragraph.

VICE-PRINCIPALS

11.—(*a*) A vice-principal appointed for the first time on or after 1st April 1976 or re-appointed in that capacity on or after that date shall be paid the minimum or such higher salary, subject to the maximum not being exceeded, which the Department may determine within the range of salaries for the relevant group set out in Schedule 1.

(*b*) A vice-principal in an institution of further education which is moved to a higher group shall be paid a salary in accordance with sub-paragraph (*a*) of this paragraph.

PRINCIPALS

12.—(*a*) A principal appointed for the first time on or after 1st April 1976 or re-appointed in that capacity on or after that date shall be paid the minimum or such higher salary, subject to the maximum not being exceeded, which the Department may determine within the range of salaries for the relevant group set out in Schedule I.

(*b*) A principal in an institution of further education which is moved to a higher group shall be paid a salary in accordance with sub-paragraph (*a*) of this paragraph.

EXPLANATORY NOTE

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

These regulations relate to teachers employed in recognised Institutions of Further Education. The regulations provide (Regulation 16) that a full-time teacher other than a temporary teacher paid on a daily basis, shall receive an increase in remuneration of £312 per annum with effect from 1st April 1976 subject to a maximum total remuneration, as defined in regulation 15, of £8,500 per annum. Provision is also made (Regulation 27(6)(*b*) and 27(6)(*c*)) whereby a temporary teacher paid on a daily basis shall receive with effect from 1st April 1976 an additional payment of £1.56 per day subject to a maximum amount of £6 per week subject to the same upper limit of total remuneration of £8,500 per annum.

Regulation 29(2) makes provision whereby part-time teachers may, where appropriate, be paid a supplement in addition to their hourly rate of payment.

The remaining regulations are similar to those in operation under the regulations now superseded.

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