1979 No. 297

EDUCATION

Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1979

Made	*28th August* 1979
Coming into operation	*24th September* 1979

The Department(a) of Education, in pursuance of the powers vested in it by Articles 57 and 125 of the Education and Libraries (Northern Ireland) Order 1972(b) 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(a) of Finance, hereby makes the following regulations:

Citation and commencement

1. These regulations may be cited as the Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1979 and shall come into operation on 24th September 1979 and except where otherwise provided shall have effect from 1st April 1979.

Amendment of regulations

2. The Institutions of Further Education Salaries Regulations (Northern Ireland) 1976(d) (hereinafter referred to as "the Principal Regulations") are hereby amended in accordance with the following provisions of these regulations and references in these regulations to a numbered regulation or schedule are references to the regulation or schedule so numbered in the Principal Regulations.

Salary scales

3. For any reference in the Principal Regulations to Schedule 1, there shall be substituted a reference to the Schedule set out in Annex A to these regulations as Schedule 1.

Substitutions

4.—(1) In regulation 9 (re-assessment of salary following incorrect placing) for "1st April 1976" where this occurs there shall be substituted "1st April 1979".

(2) In regulation 11 (allowances for heads of departments) for "£717" and "£639" there shall be substituted "£783" and "£696" respectively.

(3) In regulation 14(2) (allowances for evening work) for "£2.90" there shall be substituted "£3.16" and with effect from 1st September 1979 for "£3.16" there shall be substituted "£3.42".

(4) In regulation 28 (payment of unqualified teachers) for "£2250" there shall be substituted "£2451".

(a) Formerly Ministry: 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. 1976 No. 141 (I, p. 606) as amended by S.R. 1977 No. 141 (I,p. 485) and S.R. 1978 No. 153

Allowance for lecturer grade I

5. For regulation 12 there shall be substituted:

"**12.** An allowance payable under the provisions of regulation 14(1) of the 1974 Salaries Regulations to a lecturer grade I which is still in payment at 31st March 1979 may be continued so long as the lecturer remains in post and carries out the responsibilities which justified the allowance, and such allowance shall be increased to £282 per annum.".

Allowances for evening work

6. With effect from 1st January 1980 regulation 14 is hereby revoked.

Payment of temporary teachers

7. In regulation 27 for "1/200th", where this occurs in paragraphs (1) and (4), there shall be substituted "1/190th".

Payment of part-time teachers

8.—(1) For the table in regulation 29 there shall be substituted the following table:

	Standard of courses	*Rate per hour*
		£
I	Courses above first degree level and research training	6.88
II	Courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification	6.44
III	Courses of equivalent standard to those in II but not necessarily leading to a university degree or equivalent qualification	6.19
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	5.24
V	Courses other than those described above: (i) for full-time students (ii) of a vocational nature for part-time students	4.34
R1	Approved instruction related to recreational or leisure activities for part-time students.	3.73

(2) Regulation 29 shall be re-numbered 29.—(1) and the following paragraph shall be added:

"(2) With effect from 1st September 1979 standard of courses II and III as set out in the table in paragraph (1) shall be amalgamated as one standard and the rate per hour payable as from that date in relation to this standard shall be £6.44.".

Schedule 2: *Transfer to salary scales at* 1*st April* 1979

9. For Part I of Schedule 2 there shall be substituted:

"PART I

Transfer to Salary Scales Applicable from 1st April 1979

1. A teacher who on 1st April 1979 was, and had immediately before that date been, in teaching service in an institution of further education shall, from that date, enter the scale or salary range as appropriate in Schedule 1 corresponding to his scale or salary range in force immediately before that date, at the corresponding incremental point on the scale or position within the salary range.".

Schedule 2: *Provisions affecting salary placing*

10. In Part II of Schedule 2—

(*a*) for "1st April 1978" where this occurs in paragraph 1(2) there shall be substituted "1st April 1979";

(*b*) in paragraph 1(2)(*b*) for the words "on the scales which applied to 31st March 1978" there shall be substituted "on any of the scales which applied from 1st April 1976 to 31st March 1979 both dates inclusive";

(*c*) paragraph 5(1) is hereby revoked;

(*d*) in paragraph 5(2) for the words from "With effect from" to "for the first time" there shall be substituted "Incremental credit allowed under the terms of paragraph 3 to a teacher appointed or re-appointed as lecturer grade I" and for "£156" there shall be substituted "£178";

(*e*) in paragraph 5(3) the words from "provided that" to the end of the paragraph are hereby revoked;

(*f*) paragraph 5(2) shall be re-numbered 5(1) and paragraph 5(3) shall be re-numbered 5(2);

(*g*) in sub-paragraph (1)(*a*) of paragraph 7 for the words from "The calculation of" to "for each reckonable year;" there shall be substituted:

"Credit allowed under this sub-paragraph shall be at the rate of one increment on the scale for each reckonable year except in respect of service or experience prior to 1st April 1971 where one increment on the scale for every two reckonable years shall be allowed provided that no more than 12 reckonable years prior to 1st April 1971 shall count;".

Sealed with the Official Seal of the Department of Education for Northern Ireland on 28th August 1979.

(L.S.) *John B. McAllister*
Deputy Secretary

ANNEX A

"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	3,480	4,470	6,597	7,680
2	3,630	4,746	6,873	7,962
3	3,780	5,019	7,149	8,241
4	3,930	5,289	7,422	8,523
5	4,083	5,550	7,701	8,799
6	4,245	5,811	7,977	9,081
7	4,401	6,072	8,253	9,360
8	4,581	6,333	see (*a*), (*b*)	9,639
9	4,761	6,597	and (*d*) below	see (*a*), (*b*)
10	4,944	6,873		and (*e*) below
11	5,124	7,149		
12	5,298	see (*a*), (*b*)		
13	5,472	and (*c*) below		
14	5,643			
15	5,814			
16	5,988*			
	*effective from 1st Sept., 1979			

(*a*) For the purposes of (*c*), (*d*) and (*e*), a "significant amount" shall normally be interpreted as at least 50% of the lecturer, senior lecturer or principal lecturer's work time.

(*b*) For the purposes of (*c*), (*d*) and (*e*), work of Category I standard means courses above first degree level and research training; work of Category II standard means courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification; work of Category III standard means courses of equivalent standard to those in Category II but not necessarily leading to a university degree or equivalent qualification; and with effect from 1st September 1979 work of Category II standard and work of Category III standard shall be deemed to have been merged into a new Category, to be referred to as Category II/III, and work of this standard shall mean courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification, or courses with entry standards equivalent to one or two A levels and which lead directly to qualifications which satisfy the academic criteria accepted for graduate status for salary purposes or study of an equivalent standard but not necessarily leading to the qualifications mentioned.

(*c*) (i) Subject to sub-paragraph (ii) a lecturer grade II who is responsible for a significant amount of work of Category I or II or III standard or a significant amount of work of a combination of all or any of those standards, or who with effect from 1st September 1979 is responsible for a significant amount of work of Category I or II/III standard or for a significant amount of work of a combination of those standards, during the year in which he is in receipt of a salary on point 9 of the lecturer II scale shall be transferred when he is entitled to his next increment,

subject to his 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 amount of work of Category I or II or III standard or of a combination of all or any of those standards, or as from 1st September 1979 the amount of work of Category I or II/III standard or of a combination of those standards, may be calculated as an average per annum over the immediately preceding three years if this is more favourable to the teacher, and if the average is a significant amount this shall be treated as a significant amount for the purposes of sub-paragraph (i).

(iii) The arrangements under (i) and (ii) 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.

(*d*) (i) Subject to sub-paragraphs (ii) and (iii) a senior lecturer shall only receive a salary greater than that related to point 5 of the senior lecturer scale where he is responsible for a significant amount of work of Category I or II standard or for a significant amount of work of a combination of those standards, or with effect from 1st September 1979 where he is responsible for a significant amount of work of Category I or II/III standard or for a significant amount of work of a combination of those standards, during the year in which he is paid on the senior lecturer scale at point 5, (or if he fails to qualify in that year, in a subsequent year) 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 point 5 of the senior lecturer scale provided that he remains in the same or an equivalent post.

(ii) A senior lecturer who at any time in the year commencing on 1st September 1978 has been paid at point 6 of the senior lecturer scale shall be allowed to proceed at his normal incremental date by a further increment to the maximum of the scale, subject to continuous full-time satisfactory service.

(iii) The amount of work of Category I or II standard or of a combination of those standards, or as from 1st September 1979 the amount of work of Category I or II/III standard or of a combination of those standards, may be calculated as an average per annum over the immediately preceding three years if this is more favourable to the teacher, and if the average is a significant amount this shall be treated as a significant amount for the purposes of sub-paragraph (i).

(*e*) (i) Subject to sub-paragraph (ii) a principal lecturer shall only receive a salary greater than that related to point 4 of the principal lecturer scale where, after 1st September 1979, he is responsible for a significant amount of work of Category I or II/III standard or for a significant amount of work of a combination of those standards during the year in which he is paid on the principal lecturer scale at point 4, or if he fails to qualify in that year in a subsequent year.

(ii) The amount of work of Category I or II/III standard or of a combination of those standards may be calculated as an average per annum over the immediately preceding three years if this is more favourable to the teacher, and if the average is a significant amount this shall be treated as a significant amount for the purposes of sub-paragraph (i).

HEAD OF DEPARTMENT

Point on Scale	Grade					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
1	6,435	7,338	8,031	8,655	9,420	10,185
2	6,660	7,572	8,268	8,916	9,681	10,449
3	6,888	7,812	8,502	9,180	9,945	10,710
4	7,113	8,046	8,742	9,441	10,206	10,971
5	7,338	8,283	8,976	9,702	10,467	11,232

VICE-PRINCIPAL AND PRINCIPAL

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

Group	*Ranges of salaries for vice-principals*	*Ranges of salaries for principals*
	£	£
1	7,155— 7,737	8,400— 9,093
2	7,845— 8,424	9,222— 9,915
3	8,589— 9,168	10,110—10,815
4	9,342— 9,921	11,022—11,715
5	10,071—10,653	11,886—12,495
6	10,734—11,316	12,585—13,194
7	11,340—11,916	13,218—13,827
8	11,967—12,477	13,890—14,499"

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 and amend the Institutions of Further Education Salaries Regulations (Northern Ireland) 1976.

The regulations introduce from 1st April 1979 revised scales of salaries (Annex A, Schedule 1) for full-time teachers and provide increased rates of payment for part-time teachers (regulation 8).

Regulation 8(2) provides that as from 1st September standard of courses II and III shall be amalgamated as one standard, the hourly rate payable in relation to this new standard to be the rate per hour related to work of the former standard II.

Regulations 4(2) and 5 provide for increased rates of allowance for certain teachers.

Regulation 4(3) provides for increased rates of allowance for evening work and Regulation 6 provides that this allowance shall cease to be payable in respect of work done after 31st December 1979.

The rate of salary for unqualified teachers has been increased (regulation 4(4)).

The fraction relating to the rate per day for the payment of temporary teachers has been increased from 1/200th to 1/190th of the annual salary (regulation 7).

Regulation 9 provides for the transfer of teachers to the new salary scales as at 1st April 1979.

Regulation 10 amends the arrangements for placing of certain teachers on the salary scales.

The notes to the scales in Schedule 1 specify the requirements for a lecturer grade II to progress to the senior lecturer scale and for a senior lecturer and principal lecturer to progress beyond the salary bars on their respective scales.

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