1980 No. 79

EDUCATION

Institutions of Further Education Salaries (Amendment No. 2) Regulations (Northern Ireland) 1980

Made	*4th March 1980*
Coming into operation . . .	*28th March 1980*

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 every other power 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 No. 2) Regulations (Northern Ireland) 1980 and shall come into operation on 28th March 1980 and except where otherwise provided shall have effect from 1st January 1980.

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 Schedule 1 there shall be substituted the Schedule set out as Schedule 1 in Annex A to these regulations.

Salary supplement for certain teachers

4.—(1) For the purposes of this regulation "teacher" means a full-time teacher other than a temporary teacher who is paid in accordance with paragraph (1) of regulation 27.

(2) A teacher in a recognised institution of further education who has ceased to serve as such during the period from 1st April 1979 to 29th February 1980 (both dates inclusive) and who has not subsequently been appointed with effect from a date within that period as a teacher in a recognised school, institution of further education, college of education, or as a peripatetic teacher or as a supply teacher shall be paid, in addition to the remuneration payable under the salary scales and allowances operative from 1st April 1979 (or if a principal or a vice-principal in addition to his fixed rate of salary payable from that date), a salary supplement at the rate of £72 per annum for any period of service as a teacher given during the period from 1st April 1979 to 31st December 1979 (both dates inclusive).

(**a**) Formerly Ministry: *see* 1973 c. 36 s. 40 Sch. 5 para. 8(1)
(**b**) S.I. 1972/1263 (N.I. 12) as amended by S.I. 1978/1040 (N.I. 10)
(**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), S.R. 1978 No. 153 (I, p. 516), S.R. 1979 No. 297 (II, p. 1362) and S.R. 1980 No. 20

(3) Salary supplement payable under paragraph (2) and any like supplement paid to a teacher as part of his remuneration for teaching service in a recognised school, a college of education or as a peripatetic teacher or as a supply teacher, shall be disregarded for the purposes of determining the incremental point on which that teacher shall be placed.

Substitutions

5.—(1) In regulation 9 (re-assessment of salary following incorrect placing) for "1st April 1979" where this occurs there shall be substituted "1st January 1980".

(2) In regulation 11 (allowances for heads of departments) for "£783" and "£696" there shall be substituted "£843" and "£747" respectively.

(3) In regulation 12 (allowance for lecturer grade I) for "31st March 1979" there shall be substituted "31st December 1979" and for "£282" there shall be substituted "£303".

(4) In regulation 28 (payment of unqualified teachers) for "£2,451" there shall be substituted "£2,634".

Payment of temporary teachers

6. In regulation 27(6)(*a*) after "each 1st April" there shall be inserted "or at any date from which the scales of salary set out in Schedule 1 are revised,".

Payment of part-time teachers

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

Standard of courses	*Rate per hour*
	£
I Courses above first degree level and research training . .	7.18
II/III Courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification and courses of equivalent standard but not necessarily leading to a university degree or equivalent qualification . .	6.69
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 . .	5.40
V Courses other than those described above: (i) for full-time students . .	4.50
(ii) of a vocational nature for part-time students	
R1 Approved instruction related to recreational or leisure activities for part-time students . .	3.78

(2) Regulation 29(2) is hereby revoked.

Schedule 2: Transfer to salary scales at 1st January 1980

8. In Part I of Schedule 2 for "1st April 1979" there shall be substituted "1st January 1980".

Schedule 2: Provisions affecting salary placing

9. In Part II of Schedule 2—

(*a*) for "1st April 1979" where this occurs in paragraph 1(2) there shall be substituted "1st January 1980";

(*b*) in paragraph 1(2)(*b*) for "31st March 1979" there shall be substituted "31st December 1979";

(*c*) in paragraph 5(1) for "£178" there shall be substituted "£189".

Sealed with the Official Seal of the Department of Education for Northern Ireland on 4th March 1980.

(L.S.) *E. J. Kirkpatrick*
Assistant Secretary

ANNEX A

"SCHEDULE 1 Regulation 6

Salary scales

1. The scales of salaries applicable to lecturers shall be as follows:

Scales of salaries

Point on scale	*Lecturer grade I*	*Lecturer grade II*	*Senior lecturer*	*Principal lecturer*
	£	£	£	£
1	3,768	4,806	7,092	8,256
2	3,918	5,103	7,389	8,559
3	4,068	5,394	7,686	8,859
4	4,224	5,685	7,980	9,162
5	4,389	5,967	8,280	9,459
6	4,563	6,246	8,574	9,762
7	4,731	6,528	8,871	10,062
8	4,926	6,807	see (2), (3)	10,362
9	5,118	7,092	and (5) below	see (2), (3)
10	5,316	7,389		and (6) below
11	5,508	7,686		
12	5,694	see (2), (3)		
13	5,883	and (4) below		
14	6,066			
15	6,249			
16	6,438			

Significant amount

2. For the purposes of paragraphs 4, 5 and 6, a "significant amount" shall normally be interpreted as at least 50% of the lecturer, senior lecturer or principal lecturer's work time.

Standard of work

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

Lecturer grade II

4.—(1) Subject to sub-paragraph (2) 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.

(2) 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 (1).

(3) The arrangements under sub-paragraphs (1) and (2) 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.

Senior lecturer

5.—(1) Subject to sub-paragraphs (2) and (3) 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.

(2) 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.

(3) 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 (1).

Principal lecturer

6.—(1) Subject to sub-paragraph (2) 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.

(2) 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 (1).

Heads of Department: scales

7. The scales of salaries applicable to heads of departments shall be as follows:

Point on Scale	*Grade of Department*					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
1	6,918	7,887	8,634	9,303	10,128	10,950
2	7,161	8,139	8,889	9,585	10,407	11,232
3	7,404	8,397	9,141	9,870	10,692	11,514
4	7,647	8,649	9,399	10,149	10,971	11,793
5	7,887	8,904	9,648	10,431	11,253	12,075

Vice-principals and Principals: Ranges of salaries

8. The ranges of salaries, from which the fixed salary of a vice-principal or a principal as the case may be is determined, shall be as follows:

Group	*Ranges of salaries for vice-principals*	*Ranges of salaries for principals*
	£	£
1	7,692— 8,316	9,030— 9,774
2	8,433— 9,057	9,915—10,659
3	9,234— 9,855	10,869—11,625
4	10,044—10,665	11,850—12,594
5	10,827—11,451	12,777—13,431
6	11,538—12,165	13,530—14,184
7	12,192—12,810	14,208—14,865
8	12,864—13,413	14,931—15,585"

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 January 1980 revised scales of salaries, and in the case of principals and vice-principals ranges of salaries (Annex A, Schedule 1).

Regulation 4 provides that full-time teachers who left teaching service in the period 1st April 1979 to 29th February 1980 and who were not re-employed as full-time teachers shall receive a salary supplement at the rate of £72 per annum in addition to their salaries on the scales operative from 1st April 1979 for any period of full-time service given in the period 1st April 1979 to 31st December 1979. These teachers will have received an advance on account of salary of £6 per month and under the provisions of regulation 4 such teachers will not now be required to repay this advance on account for service given between 1st April 1979 and 31st December 1979, as their salaries for such service has now been supplemented by an allowance at the rate of £72 per annum.

Regulation 5(2) and (3) provides for increased rates of allowance for certain teachers.

The rate of salary for unqualified teachers has been increased (regulation 5(4)).

The provisions of regulation 6 allow rates of salary for temporary teachers to be recalculated when salary scales for full-time teachers are altered.

Regulation 7 provides new rates of payment for part-time teachers.

Regulations 8 and 9 update the provisions in relation to the transfer of teachers to the new scales and the arrangements affecting salary placing on these scales.

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