1981 No. 138

EDUCATION

Institutions of Further Education Salaries Regulations (Northern Ireland) 1981

Made	*30th April 1981*
Coming into operation . . .	*28th May 1981*

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The Department(**a**) of Education, in exercise of the powers conferred on it by Articles 57(1) and (4) and 125(1) 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 hereby makes the following regulations:

PRELIMINARY

Citation and commencement

1. These regulations may be cited as the Institutions of Further Education Salaries Regulations (Northern Ireland) 1981 and shall come into operation on 28th May 1981 and shall have effect on and from 1st April 1981.

Revocation

2. The regulations set out in Schedule 4 are hereby revoked.

Interpretation

3.—(1) In these regulations

"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;

"the Department" means the Department of Education;

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

"the Order" means the Education and Libraries (Northern Ireland) Order 1972;

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

"reorganisation allowance" means a reorganisation allowance payable under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976(**e**) or the Institutions of Further Education Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976(**f**) or any regulations superseding those regulations;

"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;

(**a**) Formerly Ministry: *see* Northern Ireland Constitution Act 1973 (c. 36) Sch. 5 para. 8(1)
(**b**) S.I. 1972/1263 (N.I. 12); a new Article 57 was substituted by Article 9 of S.I. 1980/1958 (N.I. 16)
(**c**) 1962 c. 7 (N.I.)
(**d**) S.R. & O. (N.I.) 1973 No. 429 as amended by S.R. 1974 No. 108
(**e**) S.R. 1976 No. 237
(**f**) S.R. 1976 No. 236

"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(**a**);

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

"1976 Salaries Regulations" means the Institutions of Further Education Salaries Regulations (Northern Ireland) 1976(**c**).

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

"salary" shall not include any allowance under regulation 10, 11 or 12, or any payment under regulation 26(3) or a reorganisation allowance;

"teacher" means a full-time qualified teacher; and

the rates indicated for salaries, allowances and increments are rates per annum.

(3) 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.

Application

4. These regulations shall apply only to teachers employed in institutions of further education, being institutions in respect of which regulations may be made under Article 57(1) of the Order.

PLACING OF TEACHERS ON THE SALARY SCALES

Salary scales and salary ranges

5. The ranges of salary relating to principals and vice-principals and the scales of salary for lecturers and heads of department shall be those set out in Schedule 1.

Placing on scales

6. 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.

Group of institution and grading of department

7. 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 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.

Additional qualifications or approved courses

8.—(1) A lecturer grade I who on or after 1st April 1981 for the first time obtains a qualification or successfully completes a course of training for which an addition would be awarded under sub-paragraph (1), (2) or (3) of paragraph 4 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 lecturer grade I scale not being exceeded.

(**a**) S.R. 1974 No. 134 as amended by S.R. 1974 No. 139; S.R. 1974 No. 220 and S.R. 1974 No. 294

(**b**) S.R. 1975 No. 72 as amended by S.R. 1975 No. 236

(**c**) S.R. 1976 No. 141 as amended by S.R. 1977 No. 141; S.R. 1978 No. 153; S.R. 1979 No. 297; S.R. 1980 No. 20; S.R. 1980 No. 79; S.R. 1980 No. 220; S.R. 1980 No. 298 and S.R. 1980 No. 387

(2) The number of increments which a lecturer grade I may receive under the provisions of sub-paragraphs (1) and (2) of paragraph 4 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 a teacher's placing on a salary scale is incorrect and a re-assessment of his salary indicates that the rate of salary is to be increased, the revised rate shall come into operation from a date not earlier than 1st April 1981 unless determined otherwise by the Department.

(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 govern 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 and the Department has approved the appointment of a teacher to the appropriate post in an acting capacity, the teacher may be paid an allowance of such amount as is necessary to ensure that during the period for which the teacher is to be paid the allowance he receives the same rate of salary as he would receive if he had been 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, such allowance not exceeding £1,155 per annum as the Department may determine after consultation with the board.

(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, such allowance not exceeding £1,026 per annum as the Department may determine after consultation with the board.

Lecturer grade I

12. An allowance payable under the provision of regulation 14(1) of the 1974 Salaries Regulations to a lecturer grade I which is still in payment at 31st March 1981 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 £405 per annum.

INCREMENTS

Award of increments

13.—(1) After a teacher's rate of salary has been determined increments on the scale shall, subject to the Department's approval and the provisions of this regulation, be granted.

(2) A teacher's normal incremental date shall fall on the first day of a calendar month.

(3) A teacher on any of the salary scales set out in Schedule 1 who has no previous service or experience at the date of his 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.

(4) 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.

(5) 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—

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

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

(*c*) 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.

(6) An increment may at any time be withheld if a teacher's service is considered by the Department to be unsatisfactory.

(7) 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 is considered by the Department to have reached a satisfactory standard he may be allowed two increments (instead of one increment) on the appropriate scale.

Protections and Special Provisions

Protections

14. Where as a result of a determination under regulation 7 an institution of further education is placed in a group lower than that previously applicable 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 principal and vice-principal each receive the same rate of salary as was applicable before the determination.

15.—(1) Where as a result of a determination under regulation 7 a department is placed in a grade lower than that previously applicable a 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 he receives the same rate of salary as was applicable to him before the determination.

(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 provision for principal and vice-principal

16. Where in the special circumstances of a particular case the salary of a principal or vice-principal is considered to be inadequate the Department may determine that salary shall be at such higher rate as it considers appropriate.

Salaries in certain plural posts

17. 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 Department.

Absences of Teachers

Interpretation

18. In regulations 19 and 20—

(*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 23;

(*b*) "salary" includes any allowances to which a teacher is entitled under regulations 10, 11 and 12 and any reorganisation allowance.

Absence due to illness

19.—(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 considered 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 regarded as having 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.

Absence with salary for other causes

20. 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

21. Where a teacher 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 determined by the Department.

Credit for periods of absence

22.—(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) 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

23.—(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 1/190th of the annual salary 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(**a**)

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

(4) In the case of a 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, be reckoned as 1/190th of a year of service but in any twelve consecutive months any such period of service together with any other periods of teaching service which such teacher may perform during that time shall not, subject to the provisions of regulation 13(2), be reckoned as more than one year of service.

(5) 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 1981 and on each subsequent 1st April if employed on that day or at the date of first employment after each 1st April or at any date from which the scales of salary set out in Schedule 1 are revised 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.

(6) 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 reorganisation allowance.

Payment of unqualified teachers

24.—(1) Subject to the provisions of paragraph (2) the minimum rate of salary for a full-time unqualified teacher shall be £3,528.

(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

25.—(1) In such circumstances as the Department may approve a part-time teacher may be paid a proportion of the annual salary that would be appropriate if he were employed full-time.

(2) The hourly rates for part-time teaching shall be as set out in the table hereunder.

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

	Standard of Courses	*Rate per hour*
I	Courses above first degree level and research training ...	£9.94
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 ...	£9.30
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 ...	£7.63
V	Courses other than those described above: (i) for full-time students (ii) of a vocational nature for part-time students ...	£6.45
R.1	Approved instruction related to recreational or leisure activities for part-time students ...	£5.75

Payment for additional teaching duties

26.—(1) This regulation and the provisions of Schedule 3 shall apply only to teachers who are lecturers grade I, lecturers grade II, senior lecturers or principal lecturers.

(2) For the purposes of this regulation and of Schedule 3 weekly teaching hours and duties and class contact hours shall be related to the week commencing on Monday and ending on Sunday both days inclusive.

(3) Payments shall be made to teachers for any additional weekly teaching duties undertaken by them and shall be calculated in accordance with the hourly rates for part-time teachers as set out in regulation 25(2) and the assessment of the period of such additional teaching duties and the calculation of the amount of payment in respect thereof shall be made in accordance with the provisions of Schedule 3.

Safeguarding of salaries

27. A full-time teacher in recognised teaching service on 31st March 1981 who continues in the same post 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 30th April 1981.

(L.S.) *A. E. Hawthorne*
Assistant Secretary

SCHEDULE 1 Regulations 5, 7, 13 and 23

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	5,034	6,462	9,624	11,298
2	5,250	6,867	10,023	11,712
3	5,466	7,260	10,431	12,123
4	5,685	7,650	10,875	12,591
5	5,904	8,031	11,328	12,996
6	6,141	8,403	11,736	13,413
7	6,363	8,820	12,141	13,827
8	6,627	9,198	See paragraphs	14,238
9	6,888	9,624	2 and 4 below	
10	7,149	10,023		See paragraphs
11	7,410	10,431		2 and 5 below
12	7,662	See paragraphs		
13	7,914	2 and 3 below		
14	8,163			
15	8,409			
16	8,658			

Standards of work

2. For the purposes of paragraphs 3, 4 and 5—

(*a*) work of Category I standard means courses above first degree level and research training;

(*b*) work of Category II standard means, to 31st August 1979, courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification;

(*c*) work of Category III standard means, to 31st August 1979, courses of equivalent standard to those in Category II but not necessarily leading to a university degree or equivalent qualification;

(*d*) work of Category II/III standard means, from 1st September 1979, 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 General Certificate of Education "A" levels and which lead directly to qualifications which satisfy the academic criteria accepted for graduate status for salary purposes or study at an equivalent standard but not necessarily leading to the qualifications mentioned; and

(*e*) "a significant amount" shall normally be interpreted as at least 50% of the lecturer grade II, senior lecturer or principal lecturer's work time during the year in question, and shall be calculated as an average per annum over the immediately preceding three years, if this is more favourable to the teacher.

Lecturer grade II

3.—(1) Subject to the provisions of paragraph 2(*e*) with regard to the interpretation and calculation of "a significant amount" a lecturer grade II who is responsible for a significant amount of work of Category I or II or III or II/III standard, or a significant amount of work of a combination of those standards, related to 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 arrangements under sub-paragraph (1) shall not prevent the promotion of 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

4. Subject to the provisions of paragraph 2(*e*) with regard to the interpretation and calculation of "a significant amount" 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 or II/III standard, or for a significant amount of work of a combination of those standards, related to 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.

Principal lecturer

5. Subject to the provisions of paragraph 2(*e*) with regard to the interpretation and calculation of "a significant amount" a principal lecturer shall only receive a salary greater than that related to point 4 of the principal lecturer scale 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 related to 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.

Heads of Department: scales

6. 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	9,387	10,797	11,817	12,783	13,914	15,045
2	9,717	11,142	12,165	13,167	14,295	15,435
3	10,047	11,493	12,507	13,557	14,691	15,819
4	10,377	11,838	12,861	13,944	15,075	16,203
5	10,704	12,186	13,203	14,331	15,462	16,590

Vice-principals and principals: ranges of salaries

7. 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	10,527—11,382	12,357—13,377
2	11,541—12,393	13,623—14,646
3	12,636—13,491	14,931—15,972
4	13,800—14,652	16,419—17,448
5	14,874—15,735	17,703—18,612
6	15,858—16,713	18,900—19,815
7	16,890—17,748	19,848—20,763
8	17,826—18,582	20,859—21,771

SCHEDULE 2 Regulations 6 and 8

Placing of Teachers on the Salary Scales

PART I

TRANSFER TO SALARY SCALES APPLICABLE FROM 1ST APRIL 1981

1. A teacher who on 1st April 1981 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.

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 1981 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.

(2) A teacher, other than a vice-principal or a principal, who on or after 1st April 1981 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 any time he has been placed on the scales which apply from 1st April 1981 under these regulations and he is re-appointed in the same capacity—
at the rate of salary applicable to him at the date of leaving his previous appointment in the same capacity; or

(*b*) where (*a*) does not apply, if at any time he has been placed on the scales which applied under the 1975 Salaries Regulations or the 1976 Salaries Regulations and he is re-appointed in the same capacity—
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 if this is higher than the rate determined under (*a*) or (*b*) or (*c*) as appropriate, except where the re-appointment is made with no break in service.

2. A teacher other than a vice-principal or a principal appointed or re-appointed on or after 1st April 1981 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.

3. A teacher transferring to teaching service in an institution of further education from teaching service in an establishment of further education in England or Wales to which the document published by Her Majesty's Stationery Office under the title "Scales of Salaries for Teachers in Establishments for Further Education, England and Wales 1979" or any document superseding that document applies, shall be placed at the appropriate incremental point on his salary scale in accordance with the provisions of this Schedule as though he had transferred from teaching service in Northern Ireland.

Lecturers grade I

4. Subject to the provision of paragraph 7 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 considered 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 considered 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-paragraph (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-paragraph (1) or (2);

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

(4) incremental credit at the values set out in paragraph 6 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 the Department considers to be 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 6 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 6 as may be allowed by the Department to a teacher who is already entitled to 3 increments under the terms of sub-paragraph (5) 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 6 for war service as defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939(**a**);

(8) incremental credit at the values set out in paragraph 6 for national service under the provisions of the National Service Act 1948(**b**) or any amendment of that Act;

(**a**) 1939 c. 33 (N.I.) (**b**) 1948 c. 64

(9) incremental credit at the values set out in paragraph 6 in respect of such other service as the Department considers acceptable for incremental purposes on the lecturer grade I scale.

5. Where a teacher has not successfully completed at least three years approved full-time study or training and has incremental credit assessed under paragraph 4 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.

6.—(1) Incremental credit allowed under the terms of paragraph 4 to a teacher appointed or re-appointed as lecturer grade I shall be calculated in respect of experience gained before 1st April 1971 on the following basis:

(*a*) one increment shall be granted on the lecturer grade I scale for each completed reckonable year with a proportionate amount for part of a year but no more than 14 years prior to 1st April 1971 shall count except in respect of a non-graduate lecturer grade I in which case no more than 16 years shall count;

(*b*) the incremental credit determined under (*a*) shall, unless the calculation has resulted in an exact number of increments, be rounded up to the next exact number of increments;

(*c*) the incremental credit determined under (*a*) and (*b*) shall then be reduced—

(i) by one increment where the credit includes more than one but no more than eight increments;

(ii) by two increments where the credit includes more than eight but no more than thirteen increments;

(iii) by three increments where the credit includes more than thirteen increments.

(2) Experience undertaken on or after 1st April 1971 shall count for increments according to the incremental pattern of the scale.

7. 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 Polytechnic shall be placed on the salary scale in accordance with paragraph 4, 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

8.—(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 the Department considers to be equivalent to service as a lecturer grade II; 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; or

(*b*) 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

(*c*) 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 Polytechnic;

whichever is the highest, or

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

(2) For the purposes of a calculation made under sub-paragraph (1)(*c*) 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 12 of the 1976 Salaries Regulations or regulation 12 of these regulations.

Senior lecturers

9. 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 the Department considers to be equivalent to service as a senior lecturer; or

(*b*) where the senior lecturer (other than one to whom sub-paragraph (*c*) applies) was appointed after teaching service in a recognised school or institution of further education or college of education or the Ulster Polytechnic, 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 considers appropriate having regard to the provisions of sub-paragraph (*b*) 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 Polytechnic and the salary calculated under sub-paragraph (*a*) is considered inadequate.

Principal lecturers

10. 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 the Department considers to be equivalent to service as a principal lecturer; or

(*b*) where the principal lecturer (other than one to whom sub-paragraph (*c*) applies) was appointed after teaching service in a recognised school or institution of further education or college of education or the Ulster Polytechnic, 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 considers appropriate having regard to the provisions of sub-paragraph (*b*) 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 Polytechnic and the salary calculated under sub-paragraph (*a*) is considered inadequate.

Heads of department

11.—(*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 the Department considers to be 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 Polytechnic 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 1½ increments on the appropriate head of department scale where this results in a higher salary than that applicable under sub-paragraph (*a*).

(*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 Polytechnic and the salary calculated under sub-paragraph (*a*) is considered inadequate the head of department may enter the scale applicable at such point as the Department considers appropriate having regard to the provisions of sub-paragraph (*b*) 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*).

Vice-principals

12.—(*a*) A vice-principal appointed for the first time on or after 1st April 1981 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*).

Principals

13.—(*a*) A principal appointed for the first time on or after 1st April 1981 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*).

SCHEDULE 3 Regulations 25 and 26

Calculation of payment to teachers for additional teaching duties

1. For the purposes of calculating the additional teaching hours for which payment shall be made the weekly class contact hours for each grade of teacher shall be:

for lecturer grade I	22 hours
for lecturer grade II	20 hours
for senior lecturer	18 hours
for principal lecturer	16 hours

2. The total teaching hours in any week shall be determined by aggregating the weekly hours of actual teaching in the teacher's normal timetable and any additional teaching hours carried out in that week, and shall be classified by standard, the standards used being those set out as the standard of courses in the table in regulation 25(2).

3. The additional teaching hours each week in respect of which a teacher shall be paid shall be the excess of the aggregate of the hours of his weekly timetable (including any remissions therefrom in respect of professional duties) and any additional teaching hours carried out in that week over the weekly class contact hours related to his grade as set out in paragraph 1, subject however to the provision that where a teacher carries out additional teaching duties for a period of seven weeks or less the additional teaching hours for which payment shall be made for any week shall not be less than the hours of such additional teaching given during the week in teaching sessions ending at or after 18.00 hours.

4. Where a classification under paragraph 2 has resulted:

(*a*) in work of one standard only, the payment for the additional teaching hours qualifying under paragraph 3 shall be made at the hourly rate set out in the table in regulation 25(2) related to that standard of course;

(*b*) in work of two standards, and 40% or more of the total teaching hours as determined under paragraph 2 is classified in the higher standard, then the payment for the additional teaching hours qualifying under paragraph 3 shall be made at the hourly rate set out in the table in regulation 25(2) related to the higher standard of course; otherwise payment shall be made at the rate related to the lower standard;

(*c*) in work of more than two standards and the aggregate of the hours relating to all such standards excluding the lowest is 40% or more of the total teaching hours as determined under paragraph 2, the payment for the additional teaching hours qualifying under paragraph 3 shall, subject to sub-paragraph (*d*), be made at the hourly rate set out in the table in regulation 25(2) related to the standard next above the lowest of the said classification; otherwise payment shall be made at the rate related to the lowest standard of the classification unless payment at a higher rate may be made under the provisions of sub-paragraph (*d*);

(*d*) in work of more than two standards and 40% or more of the total teaching hours as determined under paragraph 2 is related to any one classification above the lowest, the payment for the additional teaching hours qualifying under paragraph 3 shall be made at the hourly rate set out in regulation 25(2) related to that classification.

5. Notwithstanding the other provisions of this Schedule and of regulation 26, a teacher shall not be entitled to payment for additional hours for teaching sessions ending before 18.00 hours where these are due to his substituting for a member of staff who is absent for a single period or to an emergency, the period of absence or of the emergency being for three consecutive working days or less.

SCHEDULE 4 Regulation 2

Regulations revoked

Regulations	*References*
Institutions of Further Education Salaries Regulations (Northern Ireland) 1976	S.R. 1976 No. 141
Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1977	S.R. 1977 No. 141
Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1978	S.R. 1978 No. 153
Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1979	S.R. 1979 No. 297
Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1980	S.R. 1980 No. 20
Institutions of Further Education Salaries (Amendment No. 2) Regulations (Northern Ireland) 1980	S.R. 1980 No. 79
Institutions of Further Education Salaries (Amendment No. 3) Regulations (Northern Ireland) 1980	S.R. 1980 No. 220
Institutions of Further Education Salaries (Amendment No. 4) Regulations (Northern Ireland) 1980	S.R. 1980 No. 298
Institutions of Further Education Salaries (Amendment No. 5) Regulations (Northern Ireland) 1980	S.R. 1980 No. 387

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations replace the Institutions of Further Education Salaries Regulations (Northern Ireland) 1976, as amended, and introduce from 1 April 1981 revised salary scales and salary ranges and revised allowances for teachers in institutions of further education.

The new salary scales and salary ranges are set out in Schedule 1.

The allowances for certain teachers have been increased (regulations 11 and 12).

The rate of salary for an unqualified teacher has been increased (regulation 24).

The rates of pay for part-time teachers have been increased (regulation 25).

The arrangements affecting salary placings on the salary scales have been updated (Schedule 2).

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