1981 No. 145

EDUCATION

Colleges of Education Salaries Regulations (Northern Ireland) 1981

Made	*8th May 1981*
Coming into operation . . .	*29th May 1981*

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The Department(**a**) of Education in exercise of the powers conferred on it by Articles 57(1), (2) and (4) and 125(1) of the Education and Libraries (Northern Ireland) Order 1972(**b**) and 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:

PART I

PRELIMINARY

Citation and commencement

1. These regulations may be cited as the Colleges of Education Salaries Regulations (Northern Ireland) 1981 and shall come into operation on 29th May 1981 and shall have effect on and from 1st April 1981.

Revocations

2. The following regulations are hereby revoked—

College of Education Salaries Regulations (Northern Ireland) 1975(**d**);
College of Education Salaries (Amendment) Regulations (Northern Ireland) 1975(**e**);
College of Education Salaries (Amendment) Regulations (Northern Ireland) 1979(**f**);
College of Education Salaries (Amendment) Regulations (Northern Ireland) 1980(**g**);
College of Education Salaries (Amendment No. 2) Regulations (Northern Ireland) 1980(**h**); and
College of Education Salaries (Amendment No. 3) Regulations (Northern Ireland) 1980(**i**).

(**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. 1975 No. 76
(**e**) S.R. 1975 No. 265
(**f**) S.R. 1979 No. 315
(**g**) S.R. 1980 No. 77
(**h**) S.R. 1980 No. 223
(**i**) S.R. 1980 No. 302

Interpretation

3.—(1) In these regulations—

"college authority" means the authority of the college employing the lecturer;

"the Department" means the Department of Education;

"lecturer" means a teacher employed in a college of education as a lecturer grade II, senior lecturer, principal lecturer, reader, head of department or in an academic post above reader;

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

"1974 Salaries Regulations" means the College of Education Teachers (Salaries and Allowances) Regulations (Northern Ireland) 1974(a);

"1975 Salaries Regulations" means the College of Education Salaries Regulations (Northern Ireland) 1975.

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

"salary" shall not include any allowance; and

the amounts indicated for salaries and allowances are amounts per annum.

Application

4. These regulations shall only apply to lecturers, vice-principals and principals employed in colleges of education.

PART II

SCALES OF SALARIES

Lecturers

5.—(1) The scales of salaries for lecturers in full-time teaching service shall, subject to paragraph (2), be those set out in Schedule I paragraphs 1 and 7 and entry to the appropriate scales of salaries shall be determined in accordance with the relevant provisions of Schedule II.

(2) For academic posts above reader the scale of salary payable shall be that applicable to head of department grade V or VI whichever is appropriate.

Vice-principals and principals

6. The ranges of salaries for vice-principals and principals shall be those set out in Schedule I paragraph 8.

Part-time lecturers

7. Lecturers employed in regular part-time teaching service shall be paid a proportion of the salary that would be appropriate if they were employed full-time on the basis of the proportion that the part-time service bears to full-time service.

Group of college of education and grading of department

8. The group of any college of education for the purpose of placing the principal and vice-principal within the appropriate salary range in Schedule I and the grade of any department of a college of education for the purpose of placing a head of department on the appropriate salary scale in Schedule I shall be determined by the Department.

(a) S.R. 1974 No. 195

PART III

ALLOWANCES

Acting principal, vice-principal, head of department

9. 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 a lecturer is appointed to the post in an acting capacity he may be paid an allowance of such amount as the Department determines but not exceeding the difference between his salary and the salary he would receive if appointed to the post.

Head of department

10.—(1) Where a head of department was appointed before 25th February 1972 to undertake the duties of a vice-principal he shall so long as he continues to discharge the duties and responsibilities of a vice-principal, receive in addition to the salary otherwise payable to him an allowance of such amount as the Department determines but not exceeding £1,167 per annum.

(2) Where departments are grouped into a faculty and a head of department, other than one to whom paragraph (1) applies, is appointed to exercise co-ordinating responsibilities within the faculty, he may receive, in addition to the salary otherwise payable to him an allowance of such amount as the Department determines but not exceeding £1,026 per annum.

Principal lecturer

11. A principal lecturer in receipt of an allowance under the 1974 Salaries Regulations in respect of special responsibilities, who is not appointed as head of department and who continues to discharge duties for which the allowance was paid shall continue to receive the allowance payable on 31st March 1981 increased by 7½% (rounded to the nearest multiple of £3) on and from 1st April 1981.

Secondment

12. Where a teacher is seconded by an education and library board or by the manager of a recognised school to a college of education, he may be paid an allowance of such amount as the Department determines but not exceeding the difference between his salary and the salary he would receive if he were appointed to the permanent staff of the college of education.

PART IV

SALARY SAFEGUARDING

Transfer to revised scales of salaries

13. A lecturer, vice-principal or principal in full-time teaching service in a college of education on 31st March 1981 who continues in the same post shall not receive by operation of these regulations a lesser salary than he received under the regulations in force on that date.

Loss or diminution of salary

14. A lecturer, vice-principal or principal who loses his post or whose salary would otherwise be diminished or who would be placed on a salary scale with a lower maximum due to—

(*a*) the closure or reorganisation of the college of education; or

(*b*) such other circumstances as the Department may determine,

and who continues in full-time teaching service in a college of education without a break in service shall be considered for salary purposes to continue to hold his former post.

Sealed with the Official Seal of the Department of Education for Northern Ireland on 8th May 1981.

(L.S.) *P. Carvill*

Assistant Secretary

SCHEDULE I Regulations 5 and 6

Scales of Salaries

Lecturers

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

Incremental Point	*Lecturer Grade II*	*Senior Lecturer*	*Principal Lecturer*	*Reader*
	£	£	£	£
0	6,462	9,624	11,298	11,298
1	6,867	10,023	11,712	11,712
2	7,260	10,431	12,123	12,123
3	7,650	10,875	12,591	12,591
4	8,031	11,328	12,996	12,996
5	8,403	11,736	13,413	13,413
6	8,820	12,141	13,827	13,827
7	9,198	See paragraphs	14,238	14,238
8	9,624	2, 3 and 5	See paragraphs	
9	10,023	below	2, 3 and 6	
10	10,431		below	
	See paragraphs 2, 3 and 4 below			

Significant amount of work

2. For the purposes of paragraphs 4, 5 and 6 a 'significant amount' shall normally be interpreted as at least 50% of a lecturer grade II, senior lecturer or principal lecturer's work-time during the year. Where it is more favourable the 'significant amount' may be calculated as an average per annum over the immediately preceding three years.

Standard of work

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

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

(*b*) Category II/III standard means—

(i) courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification; or

(ii) courses of equivalent standard but not necessarily leading to a university degree or qualification,

except that before 1st September 1979 only sub-paragraph (*b*)(i) shall apply to senior lecturers and principal lecturers for the purpose of calculating an average per annum under paragraph 2.

Lecturer Grade II

4.—(1) A lecturer grade II who is responsible—

(*a*) for a significant amount of work of Category I or II/III standard or a combination of those standards during the year on which he is paid on incremental point 8 of the lecturer grade II scale; and

(*b*) who satisfies the college authority of his ability to carry out senior lecturer duties,

shall be transferred when he is entitled to his next increment, to the senior lecturer scale at incremental point 1 as though the two scales were continuous. Otherwise he shall continue to progress on the lecturer grade II scale and shall only transfer to the 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 a lecturer grade II to senior lecturer before he would otherwise become eligible to transfer to the senior lecturer scale.

Senior lecturer

5. A senior lecturer shall only receive a salary greater than incremental point 4 of the senior lecturer scale where he is responsible for a significant amount of work of Category I or II/III standard or a combination of those standards during the year in which he is paid on that incremental point, or if he fails to qualify in that year, in a subsequent year.

Principal lecturer

6. A principal lecturer shall only receive a salary greater than incremental point 3 of the principal lecturer scale where he is responsible for a significant amount of work of Category I or II/III standard or a combination of those standards during the year in which he is paid on that incremental point, or if he fails to qualify in that year, in a subsequent year.

Heads of department and academic posts above Reader

7.—(1) The scales of salaries payable to heads of departments and academic posts above Reader shall be as follows:—

Incremental Point	*Grade of Department*					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
0	9,387	10,797	11,817	12,783	13,914	15,045
1	9,717	11,142	12,165	13,167	14,295	15,435
2	10,047	11,493	12,507	13,557	14,691	15,819
3	10,377	11,838	12,861	13,944	15,075	16,203
4	10,704	12,186	13,203	14,331	15,462	16,590

(2) Where in the special circumstances of a particular case the maximum prescribed for grade VI is considered inadequate the Department may approve an extension of the scale to such higher maximum as it considers appropriate.

Vice-principals and principals

8. 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	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 II

ENTRY TO SCALES OF SALARIES

PART I

TRANSFER TO REVISED SCALES OF SALARIES

1.—(1) A lecturer who is paid on any scale in force up to 31st March 1981 and who continues on the corresponding scale applicable on and from 1st April 1981 shall be transferred to that scale at the same incremental point.

(2) A vice-principal or principal shall be paid on and from 1st April 1981 a salary in the appropriate range corresponding to that in the range on which he was paid on 31st March 1981.

PART II

STARTING PAY

Appointments, re-appointments

2. A lecturer who is appointed or re-appointed to teaching service on or after 1st April 1981 shall enter the appropriate scale set out in Schedule I in accordance with the provisions of this Part II.

Incremental credit

3. Incremental credit in all salary calculations under the provisions of this Part II shall be rounded up to the next higher incremental point on the appropriate scale unless the calculations result in an exact incremental point.

Lecturers transferring from England and Wales

4. A lecturer transferring to teaching service in a college of education from teaching service in an establishment of further education in England and 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 other document superseding that document applies, shall enter the appropriate scale of salary at the incremental point calculated in accordance with the provisions of this Part II as though he had transferred from teaching service in Northern Ireland.

Re-appointment

5. A lecturer who on or after 1st April 1981 is re-appointed in the same capacity as that in which he had been previously employed shall enter the appropriate scale on the date of re-appointment—

(*a*) if he had not been in service at any time after 31st August 1974 as if the assimilation arrangements in the 1975 Salaries Regulations based on service to the date of leaving his former post had applied to him;

(*b*) if he had been in service at any time on or after 1st September 1974 at the incremental point previously applicable to him; or

(*c*) at the incremental point calculated in accordance with paragraphs 3, and 6 to 11 as appropriate,

whichever is higher.

Lecturer Grade II

6. A lecturer grade II who is appointed in that capacity on or after 1st April 1981 shall enter the appropriate scale at—

(*a*) the minimum to which shall be added up to the maximum, incremental credit in respect of time spent—

(i) as a lecturer grade II in a college of education; or

(ii) in any 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,

and credit allowed under this sub-paragraph shall be payable at the rate of one increment for each reckonable year except in respect of service before 1st April 1971 where one increment for every 2 reckonable years shall be payable provided that no more than 12 reckonable years before that date shall count;

(*b*) such incremental point on the scale as the Department may determine where the lecturer is appointed direct from industry, commerce or professional work other than teaching;

(*c*) the salary payable in the former post (except where the salary in the former post had the same or a higher maximum than that for lecturer grade II) plus an amount equal to 1½ increments on the new scale, subject to the maximum of the scale, where the lecturer grade II is appointed after teaching service in a recognised school, institution of further education, college of education or the Ulster Polytechnic; or

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

Senior lecturer

7. A senior lecturer who is appointed in that capacity on or after 1st April 1981 shall enter the appropriate scale at—

(*a*) the minimum to which shall be added up to incremental point 4, incremental credit in respect of time spent—

(i) as a senior lecturer in a college of education; or

(ii) in any previous educational service, industrial, commercial or professional experience or research work which the Department considers to be equivalent to service as a senior lecturer;

(*b*) the salary payable in the former post (except where the salary scale in the former post had the same or a higher maximum than that for senior lecturer) plus an amount equal to 1½ increments up to incremental point 4 where the senior lecturer (other than one to whom sub-paragraph (*c*) applies) is appointed after teaching service in a recognised school, institution of further education, college of education or the Ulster Polytechnic;

(*c*) such incremental point (except where sub-paragraph (*d*) applies) up to incremental point 4 as the Department considers appropriate having regard to the provisions of sub-paragraph (*b*) where the senior lecturer is appointed after service other than teaching service in a recognised school, institution of further education, college of education or the Ulster Polytechnic and the salary calculated under sub-paragraph (*a*) is considered inadequate; or

(*d*) where incremental point 4 is less than the senior lecturer's former salary in the post he held immediately before appointment and he is entitled under the provisions of Schedule I, paragraph 5, to proceed beyond incremental point 4, such incremental point above the said former salary as the Department considers appropriate.

Principal lecturer

8. A principal lecturer who is appointed in that capacity on or after 1st April 1981 shall enter the appropriate scale at—

(*a*) the minimum to which shall be added up to incremental point 3 incremental credit in respect of time spent—

(i) as a principal lecturer in a college of education; or

(ii) in any previous educational service, industrial, commercial or professional experience or research work which the Department considers to be equivalent to service as a principal lecturer;

(*b*) the salary payable in the former post (except where the salary scale in the former post had the same or a higher maximum than that for principal lecturer) plus an amount equal to 1½ increments up to incremental point 3 where the principal lecturer (other than one to whom sub-paragraph (*c*) applies) is appointed after teaching service in a recognised school, institution of further education, college of education or the Ulster Polytechnic;

(*c*) such incremental point (except where sub-paragraph (*d*) applies) up to incremental point 3 as the Department considers appropriate having regard to the provisions of sub-paragraph (*b*) where the principal lecturer is appointed after service other than teaching service in a recognised school, institution of further education, college of education or the Ulster Polytechnic and the salary calculated under sub-paragraph (*a*) is considered inadequate; or

(*d*) where incremental point 3 is less than the principal lecturer's former salary in the post he held immediately before appointment and he is entitled under the provisions of Schedule I, paragraph 6, to proceed beyond incremental point 3, at the next higher incremental point to the said former salary or such other incremental point as the Department considers appropriate.

Reader

9. A reader who is appointed in that capacity on or after 1st April 1981 shall enter the appropriate scale at the minimum or such higher incremental point as the Department may determine having regard to the reader's experience and qualifications for the post.

Academic posts above reader

10. A lecturer who is appointed to a post under Regulation 5(2) on or after 1st April 1981 shall enter the appropriate scale for head of department grade V or VI in accordance with paragraph 11.

Head of department

11.—(1) A head of department who, on or after 1st April 1981, 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—

(*a*) the minimum to which shall be added up to the maximum incremental credit in respect of time spent—

(i) as head of department in the same or higher grade in a college of education;

(ii) on comparable duties remunerated by a responsibility allowance under Regulation 11; or

(iii) in 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*) the salary payable in the former post (except where the salary in the former post had the same or a higher maximum than that appropriate for head of department) plus an amount equal to 1½ increments on the appropriate scale subject to the maximum where the head of department (other than one to whom sub-paragraph (*a*) applies) is appointed after teaching service in a recognised school, institution of further education, college of education or the Ulster Polytechnic; or

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

(2) 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 calculated in accordance with sub-paragraph (1)(*a*) or (*b*).

PART III

INCREMENTAL PROGRESSION

12.—(1) The standard incremental date shall be 1st September.

(2) A lecturer's incremental progression on the scale appropriate to him shall be on the basis of—

(*a*) in the case of a lecturer in service on 1st September 1974 his incremental position on that date;

(*b*) in the case of a lecturer appointed or re-appointed for the first time after 1st September 1974, his incremental position on 1st September preceding his date of appointment or re-appointment calculated in accordance with the provisions of paragraphs 3, and 6 to 11 of Part II as appropriate.

(3) A lecturer shall receive an increment on the standard incremental date except where otherwise provided under this Schedule, subject to the maximum of the appropriate scale, if, at that date the aggregate of his teaching service and other reckonable service or experience since 1st September 1974 calculated in accordance with sub-paragraph (6) includes at least 6 months more service or its equivalent than that for which increments have already been given.

(4) A lecturer in continuous service throughout an incremental year but placed on a different scale during that year shall, subject to the maximum of his new scale, receive a complete increment on that scale at the next standard incremental date.

(5) Incremental credit under the provisions of this Schedule in respect of teaching service and any other reckonable service or experience shall not include any period—

(*a*) undertaken before the age of 18 years; or

(*b*) of absence from teaching service without pay except—

(i) insofar as a lecturer's occupation during such period may otherwise be acceptable under this Schedule;

(ii) that where such a period of absence on or after 1st April 1969 and in any incremental year beginning on 1st September results, or would otherwise result, in a lecturer's annual increment being deferred, the first 15 days of such absence shall count for incremental purposes; or

(iii) maternity absence under the provisions of the Industrial Relations (No. 2) (Northern Ireland) Order 1976(a).

(6) For incremental purposes periods of—

(*a*) full-time teaching service and any other reckonable service or experience of less than one year shall be aggregated on the basis of—

(i) complete months; plus

(ii) notional complete months calculated by dividing the aggregate of any other periods, reckoned in days, by 30 (any residue of 15 days or over shall be reckoned as one notional complete month); and

(*b*) part-time teaching service and any other reckonable service or experience shall be calculated on the basis of the proportion that such service bears to full-time service but not more than one increment shall, in the aggregate, be given in respect of each incremental year.

13. An increment may at any time be withheld if a lecturer's service is considered by the college authority to be unsatisfactory.

(a) S.I. 1976/2147 (N.I. 28)

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations replace the College of Education Salaries Regulations (Northern Ireland) 1975, as amended, and introduce from 1st April 1981 revised scales and ranges of salaries for lecturers, vice-principals and principals in colleges of education.

The new scales and ranges of salaries are set out in Schedule I.

The regulations also provide for increased rates of allowances in certain cases with effect from 1st April 1981 (Regulations 10 and 11).

The arrangements for entry to the scales and ranges of salaries have also been set out (Schedule II).

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

1981 No. 146

This Order has been exempted from printing by the Statutory Rules (Northern Ireland) Order 1979. A summary is given in the List of Statutory Rules of a Local Character under the heading ROADS.