1982 No. 163

EDUCATION

Institutions of Further Education Salaries (Amendment No. 2) Regulations (Northern Ireland) 1982

Made	*1st June 1982*
Coming into operation . . .	*29th June 1982*

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:

Citation and commencement

1. These regulations may be cited as the Institutions of Further Education Salaries (Amendment No. 2) Regulations (Northern Ireland) 1982 and shall come into operation on 29th June 1982 and except where otherwise provided shall have effect on and from 1st April 1982.

Amendment of Institutions of Further Education Salaries Regulations (Northern Ireland) 1981

2. The Institutions of Further Education Salaries Regulations (Northern Ireland) 1981(d) shall be amended as follows:—

(1) In regulation 11 (Head of department) in paragraph (1) for "£1,155" there shall be substituted "£1,212" and in paragraph (2) for "£1,026" there shall be substituted "£1,077".

(2) In regulation 12 (Lecturer grade I) for "31st March 1981" and "£405" there shall be substituted respectively "31st March 1982" and "£426".

(3) For regulation 13 (Award of increments) there shall be substituted:

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

(2) The normal incremental date of a teacher, other than a temporary teacher paid on a daily basis in accordance with regulation 23(1), shall fall on the first day of a calendar month.

(3) A teacher, other than a temporary teacher paid on a daily basis in accordance with regulation 23(1), 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.

(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. 1981 No. 138 as amended by S.R. 1982 No. 13

(4) Where a teacher, other than a temporary teacher paid on a daily basis in accordance with regulation 23(1), 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 fifteen days of a 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, other than a temporary teacher paid on a daily basis in accordance with regulation 23(1), from his teaching post in a period of twelve months terminating on his normal incremental date—

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

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

(*c*) amounts to thirty days or more the teacher's incremental date shall be retarded by one month for each complete period of thirty days and by a further month where the residue of the period amounts to more than fifteen days but less than thirty days.

(6) A temporary teacher paid on a daily basis in accordance with regulation 23(1) shall be awarded an increment with effect from the first working day following completion of 190 working days satisfactory service.

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

(8) 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.''.

(4) With effect on and from 14th June 1982 in regulation 19 (Absence due to illness) for paragraphs (5) and (6) there shall be substituted:

''(5) If a teacher forwards to the Department a 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 unless a certificate, specifying the nature of the illness and certifying the incapacity of the teacher for the performance of duty, is furnished to the Department.''.

(5) For regulation 23 (Payment of temporary teachers) there shall be substituted:

''**23.**—(1) A temporary 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 which he would receive if he were employed in a permanent capacity.

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

(3) A temporary teacher who is appointed for a period of not less than one year during the absence of a teacher—

(*a*) to whom leave of absence has been granted for approved purposes including attendance at an approved course of study or training, or

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

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

(4) In the case of a temporary teacher who, in respect of any period of service, is paid on a daily basis in accordance with paragraph (1) each working day shall for the purposes of increment 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 be reckoned as more than one year of service.

(5) A temporary teacher who is paid on a daily basis in accordance with paragraph (1) shall have his rate of salary determined on 1st April 1982 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 until the following 31st March unless he is awarded an increment under regulation 13(6).

(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.".

(6) In regulation 24 (Payment of unqualified teachers) for paragraph (1) there shall be substituted:

"(1) Subject to paragraph (2) the minimum rate of salary for a full-time unqualified teacher shall be £3705 and such a teacher shall be paid for each working day at the rate of 1/190th of the annual salary.".

(7) In regulation 25(2) (Payment of part-time teachers) in the table for the rates per hour of "£10.94", "£10.94", "£9.56" and "£6.80" there shall be substituted respectively "£11.57", "£11.57", "£10.12" and "£7.21".

(8) In regulation 27 (Safeguarding of salaries) for "31st March 1981" there shall be substituted "31st March 1982".

(9) In Schedule 1 (Salary scales and salary ranges) for paragraphs 1, 6 and 7 there shall be substituted respectively the paragraphs numbered 1, 6 and 7 in the Schedule.

(10) In Schedule 2 Part I (Transfer to salary scales) for "1st April 1981" in all places where it occurs there shall be substituted "1st April 1982".

(11) In Schedule 2 Part II (Salary placing of teachers to whom Part I does not apply):

(*a*) for "1st April 1981" in all places where it occurs there shall be substituted "1st April 1982";

(*b*) in paragraph 2(*b*) after the words "1976 Salaries Regulations" there shall be inserted "or on the scales which applied to 31st March 1982 under these Regulations".

Sealed with the Official Seal of the Department of Education on 1st June 1982.

(L.S.) *E. G. Martin*

Under Secretary

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

SCHEDULE

Scales of salaries and ranges of salaries applicable from 1st April 1982

"Lecturers

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

Point on scale	*Lecturer grade I*	*Lecturer grade II*	*Senior lecturer*	*Principal lecturer*
	£	£	£	£
1	5,355	6,855	10,173	11,931
2	5,580	7,278	10,593	12,366
3	5,808	7,692	11,022	12,798
4	6,039	8,100	11,487	13,290
5	6,267	8,502	11,964	13,716
6	6,516	8,892	12,393	14,154
7	6,750	9,330	12,816	14,586
8	7,026	9,726	See paragraphs	15,018
9	7,302	10,173	2 and 4 below	See paragraphs
10	7,575	10,593		2 and 5 below"
11	7,848	11,022		
12	8,115	See paragraphs		
13	8,379	2 and 3 below		
14	8,640			
15	8,898			
16	9,267			

Heads of Department: scales

"6. The scales of salaries for heads of departments shall be as follows:

Point on scale	*Grade of Department*					
	I	*II*	*III*	*IV*	*V*	*VI*
	£	£	£	£	£	£
1	9,924	11,406	12,477	13,491	14,679	15,867
2	10,272	11,769	12,843	13,893	15,078	16,275
3	10,617	12,138	13,200	14,304	15,495	16,680
4	10,965	12,498	13,572	14,709	15,897	17,082
5	11,307	12,864	13,932	15,117	16,305	17,490"

Vice-principals and principals: ranges of salaries

"7. 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	11,121—12,021	13,044—14,115
2	12,186—13,083	14,373—15,447
3	13,338—14,235	15,747—16,839
4	14,559—15,453	17,310—18,390
5	15,687—16,590	18,657—19,611
6	16,719—17,619	19,914—20,874
7	17,805—18,705	20,910—21,870
8	18,786—19,581	21,972—22,929"

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations amend the Institutions of Further Education Salaries Regulations (Northern Ireland) 1981 and introduce from 1 April 1982 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 the Schedule.

The allowances for certain teachers have been increased (regulations 2(1) and 2(2)).

Regulations 2(3) and 2(5) enable a temporary teacher to be awarded an increment on completion of 190 working days satisfactory service.

The hourly rates of pay for part-time teachers have been increased (regulation 2(7)).

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