1983 No. 141

EDUCATION

Institutions of Further Education Salaries (Amendment No. 2) Regulations (Northern Ireland) 1983

Made	*6th June 1983*
Coming into operation . . .	*29th June 1983*

The Department 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(**a**) and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(**b**) 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) 1983 and shall come into operation on 29th June 1983 and shall have effect on and from 1st April 1983.

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

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

(1) in regulation 11 (head of department) in paragraph (1) for "£1,212" there shall be substituted "£1,266" and in paragraph (2) for "£1,077" there shall be substituted "£1,125";

(2) in regulation 12 (lecturer grade I) for "31st March 1982" and "£426" there shall be substituted respectively "31st March 1983" and "£444";

(3) for regulation 18 (interpretation) there shall be substituted—

"**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;

(*c*) "self-certificate" means a statement made by a teacher in writing that he has been unfit for work because of illness and giving the duration and nature of the illness.";

(4) in regulation 19 (absence due to illness) for paragraphs (5) and (6) there shall be substituted:

"(5) A teacher who has been ill immediately preceding a vacation period and has ceased to be entitled to salary at the full rate or half rate and who recovers from illness during the vacation period shall be regarded as having returned to duty on the day he is certified medically fit to do so by means of a medical certificate obtained for that purpose and salary at the full rate shall be paid to him from that date provided he actually resumes duty on the first day after the said vacation period.

(**a**) S.I. 1972/1263 (N.I. 12); a new Article 57 was substituted by Article 9 of S.I. 1980/1958 (N.I. 16)
(**b**) 1962 c. 7 (N.I.)
(**c**) S.R. 1981 No. 138 as amended by S.R. 1982 No. 13; S.R. 1982 No. 163 and S.R. 1983 No. 1

(6)(*a*) Subject to sub-paragraph (*b*) a teacher who is absent because of illness shall not be entitled to salary for more than 3 successive calendar days unless he furnishes to the Department—

(i) a self-certificate for absences of less than 8 successive calendar days; or

(ii) a medical certificate, giving the nature of the illness and certifying the teacher's incapacity for work, for absences of 8 or more calendar days.

(*b*) A teacher who has been absent because of illness for a total of 20 working days in any year ending 31st March and who has not furnished a medical certificate in respect of any of those 20 days shall not be entitled to salary for any subsequent days of absence through illness unless he furnishes a medical certificate.'';

(5) in regulation 22 (credit for periods of absence) for paragraph (2) there shall be substituted:

''(2) Subject to paragraph (3), 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.

(3) A period of absence because of pregnancy or confinement in respect of which salary is not paid shall be regarded as teaching service if throughout the period the teacher enjoyed a right to return to work under—

(*a*) Articles 28 to 30A of and Schedule 2 to the Industrial Relations (No. 2) (Northern Ireland) Order 1976(**a**); or

(*b*) regulation 6 of the Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1980(**b**).'';

(6) in regulation 24(1) (payment of unqualified teachers) for ''£3,705'' there shall be substituted ''£3,927'';

(7) in regulation 25(2) (payment of part-time teachers) in the table for the rates per hour of ''£11.57'', ''£11.57'', ''£10.12'' and ''£7.21'' there shall be substituted respectively ''£12.15'', ''£12.15'', ''£10.63'' and ''£7.58'';

(8) in regulation 27 (safeguarding of salaries) for ''31st March 1982'' there shall be substituted ''31st March 1983'';

(9) for Schedule 1 (salary scales and salary ranges) there shall be substituted the Schedule;

(10) in Schedule 2 Part I (transfer to salary scales) for ''1st April 1982'' in all places where it occurs there shall be substituted ''1st April 1983'';

(11) in Schedule 2 Part II (salary placing of teachers to whom Part I does not apply)—

(*a*) for ''1st April 1982'' in all places where it occurs there shall be substituted ''1st April 1983'';

(*b*) in paragraph 1(2)(*b*) for ''31st March 1982'' there shall be substituted ''31st March 1983''.

Sealed with the Official Seal of the Department of Education for Northern Ireland on 6th June 1983.

(L.S.) *T. Johnston*

Assistant Secretary

(a) S.I. 1976/2147 (N.I. 28) as amended by S.I. 1982/528 (N.I. 8) Articles 13 and 14
(b) S.R. 1980 No. 306

SCHEDULE

SCHEDULE 1 Regulations 5, 7, 13 and 23

Scales of salaries and ranges of salaries applicable from 1st April 1983

"*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	5,649	7,215	10,683	12,519
2	5,883	7,659	11,121	12,972
3	6,123	8,091	11,568	13,425
4	6,363	8,517	12,054	13,938
5	6,603	8,937	12,552	14,385
6	6,861	9,342	13,002	14,841
7	7,107	9,801	13,443	15,294
8	7,395	10,215		15,744
9	7,683	10,683	See	See
10	7,968	11,121	paragraphs	paragraphs
11	8,253	11,568	2 and 4	2 and 5
12	8,532	See	below	below"
13	8,808	paragraphs		
14	9,081	2 and 3		
15	9,348	below		
16	9,735			

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/III standard means 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 of an equivalent standard not necessarily leading to the qualifications mentioned; and

(*c*) "a significant amount" shall normally be interpreted as at least 50% of the 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 lecturer.

Lecturer grade II

3.—(1) A lecturer grade II who 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 on point 9 of the lecturer grade II scale shall be transferred when he becomes 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 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 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. 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/III standard, or 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.

Principal lecturer

5. 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 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.

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	10,422	11,970	13,089	14,148	15,390	16,632
2	10,785	12,351	13,473	14,568	15,807	17,058
3	11,145	12,735	13,845	15,000	16,242	17,481
4	11,508	13,110	14,235	15,423	16,662	17,901
5	11,868	13,494	14,610	15,849	17,091	18,327 "

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	11,673—12,612	13,683—14,802
2	12,786—13,722	15,072—16,194
3	13,989—14,928	16,506—17,649
4	15,264—16,200	18,141—19,269
5	16,443—17,388	19,548—20,544
6	17,523—18,462	20,862—21,864
7	18,657—19,599	21,903—22,905
8	19,683—20,514	23,013—24,012"

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 1st April 1983 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)).

Regulation 2(4) revises the teachers' sick pay arrangements.

A teacher who has been off sick on half pay or no pay immediately preceding a vacation period and who recovers from illness during the vacation period is required to submit a medical certificate certifying that he is medically fit to return to duty before he becomes entitled to full pay again.

A teacher who is absent because of illness for more than 3 successive calendar days shall not be entitled to salary unless he furnishes a self-certificate for absences of less than 8 successive calendar days or a medical certificate for absences of 8 or more calendar days.

A teacher who has been absent because of illness for a total of 20 working days in any year ending 31st March and who has not furnished a medical certificate in respect of any of those 20 days shall not be entitled to salary for any subsequent days of absence through illness unless he furnishes a medical certificate.

Regulation 2(5) enables unpaid maternity absence under the Industrial Relations (Northern Ireland) Orders 1976 to 1982 and the Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1980 to be regarded as teaching service.

The rate of salary for unqualified teachers has been increased (regulation 2(6)).

The hourly rates of pay for certain 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.