1988 No. 84

EDUCATION

Further Education Teachers' Salaries Regulations (Northern Ireland) 1988

Made	*16th March 1988*
Coming into operation . .	*31st March 1988*

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The Department of Education, in exercise of the powers conferred on it by Articles 69(1) and (4), 70(1)(*b*) and 134(1) of the Education and Libraries (Northern Ireland) Order 1986(**a**), any 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:

PRELIMINARY

Citation and commencement

1. These regulations may be cited as the Further Education Teachers' Salaries Regulations (Northern Ireland) 1988 and shall come into operation on 31st March 1988 and except where otherwise provided shall have effect on and from 1st September 1987.

Revocation

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

Interpretation

3.—(1) In these regulations

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

"the Order" means the Education and Libraries (Northern Ireland) Order 1986;

(a) S.I. 1986/594 (N.I. 3); a new Article 70 was substituted by Article 8 of S.I. 1987/167 (N.I. 2)
(b) 1962 c. 7 (N.I.)

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

"salary" shall not include any allowance under regulation 9 or 10, or any payment under regulation 24(3);

"teacher" means a full-time qualified teacher;

"temporary teacher" means a full-time teacher in respect of whose employment an agreement is not required under Article 70(3) of the Order;

"unqualified teacher" means a teacher who is not a qualified teacher;

"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;

"1985 Salaries Regulations" means the Further Education Teachers' Salaries Regulations (Northern Ireland) 1985(**b**).

(2) In these regulations, the rates indicated for salaries, allowances and increments are rates per annum.

(3) Expressions, other than those in paragraph (1), 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 to teachers employed in institutions of further education.

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 or within the appropriate salary range in accordance with Schedule 2.

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.

(**a**) S.R. & O. (N.I.) 1973 No. 429 as amended by S.R. 1974 No. 108
(**b**) S.R. 1985 No. 304 as amended by S.R. 1986 No. 38, S.R. 1986 No. 280 and S.R. 1988 No. 41

Additional qualifications or approved courses

8.—(1) A lecturer who had, at any time between 31st August 1987 and 30th March 1988, been employed as a lecturer grade I and who 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)(*a*) of paragraph 4 of Part II of Schedule 2 were the lecturer being placed under those provisions, shall, subject to paragraph (3), 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 incremental point 10 on the lecturer scale not being exceeded.

(2) Subject to paragraphs 2, 8 and 9 of Schedule 1, to paragraph (3) and to the maximum of the appropriate scale not being exceeded a lecturer, senior lecturer or a principal lecturer who for the first time successfully completes an approved course of teacher training shall be awarded one increment from the date of successful completion of the course.

(3) The number of increments on the lecturer scale which a lecturer may receive under sub-paragraphs (1), (2) and (3) of paragraph 4 of Part II of Schedule 2 and under this regulation shall not exceed a total of three increments.

ALLOWANCES

Acting principal, vice-principal, head of department

9. Where a post of principal, vice-principal or head of department is vacant or the holder of such a post is absent for a prolonged period and where 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

10.—(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 his salary, an allowance not exceeding £1,728 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 his salary an allowance not exceeding £1,533 per annum as the Department may determine after consultation with the board.

INCREMENTS

Award of increments

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

(2) The normal incremental date of a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 17(1)) shall fall on the first day of a month.

(3) A teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 17(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.

(4) Where a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 17(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 17(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) Subject to paragraphs 2(4) and 2(5) of Part I of Schedule 2 a temporary teacher paid on a daily basis in accordance with regulation 17(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.

PROTECTIONS AND SPECIAL PROVISIONS

Protections

12. Where as a result of a determination under regulation 7 an institution of further education is placed in a group lower than than 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.

13.—(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 a 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.

Safeguarding of salaries

14.—(1) Subject to paragraph (3) where, as a result of the closure or reorganisation of a grant-aided school or an institution of further education on or after 1st September 1986 a teacher—

(*a*) loses his post and is immediately appointed to another post as a teacher in the provision of further education by a board; or

(*b*) would, but for this paragraph, suffer a diminution in salary or be placed on a salary scale with a maximum that is lower than that of the scale he would be on if such reorganisation or closure had not taken place,

he shall, for the purposes of the determination of his salary and any allowances to which he is entitled, be deemed to continue to hold the post he held immediately before such closure or reorganisation.

(2) Subject to paragraph (3) where, as a result of an event occurring on or after 1st April 1986 other than the closure or reorganisation of a grant-aided school or an institution of further education, a teacher—

(*a*) loses his post and is immediately appointed to another post as a teacher in the provision of further education by a board; or

(*b*) would, but for this paragraph, suffer a diminution in salary or be placed on a salary scale with a maximum that is lower than that of the scale he would be on if the event had not occurred,

he shall, if the board by whom he is employed consents, for the purposes of the determination of his salary and any allowances to which he is entitled, be deemed to continue to hold the post he held immediately before such an event.

(3) Paragraphs (1) and (2) shall not apply or, where appropriate, shall cease to apply to a teacher—

(*a*) who, without reasonable cause, refuses to accept an alternative post in an institution of further education;

(*b*) who leaves a post where he is entitled to the benefits of paragraphs (1) or (2) except for the purposes of taking up another teaching post under arrangements approved by the board by whom he is employed;

(*c*) who immediately before the event which, but for this sub-paragraph, would cause paragraphs (1) or (2) to apply in his case—

(i) held a teaching post to which he had been appointed for a fixed term or on a temporary basis; or

(ii) held a teaching post to which he had been appointed on an acting basis for less than 2 years;

(*d*) whose salary as determined under paragraph (1) or (2) would fall below that applicable in his case under other provisions of these regulations; or

(*e*) if the maximum of any salary scale on which he was placed by virtue of paragraph (1) or (2) ceases to be higher than than of the salary scale he would otherwise be on.

Discretionary provision for principal and vice-principal

15. 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

16. 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.

TEMPORARY TEACHERS

Payment of temporary teachers

17.—(1) A temporary teacher shall, except as provided in paragraph (2), be paid for each working day at the rate of 1/190th of the salary which he would receive if he were employed in a permanent capacity.

(2) A temporary teacher who is appointed for a period of not less than one year during the approved absence of a teacher shall be paid salary as though he were employed in a permanent capacity.

(3) 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 period of teaching service which such teacher may perform during that time shall not be reckoned as more than one year of service.

(4) For the purposes of this regulation not more than five working days shall be counted in any one week.

UNQUALIFIED TEACHERS

Payment of unqualified teachers

18.—(1) Subject to paragraph (2) the minimum rate of salary for a full-time unqualified teacher shall be £5,163 and such a teacher shall be paid for each working day at the rate of 1/190th of the annual salary.

(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.

PART-TIME TEACHERS

Payment of part-time teachers

19.—(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.

	Standard of Courses	*Rate per hour*
I	Courses above first degree level and research training.	£15·96
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.	£15·96
IV	Courses above the level of the General Certificate of Secondary Education or comparable level leading directly to the Ordinary National Certificate, or courses or parts of courses of a comparable standard.	£13·60
V	Courses other than those described above.	£10·00

ABSENCES OF TEACHERS

Interpretation

20. In regulations 21 and 22—

(*a*) "teacher" means a full-time teacher other than a temporary teacher who is paid on a daily basis in accordance with regulation 17(1);

(*b*) "salary" includes any allowance to which a teacher is entitled under regulation 9 or 10.

Absence due to illness

21.—(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 end on 31st March, 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 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 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) 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.

(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.

(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.

(8) Where a teacher's absence is certified by a registered medical practitioner to be due to pulmonary tuberculosis he shall be entitled to receive salary at the full rate in respect of the first twelve months of the absence and salary at one-half of the full rate for a further period of absence not exceeding six months.

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

Absences for other causes

22. A teacher may be granted leave of absence with or without salary by a board—

(*a*) for a period of absence not exceeding three working days in accordance with arrangements approved by the Department;

(*b*) with the approval of the Department, for a period of absence exceeding three working days.

Credit for periods of absence

23.—(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.

(2) Subject to paragraph (3), a period of absence in respect of which salary is not paid shall not be regarded as teaching service 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

(a) S.I. 1976/2147 (N.I. 28) as amended by S.I. 1982/528 (N.I. 8) Articles 13 and 14

(*b*) The Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1987(**a**).

MISCELLANEOUS

Payment for additional teaching duties

24.—(1) This regulation and the provisions of Schedule 3 shall apply only to teachers who are lecturers, 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 19(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.

Teachers in service on 31st August 1987

25. A full-time teacher in recognised teaching service on 31st August 1987 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 having effect on that date.

Sealed with the Official Seal of the Department of Education on 16th March 1988.

(L.S.) *K. Clark*

Assistant Secretary

(a) S.R. 1987 No. 206

SCHEDULE 1 Regulations 3, 5, 7, 8 and 11

Scales of salaries and ranges of salaries applicable from 1st September 1987

Lecturers

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

Point on scale	*Lecturer*	*Senior Lecturer*	*Principal Lecturer*
	£	£	£
		(14,001)	
1	8,001	14,499	17,499
2	8,499	15,000	18,000
3	9,000	15,501	18,501
4	9,501	15,999	18,999
5	9,999	16,500	19,500
6	10,500	17,001	20,001
7	11,001	17,499	20,499
8	11,499	See paragraphs 2 and 8 below	21,000
9	12,000		See paragraphs 2 and 9 below
10	12,501		
11	12,999		
12	13,500		
13	14,001		
14	14,499		
	See paragraphs 2 to 7 below		

Standards of work

2. For the purposes of paragraphs 3, 8 and 9 —

(*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 interpeted 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

3.—(1) A lecturer 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 12 of the lecturer 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 a salary rate of £14,001 and shall thereafter proceed on the scale by normal incremental progression.

(2) A lecturer 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 on which he is on either points 13 or 14 of the lecturer scale shall transfer 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 next higher point on the senior lecturer scale. Thereafter he shall proceed on the senior lecturer scale by normal incremental progression.

(3) The arrangements under sub-paragraphs (1) and (2) shall not prevent the promotion of such a lecturer to senior lecturer before the lecturer would otherwise become eligible to proceed to the senior lecturer scale.

4. Subject to paragraph 7 a lecturer who at 31st August 1987 was being paid on point 11 of the lecturer grade II scale of the 1985 Salaries Regulations(**a**) shall be entitled to an additional £501 per annum—

(*a*) on and from 1st September 1987, provided that at 31st August 1987 he had satisfactorily completed at least 11 months and 15 days service on point 11 of the lecturer grade II scale;

(*b*) on and from 1st October 1987, where at 31st August 1987 service on point 11 of the lecturer grade II scale amounting to 11 months and a lesser number of days than fifteen had been satisfactorily completed.

5. Subject to paragraph 7 where at 31st August 1987 service on point 11 of the lecturer grade II scale amounted to 11 months or less 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 the month the lecturer shall be entitled to an additional £501 per annum on 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.

6. Subject to paragraph 7 where a lecturer was placed on the lecturer grade II scale of the 1985 Salaries Regulations prior to 31st December 1987 and is paid on point 14 of the lecturer scale with effect on and from a date after 31st August 1987, the date on which his 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, he shall be entitled to an additional £501 per day annum on and 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.

7. Paragraphs 4, 5 and 6 shall not apply to a lecturer who was placed on the lecturer grade II scale under the provisions of Part III of Schedule 2 to the 1985 Salaries Regulations.

Senior Lecturer

8.—(1) The salary rate of £14,001 on the senior lecturer scale shall only apply in respect of a lecturer transferred to the senior lecturer scale under paragraph 3(1).

(2) 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.

(**a**) S.R. 1985 No. 304 as amended by S.R. 1986 No. 38; S.R. 1986 No. 280 and S.R. 1988 No. 41

Principal lecturer

9. 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

10. 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	14,238	16,356	17,883	19,326	21,027	22,722
2	14,730	16,869	18,408	19,902	21,594	23,304
3	15,228	17,397	18,912	20,493	22,188	23,883
4	15,720	17,910	19,446	21,066	22,764	24,453
5	16,218	18,435	19,962	21,651	23,349	25,035

Vice-principals and principals

11. 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	15,948–17,229	18,696–20,223
2	17,466–18,747	20,589–22,122
3	19,107–20,391	22,551–24,114
4	20,853–22,128	24,783–26,322
5	22,461–23,757	26,706–28,068
6	23,943–25,224	28,500–29,871
7	25,488–26,775	29,922–31,290
8	26,889–28,029	31,440–32,805

SCHEDULE 2 Regulations 6, 8 and 11

Placing of teachers on the salary scales

PART I

TRANSFER TO SALARY SCALES APPLICABLE FROM 1st SEPTEMBER 1987

General

1. In this Schedule reference to scales in operation on 31st August 1987 are references to the scales in Schedule 1 to the 1985 Salaries Regulations.

Lecturer Grade I

2.—(1) Subject to sub-paragraphs (2) and (5) a teacher who on 31st August 1987 was being paid on the lecturer grade I scale, shall on 1st September 1987 transfer to the lecturer scale set out in Schedule I in accordance with the arrangements set out in Table 1 below.

(2) Where a teacher mentioned in sub-paragraph (1) has an incremental date of 1st September 1987 the increment shall be paid on the scale in operation on 31st August 1987.

(3) A teacher mentioned in sub-paragraph (1), other than a temporary teacher, with an incremental date during the period 30th September 1987 to 1st March 1988 shall proceed on his incremental date to the next point of the scale set out in column (3) of Table 1 below. Increments shall thereafter be paid on the lecturer scale set out in Schedule 1.

(4) Subject to sub-paragraph (5), a temporary teacher mentioned in sub-paragraph (1) who during the period 31st August 1987 to 30th March 1988 qualifies for the award of an increment under regulation 11(6) shall proceed to the next point of the scale set out in column (3) of Table 1 below. Increments shall thereafter be paid on the lecturer scale set out in Schedule 1.

(5) A temporary teacher mentioned in sub-paragraph (1) who on 1st September 1987 qualifies for the award of an increment under regulation 11(6) shall have his increment awarded on the scale in operation on 31st August 1987.

TABLE 1

Teachers on Lecturer Grade I Scale on 31st August 1987

Scale Point (1)	*Salary on 31st August 1987* (2) £	*Salary on 1st September 1987* (3) £
1	7,185	8,001
2	7,458	8,001
3	7,740	8,001
4	8,022	8,499
5	8,304	8,499
6	8,607	9,000
7	8,895	9,000
8	9,234	9,501
9	9,576	9,999
10	9,906	9,999
11	10,245	10,500
12	10,578	11,001

13	10,920	11,001
14	11,259	11,499
15	11,589	12,000
16	12,459	12,501

Lecturer Grade II

3. A teacher who was on 31st August 1987 being paid on the lecturer grade II scale shall on 1st September 1987 transfer to the lecturer scale set out in Schedule 1 in accordance with the arrangements set out in Table 2 below.

TABLE 2

Teachers on Lecturer Grade II Scale on 31 August 1987

Scale Point (1)	*Salary on 31st August 1987* (2) £	*Salary on 1st September 1987* (3) £
1	9,024	9,501
2	9,546	9,999
3	10,053	10,500
4	10,563	11,001
5	11,079	11,499
6	11,583	12,000
7	12,150	12,501
8	12,666	12,999
9	13,245	13,500
10	13,788	14,001
11	14,340	14,499

Teachers other than Lecturers Grade I or Lecturers Grade II

4. A teacher other than a lecturer grade I or a lecturer grade II who on 1st September 1987 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.

Teachers appointed on or after 1st September 1987 but before 31st March 1988

5. A lecturer grade I or lecturer grade II appointed on or after 1st September 1987 but before 31st March 1988 shall enter the lecturer scale set out in Schedule 1 with effect from the date of his appointment—

(*a*) in accordance with paragraphs 1 and 3 to 7 of Part II modified in accordance with paragraph 7; or

(*b*) in accordance with paragraph 2(1) and Table 1 above or, as the case may be, paragraph 3 and Table 2 above modified in accordance with paragraph 8;

whichever is the higher.

6. A teacher other than a lecturer grade I or lecturer grade II appointed on or after 1st September 1987 but before 31st March 1988 shall with effect from the date of his appointment, enter the scale or salary range as appropriate in Schedule 1 corresponding to his scale or salary range in force on the date of his appointment—

(*a*) in accordance with paragraphs 1 to 3 and 8 to 13 of Part II modified in accordance with paragraph 9; or

(*b*) at the corresponding incremental point on the scale or position within the salary range;

whichever is the higher.

7. The modification of paragraphs 1 and 3 to 7 of Part II referred to in paragraph 5(*a*) is that in paragraph 1 of Part II for "31st March 1988" there shall be substituted "1st September 1987".

8. The modifications of paragraphs 2(1) and 3 and Tables 1 and 2 above referred to in paragraph 5(*b*) are—

(*a*) for "31st August 1987" wherever it occurs there shall be substituted "the date of appointment";

(*b*) for "on 1st September 1987" wherever it occurs there shall be substituted the words "with effect from that date".

9. The modification of paragraphs 1 to 3 and 8 to 13 of Part II referred to in paragraph 6(*a*) is that for "31st March 1988" wherever it occurs there shall be substituted "1st September 1987".

10. A lecturer, including a temporary lecturer, appointed as a lecturer grade I on or after 1st September 1987 but before 31st March 1988 with an incremental date during the period 1st September 1987 to 30th March 1988 shall proceed on his incremental date to the next point of the scale set out in column (3) of Table 1 above. Increments shall, thereafter, be paid on the lecturer scale set out in Schedule 1.

PART II

SALARY PLACING OF TEACHERS APPOINTED ON OR AFTER 31st MARCH 1988

1. A teacher appointed or reappointed with effect from 31st March 1988 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 principal, who on or after 31st March 1988 is reappointed 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 reappointment—

(*a*) at the incremental point corresponding to the incremental point on which he was paid at the date of leaving his previous employment in the same capacity; or

(*b*) at the rate of salary determined under paragraphs 8 to 11 if this is higher than the rate determined at (*a*) except where the reappointment is made with no break in service.

3. Where a teacher other than a vice-principal or principal, has his rate of salary determined under this Part, and such 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 the scale at this incremental point.

Lecturers

4. Subject to paragraphs 5, 6 and 7 a lecturer on appointment, shall enter the scale at the minimum to which shall be added, subject to the maximum of the scale not being exceeded—

(1) one increment in the case of a lecturer, 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) two increments in the case of a lecturer 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 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 who is entitled to an addition as prescribed in sub-paragraph (1) or (2) and

(i) who has successfully completed an approved course of teacher 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);

(4) incremental credit in respect of previous experience which the Department considers to be of value to him in the performance of his duties.

5. A lecturer shall not receive more than one increment under the provisions of paragraph 4(3).

6. A lecturer appointed directly after teaching service in a recognised school or institution of further education or college of education or the University of Ulster shall be placed on the salary scale in accordance with paragraph 4 or 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 that for the lecturer scale) an addition of a sum equal to the first increment on the lecturer scale subject to the maximum not being exceeded.

7. A lecturer shall enter the appropriate scale at such point as the Department may determine where the salary calculated under paragraph 4 or 6 is considered inadequate.

Senior lecturer

8. Subject to paragraphs 2 and 8 of Schedule 1 and to the maximum of the scale not being exceeded a senior lecturer who is appointed in that capacity shall enter the appropriate scale—

(*a*) at the minimum to which shall be added incremental credit on the basis of one year for each year's experience 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 was appointed directly after teaching service on a lower scale under these regulations, at the salary payable in the former post plus an addition of a sum equal to one increment on the scale to which he is appointed,

whichever is the higher; or

(*c*) at such point as the Department may determine where the salary calculated under (*a*) or (*b*) is considered inadequate.

Principal lecturer

9. Subject to paragraphs 2 and 9 of Schedule 1 and to the maximum of the scale not being exceeded a principal lecturer appointed in that capacity shall enter the appropriate scale—

(*a*) at the minimum, to which shall be added incremental credit on the basis of one year for each year's experience 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 was appointed directly after teaching service on a lower scale under these regulations, at the salary payable in the former post plus an addition of a sum equal to one increment on the scale to which he is appointed,

whichever is the higher; or

(*c*) at such point as the Department may determine where the salary calculated under (*a*) or (*b*) is considered inadequate.

Heads of Department

10. (*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 reappointed to a different grade of department shall enter the appropriate scale at the minimum to which shall be added, where applicable, incremental credit on the basis of one year for each year's experience up to and including the maximum of that scale—

(i) for time spent as a 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 directly after teaching service on a lower scale under these regulations, he shall enter the appropriate scale subject to the maximum of the scale not being exceeded, at the salary payable in the former post plus an addition of a sum equal to one increment on the scale to which he is appointed, where this results in a higher salary than that applicable under sub-paragraph (*a*).

(*c*) Where the salary calculated under sub-paragraph (*a*) or (*b*) is considered inadequate the head of department may enter the appropriate scale at such point as the Department considers appropriate subject to the maximum of the scale not being exceeded.

11. For the purposes of paragraphs 8, 9 and 10 a "lower scale" means a scale which has a maximum of a lesser amount than the maximum of the scale to which a person is being appointed.

Vice-principals

12. (*a*) A vice-principal appointed for the first time or reappointed in that capacity on or after 31st March 1988 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 or reappointed in that capacity on or after 31st March 1988 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 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 Regulation 24

Calculation of payment to teachers for additional teaching duties

1. Subject to paragraph 2, 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	22 hours
for senior lecturer	18 hours
for principal lecturer	16 hours

2. Where at 30th March 1988, or at the date of his appointment if subsequent to 30th March 1988, a lecturer was being or would, but for these regulations, have been paid on the lecturer grade II scale under the 1985 Salaries Regulations, his weekly class contact hours shall be 20 hours.

3. 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 19(2).

4. 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 or paragraph 2, 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.

5. Where a classification under paragraph 3 has resulted:

(*a*) in work of one standard only, the payment for the additional teaching hours qualifying under paragraph 4 shall be made at the hourly rate set out in the table in regulation 19(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 3 is classified in the higher standard, then the payment for the additional teaching hours qualifying under paragraph 4 shall be made at the hourly rate set out in the table in regulation 19(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 3 the payment for the additional teaching hours qualifying under paragraph 4 shall, subject to sub-paragraph (*d*), be made at the hourly rate set out in the table in regulation 19(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 3 is related to any one classification above the lowest, the payment for the additional teaching hours qualifying

under paragraph 4 shall be made at the hourly rate set out in regulation 19(2) related to that classification.

6. Notwithstanding the other provisions of this Schedule and of regulation 24, 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*
Further Education Teachers' Salaries Regulations (Northern Ireland) 1985	S.R. 1985 No. 304
Further Education Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1986	S.R. 1986 No. 38
Further Education Teachers' Salaries (Amendment No. 2) Regulations (Northern Ireland) 1986	S.R. 1986 No. 280
Further Education Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1988	S.R. 1988 No. 41

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations which replace the Further Education Teachers' Salaries Regulations (Northern Ireland) 1985, as amended, and give effect from 1st September 1987 to an average increase of 5.3% in salaries and allowances for teachers in institutions of further education—

(*a*) set out revised scales of salary and salary ranges (regulation 5 and Schedule 1);

(*b*) make provision for the salaries of principals and vice-principals (regulations 5, 6, 7, 12, 15, 16 and Schedules 1 and 2);

(*c*) provide for allowances for acting principals, vice-principals and heads of department (regulation 9);

(*d*) provide for increases in allowances payable to certain heads of department and for salary safeguarding for heads of department where departments are regraded (regulations 10 and 13);

(*e*) provide for the award of increments (regulations 5, 6, 11 and Schedules 1 and 2);

(*f*) provide for salary safeguarding for teachers whose salaries would be adversely affected as a result of closure or reorganisation of a grant-aided school or institution of further education or an event other than such closure or reorganisation (regulation 14);

(*g*) provide for the payment of temporary, part-time and unqualified teachers (regulations 17, 18 and 19);

(*h*) regulate the payment of salary during absences (regulations 20–22);

(*i*) provide for payment for additional teaching duties (regulation 24 and Schedule 3);

(*j*) provide for transitional provisions for teachers in service at 31st August 1987 and teachers appointed on or after 1st September 1987 but before 31st March 1988 (regulation 6 and Schedule 2);

(*k*) detail the arrangements for placing teachers on the salary scales and salary ranges (regulations 5, 6 and 8 and Schedules 1 and 2);

(*l*) revoke the regulations set out in Schedule 4.

Changes of substance compared to the Further Education Teachers' Salaries Regulations (Northern Ireland) 1985 as amended are—

(*a*) provision that a lecturer who was formerly a lecturer grade II, a senior lecturer or principal lecturer shall be awarded an increment for the successful completion of an approved course of teacher training (regulation 8(2));

(*b*) the replacement of the lecturer grade I scale and lecturer grade II scale by a new 14 point lecturer scale (Schedule 1);

(*c*) provision for former lecturers grade II who achieved that grade by promotion (rather than progression) and were on the maximum of the scale on 31st August 1987 to receive an additional £501 per annum when they have the required service for the award of an increment (Schedule 1);

(*d*) provide for lecturers grade II who achieved that grade by promotion prior to 31st December 1987 and were not on the maximum of the scale at 31st August 1987 to receive on reaching the maximum of the lecturer scale and on completion of the required service for the award of an increment an additional sum of £501 per annum (Schedule 1).

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