Institutions of Further Education : Teachers' Salaries and Allowances

REGULATIONS DATED 4TH MAY, 1951, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1951, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1951. No. 77

The Ministry of Education (hereinafter referred to as "the Ministry") in pursuance of the powers vested in it by Sections 83 and 112 of the Education Act (Northern Ireland), 1947, (hereinafter referred to as " the Act ") and of all other powers enabling it in that behalf, and after consultation with the Ministry of Finance, hereby makes the following Regulations :—

1.—(1) These Regulations may be cited as the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1951.

(2) These Regulations shall take effect as from 1st April, 1951.

2. The Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1948, are hereby revoked as from 1st April, 1951.

3. In these Regulations, unless the context otherwise requires —

" approved " means approved by the Ministry for the purposes to which the context relates ;

" recognised " means recognised by the Ministry for the purposes of these Regulations ;

" qualified teacher " means a teacher who has been granted recognition under the Further Education (Grant Conditions) Regulations, 1948, as from time to time amended, and the expression " unqualified teacher " shall be construed accordingly.

Other expressions which have meanings assigned to them by the Further Education (Grant Conditions) Regulations, 1948, as from time to time amended, shall have the same respective meanings for the purposes of these Regulations.

4. These Regulations shall apply to teachers employed in Institutions of Further Education recognised by the Ministry.

Salary Scales

5.—(1) Subject to the provisions of these Regulations, the scales of

salary for full-time qualified teachers shall be those set out in the following table :—

Year of service	Scale I		Scale II		Scale III		Scale IV		Scale V	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	360	315	375	325	400	345	416	360	451	385
2	360	315	375	325	400	345	416	360	451	385
3	375	325	390	335	415	355	431	370	466	395
4	390	335	405	345	430	365	446	380	481	405
5	405	345	420	355	445	375	461	390	496	415
6	420	355	435	365	460	385	476	400	511	425
7	435	365	450	375	475	395	491	410	526	435
8	450	375	465	385	490	405	509	420	544	445
9	468	385	483	395	508	415	527	434	562	459
10	486	399	501	409	526	429	545	448	580	473
11	504	413	519	423	544	443	563	462	598	487
12	522	427	537	437	562	457	581	476	616	501
13	540	441	555	451	580	471	599	490	634	515
14	558	455	573	465	598	485	617	504	652	529
15	576	469	591	479	616	499	635	518	670	543
16	594	483	609	493	634	513	653	532	690	557
17	612	497	627	507	652	527	671	546	710	577
18	632	515	647	525	672	545	691	560	730	597
19	652	535	667	545	692	565	711	580	760	617
20	675	555	690	565	712	585	731	600	790	637
21							751	620	820	657
22							770	625	850	680

(2) Scale I shall apply to teachers who have attended full-time at an approved training college for a course of training of less than three years and who hold the recognised qualifications.

Scale I shall also apply to all teachers who, under Regulations made by the Ministry, have been granted recognition, but whose qualifications do not entitle them to admission to a higher Scale :

Provided that a teacher, other than a university graduate, who under the Regulations for Technical Teachers, 1937, had been graded in Group B and who at 18th February, 1946, had less than five years full-time service or who was appointed after that date, shall not proceed beyond the salary appropriate to the tenth year of service on the Scale unless he possesses or until he obtains the qualifications set forth in the Schedule to these Regulations.

(3) Scale II shall apply to —

(*a*) teachers who have attended full-time at an approved training college for a three year course of training and who hold the recognised qualifications ;

(*b*) teachers who have had at least three years' approved industrial or commercial experience after attaining the age of 18 years and who hold one of the following qualifications (or a qualification adjudged by the Ministry to be equivalent)—

(i) Higher National Certificate ;

(ii) First Class Full Technological Certificate of the City and Guilds of London Institute ;

(iii) Full Course Honours Certificate in a course in Technology or Science in the Ministry's Technical School Examinations ;

(*c*) teachers who have had at least three years' approved industrial or commercial experience after attaining the age of 18 years, who have successfully completed an approved full-time course of at least two years' duration at the London School of Economics, and who hold other recognised certificates in commercial subjects.

(4) Scale III shall apply to —

(*a*) teachers who have attended full-time at an approved training college for a four year course of training and who hold the recognised qualifications ;

(*b*) teachers who have had at least three years' approved industrial experience after attaining the age of 18 years and who

(i) have been granted recognition in Building Trades subjects on the successful completion of a full-time course of at least three years' duration at the Architectural Association School of Architecture or other approved institution ; or

(ii) have been granted recognition in other technological subjects on the successful completion of a full-time course of at least three years' duration at an approved institution ;

(*c*) teachers who have had at least four years' approved industrial experience after attaining the age of 18 years and who have been granted recognition in Science, Applied Science or Technology, as the result of having successfully completed, or been granted exemption from, Parts A and B of the examination for the associate membership of an approved professional institution ;

(*d*) teachers who have had at least four years' approved industrial experience after attaining the age of 18 years and who have been granted recognition in Applied Science or Technology as a result of having obtained :

(i) either a Full Course Honours Certificate in an approved technological course at the Ministry's Technical School Examinations with distinction in each subject of the course subsequent to the second year and including,

in the case of Mechanical Engineering, Machine Design in the final year (or, in the case of teachers granted recognition before 1st August, 1923, qualifications which the Ministry is prepared to accept as equivalent to such a Full Course Honours Certificate) or Higher National Certificate ; and

(ii) First Class Full Technological Certificate of the City and Guilds of London Institute in either Machinists', Turners' and Fitters' work in the case of a teacher of Engineering subjects, *or* one of the following—Carpentry and Joinery, Brickwork, Masonry, Plasterers' work, Painters' and Decorators' work, Plumbers' work—in the case of a teacher of Building Trades subjects.

(5) For the purpose of admission to Scale I, Scale II or Scale III, full-time attendance at an approved institution other than a training college may, to such extent as the Ministry may determine, be treated as full-time attendance at an approved training college.

(6) Scale IV shall apply to —

(*a*) teachers, other than those eligible for admission to Scale V, who hold a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes and has been obtained as the result of full-time attendance at an approved university or college ;

(*b*) teachers, other than those eligible for admission to Scale V, who have had at least four years' approved industrial or commercial experience after attaining the age of 18 years and who hold a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) recognised by the Ministry for teaching purposes.

(7) Scale V shall apply to —

(*a*) teachers who hold a first or second class honours degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes and has been obtained as the result of full-time attendance at an approved university or college ;

(*b*) teachers who have had at least four years' approved industrial or commercial experience after attaining the age of 18 years and who hold a first or second class honours degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes.

(8) A teacher who by reason of approved industrial or commercial experience is qualified for admission to Scale II, Scale III, Scale IV or Scale V, may, if he so desires, elect to be placed on Scale I and to count

years of approved industrial or commercial experience after attaining 21 years of age for incremental purposes on that scale in accordance with the provisions of the Further Education (Grant Conditions) Regulations, 1948.

(9) Credit for approved industrial or commercial experience for any of the purposes of this Regulation shall be limited to full-time teachers engaged in teaching classes in institutions of further education for not less than six hours per week : Provided that the Ministry may, at its discretion, regard a teacher who, for limited periods in the educational year is teaching the said classes for less than the aforesaid six hours, as satisfying the requirements of this paragraph.

(10) Where a teacher satisfies the conditions prescribed in paragraph (6) or (7) for admission to Scale IV or Scale V, as the case may be, and,

(*a*) has in addition completed successfully an approved full-time course of training extending over at least one academic session or has followed successfully an approved four year course of combined training and university study, the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased by an amount equal to that of the next increment in the scale ;

(*b*) has undertaken approved post-graduate study or research, the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased —

(i) by an amount equal to the next increment in the Scale where the period of such study or research covers one complete academic year ; or

(ii) by an amount equal to the sum of the next two increments in the Scale where the period of such study or research covers at least two complete academic years.

Any increase awarded under the provisions of this paragraph shall not be carried beyond the maximum of the scale, and any period of research work which has been admitted for incremental purposes under the Further Education (Grant Conditions) Regulations, 1948, shall not be reckonable for the purposes of this paragraph.

Posts of Special Responsibility

6. The Ministry, after consultation with the local education authority, may approve of posts of special responsibility (including that of vice-principal) and of the allowance payable in respect of any such post, in any institution other than the College of Technology, Belfast. A teacher holding a post of special responsibility shall be paid at the rate of the annual allowance fixed in respect of that post :

Provided that the annual allowance payable in respect of any such post shall not be less than £40 or more than £150, and that the dates as

from which any such allowance shall be payable shall be determined by the Ministry.

Salaries of Principals

7.—(1) The Ministry shall, after consultation with the local education authority, allocate each institution other than the College of Technology, Belfast, to one or other of the Grades set out in the first column of the Table attached to this Regulation, having regard to the volume, importance and standard of work carried on in the institution ; and the minimum salary scale of the principal of an institution in any Grade shall be the salary scale placed opposite that Grade in the second column of that Table.

Grade	Salary
A	£600 rising by annual increments of £25 to a maximum of £825.
B	£700 rising by annual increments of £30 to a maximum of £1,000.
C	£800 rising by annual increments of £30 to a maximum of £1,100.
D	£900 rising by annual increments of £30 to a maximum of £1,200.
E	£1,000 rising by annual increments of £30 to a maximum of £1,300.

Salaries of Teachers in the College of Technology, Belfast

8.—(1) The following provisions of this Regulation shall apply to teachers in the College of Technology, Belfast.

(2) The salary of the principal shall be determined by the Ministry after consultation with the local education authority.

(3) The Ministry, after consultation with the local education authority, may approve of the establishment of posts of vice-principal, heads of departments, senior lecturers and lecturers, and the minimum scales of salary payable in respect of such posts shall be as follows :

(*a*) Vice-principal ... £1,150 rising by annual increments of £25 to a maximum of £1,400.

(*b*) Heads of departments —

Grade I	Men ...	£850 rising by annual increments of £25 to a maximum of £1,100.
	Women ...	£740 rising by annual increments of £20 to a maximum of £980.
Grade II	Men ...	£950 rising by annual increments of £25 to a maximum of £1,200.
	Women ...	£840 rising by annual increments of £20 to a maximum of £1,080.

(*b*) Heads of departments—*cont.*

Grade III	Men	...	£1,050 rising by annual increments of £25 to a maximum of £1,300.
	Women	...	£940 rising by annual increments of £20 to a maximum of £1,180.
Grade IV	Men	...	£1,150 rising by annual increments of £25 to a maximum of £1,400.
	Women	...	£1,040 rising by annual increments of £20 to a maximum of £1,280.

(*c*) Senior Lecturers —

Men	...	£800 rising by annual increments of £25 to a maximum of £1,000.
Women	...	£620 rising by annual increments of £20 to a maximum of £840.

(*d*) Lecturers ... their appropriate salaries under the Scales set out in Regulation 5 above, together with an annual allowance of £80.

(4) The Ministry, after consultation with the local education authority, and having regard to the volume, importance and standard of work carried on in a department, shall determine the grade in which the department shall be placed.

Allowances for certain Degrees

9.—(1) The provisions of this Regulation shall apply only to qualified teachers who —

(*a*) held full-time employment in grant-aided schools or institutions in Northern Ireland on 31st March, 1948; or

(*b*) entered approved training colleges before 31st December, 1948; or

(*c*) entered upon approved full-time teaching employment before 1st January, 1951.

(2) (*a*) A qualified teacher on Scale I, Scale II or Scale III who holds a university degree (other than a first or second class honours degree), or other qualifications adjudged by the Ministry to be equivalent thereto, which is recognised by the Ministry for teaching purposes, but which has not been obtained as the result of full-time attendance at an approved university or college, shall, in addition to the appropriate scale salary, receive an annual allowance of, in the case of a man, £25, or in the case of a woman, £20 :

Provided that if the sum of the teacher's scale salary and the allowance payable under this sub-paragraph exceeds the scale salary which he would receive if he were eligible for admission to Scale IV, the allowance payable under this paragraph shall be reduced by the amount of the excess.

(*b*) A qualified teacher on Scale I, Scale II or Scale III who holds a first or second class honours degree (or other qualifications adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes but which has not been obtained as the result of full-time attendance at an approved university or college, shall, in addition to the appropriate scale salary, receive an annual allowance of, in the case of a man, £60, or, in the case of a woman, £45 :

Provided that if the sum of the teacher's scale salary and the allowance payable under this sub-paragraph exceeds the scale salary which he would receive if he were eligible for admission to Scale V, the allowance payable under this sub-paragraph shall be reduced by the amount of the excess.

(*c*) A qualified teacher on Scale IV who holds a first or second class honours degree (or other qualifications adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes but has not been obtained as the result of full-time attendance at an approved university or college, shall, in addition to his salary under Scale IV, receive an annual allowance of, in the case of a man, £35, or, in the case of a woman, £25.

(3) (*a*) A qualified teacher who is eligible to receive an allowance in accordance with the provisions of sub-paragraph (2) (*a*) may elect to relinquish the said allowance and to proceed by annual increments in the normal way to the maximum of his appropriate scale and thereafter, after remaining for two years at that point, to the maximum of Scale IV.

(*b*) A qualified teacher who is eligible to receive an allowance in accordance with the provisions of sub-paragraph (2) (*b*) or (2) (*c*) may elect to relinquish the said allowance and to proceed by annual increments in the normal way to the maximum of his appropriate scale and thereafter, after remaining for two years at the maximum of Scale IV, by annual increments of £20 to the maximum of Scale V :

Provided that a teacher who reached the maximum of the appropriate scale on or before 1st April, 1948, and who elected to be treated under the provisions of this paragraph, having already received one of the allowances specified in paragraph (2) —

(i) if he was eligible to receive an allowance under sub-paragraph (2) (*a*)—and remained for two years as from 1st April, 1948, at the maximum of his appropriate scale— shall, thereafter, proceed in the normal way to the maximum of Scale IV ;

(ii) if he was eligible to receive an allowance under sub-paragraph (2) (*b*)—shall proceed in the normal way to the maximum of Scale IV and, thereafter, after remaining for two years at that point, by annual increments of £20 to the maximum of Scale V ;

(iii) if he was eligible to receive an allowance under sub-paragraph (2) (*c*)—and remained for two years as from 1st April, 1948, at the maximum of Scale IV—shall, thereafter, proceed by annual increments of £20 to the maximum of Scale V.

(4) The provisions of paragraph (3) whereby a teacher is required to remain for two years at the maximum of his appropriate scale, or of Scale IV, shall not apply in the case of any teacher who has not received one of the allowances specified in paragraph (2).

(5) (*a*) The option of being treated under paragraph (2) or paragraph (3) shall be exercised by a teacher by giving notice in writing to the Ministry within three months —

(i) from the date on which the university degree (or other equivalent qualifications) is obtained ;

(ii) from the date of entering upon full-time teaching employment in a recognised school in Northern Ireland.

(*b*) Where such notice is not received from the teacher within the period specified in this paragraph, the teacher shall be deemed to have elected that the provisions of paragraph (2) should apply in his case.

(6) The allowances specified in paragraph (2) shall not be payable in the case of any teacher who elects to be treated under the provisions of paragraph (3).

(7) An option which has been exercised or was deemed to have been exercised under Regulation 7 of the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1948, shall be deemed to have been exercised for the purposes of this Regulation.

Allowances for Evening Work

10.—(1) Subject to the following provisions of this Regulation, a teacher whose teaching duties exceed 20 hours in any week, shall be entitled, in addition to his salary under the appropriate scale, to be paid an allowance at the rate of 6*s.* per hour in respect of each hour spent by him in evening teaching in that week in excess of weekly teaching duties of 20 hours :

Provided that —

(i) a teacher shall not be entitled to an aggregate allowance of more than £2 8*s.* 0*d.* in respect of any week ;

(ii) teaching done after 6 p.m. or on a Saturday after 1 p.m. shall be regarded as evening teaching for the purpose of this Regulation ;

(iii) if an institution is closed for one or more days in a week a teacher may be given credit for the time during which he would have been engaged in teaching had the institution been open on that day or days, but the teacher shall not be entitled to receive the allowance in respect of a number of hours greater than that during which he was actually engaged in evening work in the week in question.

(2) If in the case of a teacher whose duties necessarily involve an undue amount of travelling between teaching centres the Ministry is of opinion that paragraph (1) of this Regulation should apply to him with the substitution of a lesser number of teaching hours than 20, then paragraph (1) shall apply to that teacher with the substitution for 20 hours of such lesser number of hours as the Ministry may determine.

(3) Any payments made to a teacher in accordance with the provisions of this Regulation shall not be included in the salary of the teacher for the purposes of the Superannuation Scheme.

(4) This Regulation shall not apply to the following teachers, that is to say, principal teacher, and, in the College of Technology, Belfast, vice-principal, head of a department, senior lecturer, lecturer.

Salaries of Part-time Teachers, Substitutes, etc.

11.—(1) The minimum rate of remuneration of part-time teachers shall be 7*s.* 6*d.* per hour : Provided that such teachers may, with the approval of the Ministry, be paid salary in accordance with the appropriate scale for a full-time teacher.

(2) The minimum rate of remuneration of a person employed in a full-time capacity during the absence of a teacher, or as a temporary teacher, shall be on a daily basis as follows :—

(*a*) where the employment lasts for not more than 50 working days—at the rate of 1-200th of the minimum of the appropriate salary scale for each working day ;

(*b*) where the employment lasts for more than 50 working days—at the rate specified at (*a*) for the first 50 working days and at the rate of 1-200th of the appropriate scale salary for each working day in excess of fifty :

Provided that such a person may, with the approval of the Ministry, be paid salary as though he were employed in a permanent capacity.

For the purposes of this Regulation not more than five working days shall be counted in any one week.

(3) In the case of any person to whom, in respect of any period of service, remuneration is paid on a daily basis in accordance with the provisions of paragraph (2) of this Regulation, each working day shall, for the purposes of the award of increment (if he is being paid on an incremental scale) and for such other purposes as the Ministry may

determine, be reckoned as one two-hundredth of a year of service : Provided that in any twelve consecutive months any such period of service together with any other period of teaching service, which such person may perform during the said twelve consecutive months, shall not be reckoned as more than one year of service.

General

12. The minimum rates of salary for full-time unqualified teachers employed in a temporary capacity shall be, in the case of men, £220 per annum and, in the case of women, £190 per annum.

13.—(1) A teacher who is required to give instruction in more than one centre shall be assigned headquarters by the local education authority.

(2) When it becomes desirable to assign new headquarters to a teacher, he shall be allowed reasonable expenses of removal by the local education authority.

(3) The expenses of a teacher, incurred in travelling on the business of the local education authority, shall be paid by the said authority in accordance with arrangements approved by the Ministry.

(4) Subsistence allowance at the following minimum rates shall be paid by the local education authority to a full-time teacher who is compelled to be absent from his headquarters on the business of the said authority :—

(i) For an absence overnight of not less than 12 hours — 14*s.* per night.

(ii) For an absence during the day of not less than 10 hours (whether following or preceding an absence overnight or not) — 8*s.* per day.

(iii) For an absence during the day of not less than 8 hours (whether following or preceding an absence overnight or not) — 5*s.* per day.

Subsistence allowance at rates in excess of those prescribed in this Regulation shall be, in each case, subject to the approval of the Ministry.

14.—(1) The Interpretation Act, 1889, applies to the interpretation of these Regulations as it applies to the interpretation of an Act of Parliament of Northern Ireland.

(2) If any question arises as to the interpretation of these Regulations, or as to whether any of the requirements are fulfilled, the decision of the Ministry shall be final.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 4th day of May, 1951, in the presence of

(L.S.)

G. R. McConnell,
Assistant Secretary.

SCHEDULE

(REGULATION 5)

A First Class Certificate (Advanced Stage) of the Royal Society of Arts, or a Teachers' Diploma of the Faculty of Teachers in Commerce or of Pitman's or the Gregg Association, in respect of the subject named on the Certificate, if accompanied by certificates in English and three other commercial subjects, provided that :—

(*a*) of the certificates in English and three other commercial subjects, at least two shall be of the standard specified above, *e.g.*, First Class (Advanced Stage) or Teachers' Diploma ;

(*b*) evidence of a standard of general education satisfactory to the Ministry shall be accepted in lieu of a certificate in English ; and

(*c*) evidence of commercial experience satisfactory to the Ministry shall be accepted in lieu of a certificate in Commerce.

Grammar Schools (Admissions, Scholarships and Special Allowances) (Amendment) Regulations, 1951

REGULATIONS, DATED 24TH MAY, 1951, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1951.

1951. No. 89

The Ministry of Education in pursuance of the powers vested in it by Section 76 of the Education Act (Northern Ireland), 1947, as amended by the Education (Extension of Benefits) Act (Northern Ireland), 1950, and of all other powers enabling it in that behalf, hereby makes the following Regulations :—

1.— (i) These Regulations may be cited as the Grammar Schools (Admissions, Scholarships and Special Allowances) (Amendment) Regulations (Northern Ireland), 1951.

(ii) These Regulations shall be construed as one with the Grammar Schools (Admissions, Scholarships and Special Allowances) Regulations (Northern Ireland), 1950, (hereinafter referred to as " the Principal Regulations ") and the Principal Regulations and these Regulations may be cited together as the Grammar Schools (Admissions, Scholarships and Special Allowances) Regulations (Northern Ireland), 1950 and 1951.

(iii) These Regulations shall come into operation on 1st August, 1951.

2. For the Table for the Calculation of Incidentals Allowance in the Schedule to the Principal Regulations there shall be substituted the following Table :—