1961. No. 254 [C]

EDUCATION

Institutions of Further Education: Salaries and Allowances

REGULATIONS, DATED 29TH DECEMBER, 1961, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1960.

The Ministry of Education in pursuance of the powers vested in it by Sections 83 and 112 of the Education Act (Northern Ireland), 1947(**a**), and of all other powers enabling it on 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) Amending Regulations (Northern Ireland), No. 2, 1961.

(2) These Regulations shall take effect on 1st January, 1962.

2. The Regulations hereby amended are the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland), 1959(**b**).

3. For Schedule I, Table I of Schedule II and Schedule III of the existing Regulations there shall be substituted the schedules and table set out in the Schedule to these Regulations.

Salary Scales

4. For Regulation 5 of the existing Regulations there shall be substituted the following Regulation—

"**5.**—(1) Subject to the provisions of these Regulations the scales of salary for full-time qualified teachers shall be those set out in Schedule I.

(2) Scale I shall apply to teachers 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 shall not proceed beyond the salary appropriate to the tenth point on the scale unless he possesses or until he obtains the qualifications required for recognition of a teacher first entering teaching service or the qualifications set forth in Schedule IV.

(3) Scale II shall apply to:—

(*a*) teachers, other than teachers to whom paragraph (4) applies, who have successfully completed a full-time three-year course of training, at an approved training college;

(*b*) teachers who have successfully completed a full-time two-year course of training after 31st December, 1950, and who have in addition successfully completed a further year of approved full-time training;

(**a**) 1947. c. 3.
(**b**) S.R. & O. (N.I.) 1959, No. 154; S.R. & O. (N.I.) 1960, No. 122; S.R. & O. (N.I.) 1961, No. 150.

(*c*) teachers, other than teachers to whom paragraph (4) applies, who successfully completed a full-time two-year course of training at an approved training college not later than 31st December, 1950;

(*d*) teachers, other than teachers to whom paragraph (4) applies, who successfully completed an approved course of training under the Emergency Training Scheme or under a corresponding scheme in Great Britain not later than 31st December, 1950;

(*e*) 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 successfully completed a full-time four-year course of training at an approved training college;

(*b*) teachers who have successfully completed a full-time three-year course of training at an approved training college, and who have in addition successfully completed a further year of approved full-time training;

(*c*) teachers who successfully completed a full-time two-year course of training at an approved training college not later than 31st December, 1950, and who have in addition successfully completed a further year of approved full-time training;

(*d*) teachers who successfully completed an approved course of training under the Emergency Training Scheme or under a corresponding scheme in Great Britain not later than 31st December, 1950, and who have in addition successfully completed a further year of approved full-time training;

(*e*) 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;

(*f*) teachers (other than those to whom, by virtue of sub-paragraph (6)(*d*), Scale IV applies) who have had at least three 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;

(*g*) teachers (other than those to whom, by virtue of sub-paragraph (6)(*e*), Scale IV applies) who have had at least three years' approved industrial 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) Full Technological Certificate of the City and Guilds of London Institute: Provided that the Final Certificate is of the First Class;

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

(*h*) teachers (other than those to whom, by virtue of sub-paragraph (6)(*f*), Scale IV applies) who have had at least one year's approved industrial experience after attaining the age of 18 years and who hold a Higher National Diploma (or a qualification adjudged by the Ministry to be equivalent) which has been obtained as the result of at least three years' full-time attendance at an approved institution.

(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) Subject to the provisions of paragraph (8) Scale IV shall apply to:—

(*a*) teachers, other than those eligible for admission to Scale V, who hold a degree which is recognised by the Ministry for teaching purposes and has been obtained as a result of not less than three years' full-time study at an approved university or college;

(*b*) teachers who hold any other qualification adjudged by the Ministry to be equivalent to such degree, having regard to the nature of the qualification and of the course of full-time study (or study and training) followed in respect thereof, and to the length of the period during which such study (or study and training) was followed;

(*c*) 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 degree (or other qualification adjudged by the Ministry to be equivalent thereto) recognised by the Ministry for teaching purposes;

(*d*) teachers who have at least four years' approved industrial experience after attaining the age of 18 years and who satisfy the conditions prescribed in sub-paragraph (4)(*f*) and in addition have obtained an approved teaching qualification in Mathematics or Science;

(*e*) teachers who have had at least four years' approved industrial experience after attaining the age of 18 years, who hold a Higher National Certificate and in addition have obtained an approved teaching qualification in Mathematics or Science;

(*f*) teachers who have had at least two years' approved industrial experience after attaining the age of 18 years and who satisfy the conditions prescribed in sub-paragraph (4)(*h*) and in addition have obtained an approved teaching qualification in Mathematics or Science;

(*g*) teachers who were placed on Scale I, Scale II or Scale III of the Salary Regulations in operation between 1st April, 1945, and 30th September, 1956, and who, at any date prior to 1st April, 1945, had been placed on a scale of salary classified as Group D or Group E under the Regulations for Technical Teachers, 1937.

(7) Subject to the provisions of paragraph (8) Scale V shall apply to:—

(*a*) teachers who hold a first or second class honours degree which is recognised by the Ministry for teaching purposes and has been obtained as a result of not less than three years' full-time study at an approved university or college;

(*b*) teachers who hold any other qualification adjudged by the Ministry to be equivalent to such honours degree having regard to the nature of the qualification and of the course of full-time study (or study and training) followed in respect thereof, and to the length of the period during which such study (or study and training) was followed;

(*c*) 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) recognised by the Ministry for teaching purposes.

(8) Teachers who were—

(*a*) in recognised teaching service on or before 31st December, 1961; and

(*b*) were placed on Scale IV or Scale V in accordance with the Ministry's Regulations in force when they were in such service; and

(*c*) were placed on Scale IV or Scale V under the Ministry's Regulations in force on 31st December, 1961, or would have been entitled to be so placed if they had then been in recognised teaching service

shall continue to be entitled under these Regulations to be placed on Scale IV or Scale V as the case may be.

(9) 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 a lower scale for which he possesses the prescribed qualifications.

(10) 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."

Credit for training and research

5. For Regulation 6 of the existing Regulations there shall be substituted the following Regulation—

"**6.**—(1) Where a teacher who satisfies the requirements prescribed herein for admission to Scale IV or Scale V, but who does not satisfy the requirements of paragraph (2) or (3), has successfully completed—

(*a*) a full-time post-graduate year of approved training; or

(*b*) an approved full-time combined course of training and university study of at least four years' duration; or

(*c*) an approved full-time course of training of at least one year's duration before the commencement of the course by virtue of which he satisfies the conditions for admission to Scale IV or ScaleV; or

(*d*) four years' approved full-time study resulting in the award of a degree; or

(*e*) a period of approved full-time study resulting in the award of a degree together with a period of approved full-time training, post-graduate study, advanced work or research, such periods amounting in the aggregate to not less than four years,

the rate of salary otherwise payable to the teacher shall be increased by an amount equal to the next increment on the scale.

(2) Where a teacher who satisfies the requirements prescribed herein for admission to Scale IV or Scale V, but who does not satisfy the requirements of paragraph (3), has successfully completed—

(*a*) four years' approved full-time study resulting in the award of a degree and in addition a full-time year of approved training; or

(*b*) a period of full-time study resulting in the award of a degree followed by a period of approved full-time post-graduate study, advanced work or research, such periods amounting in the aggregate to not less than five years; or

(*c*) an approved full-time combined course of training and university study of at least five years' duration; or

(*d*) five years' approved full-time study resulting in the award of a degree,

the rate of salary otherwise payable to the teacher shall be increased by an amount equal to the sum of the next two increments on the scale.

(3) Where a teacher who satisfies the requirements prescribed herein for admission to Scale IV or Scale V has successfully completed a period of approved full-time study resulting in the award of a degree together with a period of approved full-time training, post-graduate study, advanced work, or research (or of any combination of such training, post-graduate study, advanced work or research), such periods amounting in the aggregate to not less than six years, the rate of salary otherwise payable to the teacher shall be increased by an amount equal to the sum of the next three increments on the scale: Provided that not more than one year of approved full-time training shall be taken into account in calculating such aggregate period of six years.

(4) Where the rate of salary otherwise payable to a teacher is increased in accordance with the provisions of this Regulation the scale applicable to the teacher shall—

(*a*) in the case of a teacher to whom paragraph (1) applies, be extended by one increment,

(*b*) in the case of a teacher to whom paragraph (2) applies, be extended by two increments, and

(*c*) in the case of a teacher to whom paragraph (3) applies, be extended by three increments.

(5) Each increment to which paragraph (4) applies shall be an increment of £30.

(6) In this Regulation the term "degree" includes a qualification adjudged by the Ministry to be equivalent to a degree under Regulation 5."

Posts of Special Responsibility

6. The amount of any allowance payable to a teacher in respect of a post of special responsibility (including that of Vice-Principal) under the existing

Regulations shall be increased by an addition calculated at the rate of twenty per cent.

Allowances for Lecturers

7. In paragraph 6 of Regulation 9 of the existing Regulations there shall be substituted for the words "an annual allowance of £120" the words "an annual allowance of £140".

Allowances for Certain Degrees

8. For Regulation 10 of the existing Regulations there shall be substituted the following Regulation—

"*Allowances for Certain Degrees*

10.—(1) (*a*) A qualified teacher on Scale I, Scale II or Scale III who holds a degree (other than 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, but which does not entitle him to be placed on Scale IV, shall receive, in addition to the appropriate scale salary, an annual allowance at the rate of £100:

(*b*) A qualified teacher on Scale I, Scale II or Scale III who holds 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, but which does not entitle him to be placed on Scale V, shall receive, in addition to the appropriate scale salary, an annual allowance at the rate of £200:

(*c*) A qualified teacher on Scale IV who holds 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, but which does not entitle him to be placed on Scale V, shall receive, in addition to his salary under Scale IV, an annual allowance at the rate of £100:

Provided that if, in the case of a teacher who is placed on Scale III in accordance with the provisions of sub-paragraph (*c*) or (*d*) of paragraph (4) of Regulation 5 the sum of his scale salary and any allowance payable under this paragraph exceeds the scale salary which he would receive if eligible for admission to Scale IV or Scale V, as the case may be, the said allowance shall be reduced by the amount of the excess.

(2) A qualified teacher, other than a teacher on Scale III, who before 1st October, 1956, held a degree (or other qualification adjudged by the Ministry to be equivalent thereto) which does not entitle him to be placed on Scale IV or Scale V and who under the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1958, did not accept the allowance payable in respect of the aforesaid degree or other qualification, shall not be entitled to the appropriate allowance specified in paragraph (1) and—

(*a*) where he holds a qualification specified in sub-paragraph (1)(*a*) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale and after remaining for two years at that point shall then proceed by the extension of that scale set out in Schedule I to the maximum of Scale IV;

(*b*) where he holds a qualification specified in sub-paragraph (1)(*b*) he shall proceed by annual increments in the normal way to the

maximum of the appropriate scale and shall then proceed by the extension of that scale set out in Schedule I to the maximum of Scale IV, and after remaining for two years at that point, shall proceed to the maximum of Scale V by the extension of Scale IV set out in Schedule I;

(*c*) where he holds a qualification specified in sub-paragraph (1)(*c*) he shall proceed by annual increments in the normal way to the maximum of Scale IV or, in the case of a teacher to whom Regulation 6 applies, to the maximum of such scale increased by the additional amount payable to the teacher in accordance with paragraph (4) of the said Regulation; after remaining for two years at that point he shall proceed by increments of £30, £30 and £50 successively to the maximum of Scale V or, in the case of a teacher to whom Regulation 6 applies, to the maximum of such scale increased by the additional amount payable as aforesaid.

(3) The provision of paragraph (2) whereby a teacher is required to remain for two years at the maximum of the appropriate scale, or of Scale IV, shall not apply in the case of any teacher who has not received an allowance in respect of a qualification specified in paragraph (1).

(4) A qualified teacher who holds a degree (or other qualification adjudged by the Ministry to be equivalent thereto) which does not entitle him to be placed on Scale IV or Scale V and who under the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1954(a), had elected to relinquish the allowance payable in respect of the aforesaid degree or other qualification, and who since 1st October, 1956, has not been in recognised teaching service, may abrogate his election by giving notice to the Ministry to that effect within three months of his first re-entry to recognised teaching service and thereupon shall be entitled as from the date of his re-entry to teaching service, to the appropriate allowance specified in paragraph (1).

(5) A qualified teacher on Scale III who holds a degree (or other qualification adjudged by the Ministry to be equivalent thereto) which does not entitle him to be placed on Scale IV or Scale V and who under the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1958, did not accept the allowance payable in respect of the aforesaid degree or other qualification shall, notwithstanding his election to relinquish the allowance, receive the appropriate allowance specified in paragraph (1)."

Allowances for evening work

9. In paragraph (2) of Regulation 13 there shall be substituted for the words "7s. 0d. per hour" the words "8s. 0d. per hour".

Part-time teachers

10. In paragraph (1) of Regulation 14 there shall be substituted for the words "9s. 6d. per hour" the words "11s. 0d. per hour".

Unqualified teachers

11. For Regulation 15 of the existing Regulations there shall be substituted the following Regulation:—

(a) S.R. & O. (N.I.) 1954, No. 54.

"Unqualified Teachers

15. The minimum rate of salary for full-time unqualified teachers shall be £355."

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 29th day of December, nineteen hundred and sixty-one, in the presence of

(L.S.) *A. C. Williams,*
Secretary.

SCHEDULE

Regulation 3

SCHEDULE I

Regulation 5

Scales of Salary

Point of Scale	*Scale I*	*Scale II*	*Scale III*	*Scale IV*	*Scale V*
	£	£	£	£	£
1	545	575	620	690	790
2	575	605	650	720	820
3	605	635	680	750	850
4	635	665	735	780	880
5	665	720	795	835	935
6	720	775	825	890	990
7	775	805	855	920	1,020
8	805	835	885	950	1,050
9	835	865	915	980	1,080
10	865	895	945	1,010	1,110
11	895	925	975	1,040	1,140
12	925	955	1,005	1,070	1,170
13	955	985	1,035	1,100	1,200
14	985	1,015	1,085	1,130	1,230
15	1,015	1,065	1,140	1,185	1,290
16	1,065	1,120	1,210	1,250	1,360
17	1,120	1,190	1,240	1,320	1,430
18	1,190				
Extension of Scale (Regulation 10) 1	1,220	1,220		1,350	
2	1,250	1,250		1,380	
3	1,280	1,280		1,430	
4	1,320	1,320			

SCHEDULE II

TABLE 1

Regulation 7

Scales of Salary for Principals

Point of Scale	*Grade A*	*Grade B*	*Grade C*	*Grade D*	*Grade E*	*Grade F*
	£	£	£	£	£	£
1	1,240	1,490	1,665	1,840	1,990	2,115
2	1,300	1,550	1,725	1,900	2,050	2,175
3	1,360	1,610	1,785	1,960	2,110	2,235
4	1,420	1,670	1,845	2,020	2,170	2,295
5	1,480	1,730	1,905	2,080	2,230	2,355
6	1,540	1,790	1,965	2,140	2,290	2,415
7	1,600	1,850	2,025	2,200	2,350	2,475

SCHEDULE III

Regulation 9

Scales of salary for central institutions

Heads of Departments

Point of Scale	*Grade I*	*Grade II*	*Grade III*	*Grade IV*	*Grade V*
	£	£	£	£	£
1	1,650	1,850	2,050	2,230	2,410
2	1,690	1,900	2,110	2,290	2,470
3	1,730	1,950	2,170	2,350	2,530
4	1,770	2,000	2,230	2,410	2,600
5	1,810	2,050	—	—	—
6	1,850	—	—	—	—

Principal Lecturers		*Senior Lecturers Grade B*		*Senior Lecturers Grade A*	
Point of Scale	*Scale*	*Point of Scale*	*Scale*	*Point of Scale*	*Scale*
	£		£		£
1	2,000	1	1,800	1	1,600
2	2,060	2	1,850	2	1,640
3	2,120	3	1,900	3	1,680
4	2,180	4	1,950	4	1,720
		5	2,000	5	1,760
				6	1,800