1963. No. 209 [C]

EDUCATION

Institutions of Further Education: Teachers' Salaries and Allowances

REGULATIONS, DATED 15TH NOVEMBER, 1963, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1962.

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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(**a**), 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:—

INTRODUCTION

Citation and Commencement

1.—(1) These Regulations may be cited as the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1963.

(2) These Regulations shall be deemed to have come into operation on 1st April, 1963.

Regulations revoked

2. The following Regulations are hereby revoked:—

the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1962(**b**);

the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1963(**c**).

Definitions

3.—(1) In these Regulations:

(*a*) "approved" means approved by the Ministry for the purposes of the context;

"entitlement" means the amount of money determined by the local education authority in accordance with arrangements approved by the Ministry available to an institution with a secondary department for the creation of senior posts;

"senior post" means a post of assistant lecturer Grade B, lecturer, senior lecturer, principal lecturer, head of department and vice-principal;

"reorganisation" means rearrangement of facilities for further education including technical intermediate education carried out with the approval of the Ministry by the local education authority;

"recognised" means recognised by the Ministry for the purposes of the context;

"qualified teacher" means a teacher who has been granted recognition under the Further Education (Grant Conditions) Regulations 1963(**d**);

"unqualified teacher" means a teacher who is not eligible for recognition under the Further Education (Grant Conditions) Regulations 1963(**d**);

"temporary teacher" means a full-time teacher in respect of whose employment an agreement is not required under Section 84 of the Act;

"working day" means a day on which an institution is in operation or such other day as the Ministry may determine to be a working day for the purposes of these Regulations.

(**a**) 1947. c. 3.
(**b**) S.R. & O. (N.I.) 1962, No. 138.
(**c**) S.R. & O. (N.I.) 1963, No. 171.
(**d**) S.R. & O. (N.I.) 1963, No. 210.

(*b*) other expressions which have meanings assigned to them by the Further Education (Grant Conditions) Regulations 1963 shall have the same respective meanings for the purposes of these Regulations.

(2) In these Regulations, except where otherwise provided:

(*a*) "allowance" means an allowance payable under these Regulations;

(*b*) "salary" shall not include an allowance in respect of a post of special responsibility or an allowance in respect of evening work or a compensation allowance;

(*c*) the rates indicated for salaries and allowances are rates per annum.

Application

4. Except as otherwise provided, these Regulations shall apply only to full-time qualified teachers employed in recognised institutions of further education.

SENIOR POSTS

Establishment

5.—(1) The establishment of senior posts and the grading of any department in an institution other than an institution with a secondary department shall be determined by the local education authority with the approval of the Ministry.

(2) The establishment of senior posts in an institution with a secondary department shall be determined by the local education authority in accordance with approved arrangements.

SALARIES AND INCREMENTS

Salaries of Assistant Lecturers

6.—(1) Subject to the provisions of these Regulations, the scales of salaries of assistant lecturers Grade A and assistant lecturers Grade B shall be those set out in Schedule I.

(2) Reference to Scale I, II, III, IV or V shall mean reference to that Scale either in the salary scales for assistant lecturer Grade A or in the salary scales for assistant lecturer Grade B, whichever is appropriate.

(3) Scale I shall apply to assistant lecturers whose qualifications do not entitle them to admission to a higher scale:

Provided that an assistant lecturer, 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.

(4) Scale II shall apply to:—

(*a*) assistant lecturers, other than those to whom paragraph (5) applies, who have successfully completed a full-time three-year course of training, at an approved training college;

(*b*) assistant lecturers 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;

(*c*) assistant lecturers, other than those to whom paragraph (5) applies, who successfully completed a full-time two-year course of training at an approved training college not later than 31st December, 1950;

(*d*) assistant lecturers, other than those to whom paragraph (5) 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*) assistant lecturers 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.

(5) Scale III shall apply to:—

(*a*) assistant lecturers who have successfully completed a full-time four-year course of training at an approved training college;

(*b*) assistant lecturers 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*) assistant lecturers 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*) assistant lecturers 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*) assistant lecturers 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*) assistant lecturers (other than those to whom, by virtue of sub-paragraph (7)(*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*) assistant lecturers (other than those to whom, by virtue of sub-paragraph (7)(*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*) assistant lecturers (other than those to whom, by virtue of sub-paragraph (7)(*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.

(6) 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.

(7) Subject to the provisions of paragraph (9) Scale IV shall apply to:—

(*a*) assistant lecturers, 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*) assistant lecturers 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*) assistant lecturers, 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*) assistant lecturers who have had at least four years' approved industrial experience after attaining the age of 18 years and who satisfy the conditions prescribed in sub-paragraph (5)(*f*) and in addition have obtained an approved teaching qualification in Mathematics or Science;

(*e*) assistant lecturers 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*) assistant lecturers 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 (5)(*h*) and in addition have obtained an approved teaching qualification in Mathematics or Science;

(*g*) assistant lecturers 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.

(8) Subject to the provisions of paragraph (9) Scale V shall apply to:—

(*a*) assistant lecturers 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*) assistant lecturers 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*) assistant lecturers 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.

(9) Assistant lecturers 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.

(10) An assistant lecturer 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.

(11) Credit for approved industrial or commercial experience for any of the purposes of this Regulation shall be limited to assistant lecturers 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 an assistant lecturer, 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

7.—(1) Where an assistant lecturer 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 Scale V; 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 him shall be increased by an amount equal to the next increment on the scale.

(2) Where an assistant lecturer 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 him shall be increased by an amount equal to the sum of the next two increments on the scale.

(3) Where an assistant lecturer 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 him 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 an assistant lecturer is increased in accordance with the provisions of this Regulation the scale applicable to him shall—

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

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

(*c*) in the case of an assistant lecturer 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 6.

Salaries of lecturers, senior lecturers, principal lecturers and heads of departments

8. Subject to the provisions of these Regulations the scales of salary for lecturers, senior lecturers, principal lecturers and heads of departments shall be those set out in Schedule II provided that where in the special circumstances of a particular case of a lecturer, senior lecturer or principal lecturer the local education authority considers that the maximum of the scale is not adequate it may, subject to the approval of the Ministry, pay such higher maximum as it deems appropriate.

Salaries of principals

9.—(1) The salary of the principal of an institution other than an institution with a secondary department shall be determined by the local education authority subject to the approval of the Ministry.

(2) The scale of salary of the principal of an institution with a secondary department shall be the salary scale shown under the entitlement of the institution as set out in Table I of Schedule III: Provided that the scale of salary of a principal shall not be reduced unless the entitlement of the institution falls short of the appropriate minimum entitlement by more than five per cent. of that amount, nor shall it be increased unless the entitlement of the institution exceeds by more than five per cent. the minimum required to entitle him to a higher scale.

Salaries of vice-principals

10.—(1) The salary of the vice-principal of an institution other than an institution with a secondary department shall be determined by the local education authority subject to the approval of the Ministry.

(2) The vice-principal of an institution with a secondary department shall be remunerated in accordance with Table II of Schedule III either as the holder of the grade of post appropriate to the entitlement of the institution or on the appropriate special grade, whichever arrangement is the more favourable.

Credit for service and employment

11.—(1) An assistant lecturer shall be placed on the appropriate salary scale and shall receive credit in accordance with the provisions of Schedule V.

(2) A lecturer, senior lecturer, principal lecturer, head of department, vice-principal or principal of an institution shall be given incremental credit on the appropriate salary scale in accordance with the provisions of Schedule VI: Provided that a person appointed to one of these posts who is not entitled to receive incremental credit on the salary scale appropriate to the post in accordance with the provisions of Schedule VI shall, on transfer to that scale from another prescribed scale, be placed at a point on that scale equal to his accrued salary on his former scale together with any allowance payable in respect of a post of special responsibility or of a supervisory or administrative nature and an amount equivalent to the first increment on his new scale or such other increment as the Ministry may consider appropriate in the circumstances, if that point is higher than the minimum of his new scale.

Award of annual increments

12. After a teacher's rate of salary has been determined subsequent increments in the scale shall be granted annually on the teacher's normal incremental date: provided that

(*a*) the Ministry may at any time withhold an increment or require it to be withheld if a teacher's service, in the judgment of the Ministry, does not reach a satisfactory standard;

(*b*) 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 has, in the judgment of the Ministry, reached a satisfactory standard he may, at the discretion of the Ministry, be allowed two increments (instead of one increment) in the appropriate scale.

Credit for periods of absence

13. 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 for the purpose of these Regulations.

ALLOWANCES

Acting principal

14. Where the post of principal of an institution is vacant or where the principal is on leave without pay the local education authority may appoint an acting principal and pay him an allowance at an approved rate.

Additional allowances

15.—(1) A local education authority may pay an assistant lecturer Grade A in an institution with a secondary department an allowance of £110 in respect of work of special responsibility.

(2) A local education authority may, with the approval of the Ministry, pay to an assistant lecturer Grade B an allowance of £150 in respect of responsibilities of a supervisory or administrative nature.

(3) In an institution with a secondary department there shall be reckoned against the entitlement of the institution such amount in respect of each allowance paid under this Regulation as the Ministry may approve.

Allowances for certain degrees

16.—(1) (*a*) An assistant lecturer 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 allowance at the rate of £100:

(*b*) An assistant lecturer 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 allowance at the rate of £220:

(*c*) An assistant lecturer 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 allowance at the rate of £120:

Provided that if, in the case of an assistant lecturer who is placed on Scale III in accordance with the provisions of sub-paragraph (*c*) or (*d*) of paragraph (5) of Regulation 6 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) An assistant lecturer, other than one 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(a) 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) S.R. & O. (N.I.) 1958, No. 128.

(*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 an assistant lecturer to whom Regulation 7 applies, to the maximum of such scale increased by the additional amount payable to him 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 £60 successively to the maximum of Scale V or, in the case of an assistant lecturer to whom Regulation 7 applies, to the maximum of such scale increased by the additional amount payable as aforesaid.

(3) The provision of paragraph (2) whereby an assistant lecturer 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 assistant lecturer who has not received an allowance in respect of a qualification specified in paragraph (1).

(4) An assistant lecturer 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) An assistant lecturer 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

17.—(1) Subject to the provisions of this Regulation, a local education authority shall, in accordance with approved arrangements, make to teachers payments in respect of evening work.

(2) The rate of remuneration for such work shall be 17s. 0d. per hour for each reckonable hour as determined in accordance with the approved arrangements.

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

(3) Payments shall not by virtue of this Regulation be made to a teacher who is remunerated on a daily basis under the provisions of paragraph (1) of Regulation 22, or to a head of department or to a principal of an institution.

ABSENCES OF TEACHERS

Definitions

18. In Regulations 19 to 21—

"teacher" means a teacher in respect of whose employment an agreement is required under Section 84 of the Act; and

"salary" includes any allowances to which the teacher is entitled hereunder and any compensation grants payable under the Teachers' Salaries and Allowances (Compensation Grants) Regulations 1953, or any compensation allowances payable under any Regulations superseding those Regulations.

Absences due to illness

19.—(1) A teacher shall, subject to these Regulations, be entitled while absent owing to illness to receive salary at the full rate for a period not exceeding six months and thereafter at one half of the full rate for a further period not exceeding six months in any period of four years' service. For the purposes of this paragraph six months shall be taken as 183 days.

(2) A teacher who has been absent, owing to illness, for an aggregate of twelve months in any period of four years' service shall not, within such period, be entitled to salary for any further period of absence from duty because of illness.

(3) A teacher who is absent because of illness and who does not resume his teaching duties for ten successive working days immediately before, or immediately after, or immediately before and after a period of school vacation shall be regarded as absent because of illness for that period of vacation.

(4) A teacher who is absent because of illness shall not be entitled to salary

(*a*) for more than three successive working days, or

(*b*) for more than ten working days in all in any year ending 31st December,

unless a medical certificate, specifying the nature of the illness and certifying the incapacity of the teacher for the performance of duty, is furnished through the local education authority to the Ministry.

Maternity leave

20.—(1) Subject to the provisions of paragraphs (3) and (6) a teacher who is a married woman shall be required to be absent from her school duties for a period to be determined by the local education authority of not less than 18 weeks and not more than 26 weeks continuously during the period preceding and succeeding childbirth of which not less than 11 weeks should precede the week in which the birth is due to take place.

(2) In respect of the period of absence prescribed in paragraph (1) the teacher shall be entitled to incremental credit as if it were teaching service.

(3) In exceptional circumstances the period of absence may, at the teacher's request and subject to the approval of the Ministry, be extended by the local education authority, and in respect of such extension a teacher shall not be entitled to incremental credit.

(4) A teacher shall not be entitled to salary in respect of any period of absence under the provisions of this Regulation and the aforesaid period shall not be deemed to be absence owing to illness.

(5) On the expiry of the period of absence under the provisions of this Regulation the appointment of the teacher shall be automatically terminated unless she resumes teaching duties or produces satisfactory medical evidence that she is unable to resume duty owing to illness and that her absence is not due to childbirth.

(6) The period of absence determined under paragraph (1) may be reduced in any case where the local education authority and the Ministry are satisfied that the circumstances are so exceptional as to warrant such a reduction.

Absence for other causes

21. A local education authority may pay full salary to a teacher—

(*a*) for a brief period of necessary absence due to infectious disease in his home or to the serious illness or death of a near relative;

(*b*) for a period of absence not exceeding three working days, due to special circumstances; or

(*c*) with the approval of the Ministry, for a period of absence exceeding three working days, due to special circumstances.

TEMPORARY AND PART-TIME TEACHERS

Remuneration of temporary teachers

22.—(1) A temporary teacher, including an unqualified teacher, shall be remunerated for each working day at the rate of 1/200th of the annual salary which he would receive if he were employed in a permanent capacity: provided that such a teacher may with the approval of the Ministry be paid salary as though he were employed in a permanent capacity.

(2) In the case of any teacher to whom, in respect of any period of service, remuneration is paid on a daily basis in accordance with the provisions of paragraph (1) each working day shall, for the purposes of increment if he is being paid on an incremental scale, and for such other purposes as the Ministry may determine, be reckoned as 1/200th 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 teacher may perform during that time shall not be reckoned as more than one year of service.

(3) For the purposes of this Regulation

(*a*) not more than five working days shall be counted in any one week; and

(*b*) "salary" includes any allowances to which the temporary teacher is entitled hereunder and any compensation grants or compensation allowances payable under the Teachers' Salaries and Allowances (Compensation Grants) Regulations 1953, or any Regulations superseding those Regulations.

Remuneration of part-time teachers

23. The minimum rate of remuneration of part-time teachers shall be 11s. 9d. per hour: Provided that such a teacher may, with the approval of the Ministry, be paid salary in accordance with the appropriate scale for a full-time teacher.

UNQUALIFIED TEACHERS

Remuneration

24. The minimum rate of salary for full-time unqualified teachers shall be £380.

MISCELLANEOUS

Expenses

25.—(1) A full-time 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 full-time 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 rates approved by the Ministry may 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.

Compensation for reorganisation

26. Where in the opinion of the local education authority and of the Ministry the salaries of the principal and vice-principal or the salary of the principal or vice-principal of an institution have been reduced as the direct result of reorganisation a compensation allowance shall be payable in accordance with approved arrangements.

Safeguarding of existing salaries

27. A teacher in recognised teaching service on 31st March, 1963, shall not receive by reason of the operation of these Regulations a smaller rate of salary than he received under the Regulations in force on that date.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 15th day of November, nineteen hundred and sixty-three, in the presence of

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

SCHEDULE I

Regulation 6

Scales for Assistant Lecturers Grade A

Point on Scale	I	II	III	IV	V
	£	£	£	£	£
1	610	610	655	725	845
2	610	640	685	755	875
3	640	670	725	785	905
4	670	710	780	825	945
5	710	765	835	880	1,000
6	765	820	890	935	1,055
7	820	875	920	990	1,110
8	875	905	950	1,020	1,140
9	905	935	980	1,050	1,170
10	935	965	1,010	1,080	1,200
11	965	995	1,040	1,110	1,230
12	995	1,025	1,080	1,140	1,260
13	1,025	1,065	1,140	1,180	1,300
14	1,065	1,125	1,200	1,240	1,360
15	1,125	1,185	1,285	1,300	1,420
16	1,185	1,270	1,315	1,385	1,505
17	1,270				
Extension of Scale Regulation 16	1,300 1,330 1,360 1,385	1,300 1,330 1,360 1,385		1,415 1,445 1,505	

Scales for Assistant Lecturers Grade B

Point on Scale	I	II	III	IV	V
	£	£	£	£	£
1	810	810	855	925	1,045
2	810	840	885	955	1,075
3	840	870	925	985	1,105
4	870	910	980	1,025	1,145
5	910	965	1,035	1,080	1,200
6	965	1,020	1,090	1,135	1,255
7	1,020	1,075	1,120	1,190	1,310
8	1,075	1,105	1,150	1,220	1,340
9	1,105	1,135	1,180	1,250	1,370
10	1,135	1,165	1,210	1,280	1,400
11	1,165	1,195	1,240	1,310	1,430
12	1,195	1,225	1,280	1,340	1,460
13	1,225	1,265	1,340	1,380	1,500
14	1,265	1,325	1,400	1,440	1,560
15	1,325	1,385	1,485	1,500	1,620
16	1,385	1,470	1,515	1,585	1,705
17	1,470				
Extension of Scale Regulation 16	1,500 1,530 1,560 1,585	1,500 1,530 1,560 1,585		1,615 1,645 1,705	

SCHEDULE II

Regulation 8

Point of Scale	Lecturers	Senior Lecturers	Principal Lecturers
	£	£	£
1	1,670	1,895	2,115
2	1,715	1,950	2,180
3	1,760	2,005	2,245
4	1,805	2,060	2,310
5	1,850	2,115	—
6	1,895	—	—

Heads of Departments Regulation 8

Point of Scale	Grade I	Grade II	Grade III	Grade IV	Grade V	Grade VI
	£	£	£	£	£	£
1	1,725	1,950	2,170	2,365	2,560	2,765
2	1,770	2,005	2,235	2,430	2,625	2,840
3	1,815	2,060	2,300	2,495	2,690	2,915
4	1,860	2,115	2,365	2,560	2,765	2,990
5	1,905	2,170	—	—	—	3,035
6	1,950	—	—	—	—	—

SCHEDULE III

TABLE I

Regulation 9

Principals

Entitlement of Institution	£— to £625	£626 to £1,000	£1,001 to £1,500	£1,501 to £2,250	£2,251 to £3,500	£3,501 to £5,500	Over £5,500
Point on Scale							
1	1,340	1,590	1,765	1,940	2,090	2,240	2,340
2	1,400	1,650	1,825	2,000	2,175	2,300	2,420
3	1,460	1,710	1,885	2,060	2,235	2,360	2,480
4	1,520	1,770	1,945	2,145	2,295	2,440	2,540
5	1,580	1,830	2,005	2,205	2,355	2,500	2,600
6	1,640	1,890	2,065	2,265	2,435	2,560	2,680
7	1,700	1,950	2,150	2,325	2,495	2,620	2,740

TABLE II

Regulation 10

Vice-Principals

Entitlement of Institution		Grade of Post	Special Scale			
From	To		Point of Scale			
£	£		1	2	3	4
626	1,000	Assistant Lecturer Grade B	£1,400	£1,460	£1,520	£1,580
1,001	1,500	Assistant Lecturer Grade B	£1,560	£1,620	£1,680	£1,740
1,501	2,250	Assistant Lecturer Grade B	£1,680	£1,740	£1,800	£1,860
2,251	3,500	Lecturer	£1,800	£1,860	£1,920	£1,980
3,501	5,500	Lecturer	£1,900	£1,960	£2,020	£2,080
Over 5,500		Senior Lecturer	£1,980	£2,040	£2,125	£2,185

SCHEDULE IV

Regulation 6—(3)

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.

SCHEDULE V

Regulation 11(1)

Credit for the following full-time service shall be given for incremental purposes in the appropriate salary scale as if it were teaching service to the extent specified in the table:

Provided—

(1) Service given before attaining the age of 18 years shall not be counted;

(2) Teaching service given before the teacher possessed the qualifications required for admission to the salary scales shall not, save as provided for in (*k*), be counted;

(3) Full-time teaching service shall be taken to include one-half of corresponding part-time teaching service of not less than 10 hours per week, unless such part-time service was concurrent with other service which is allowed to count in full.

Type of Service	*Extent of Incremental Credit*
(*a*) Teaching service in recognised schools or institutions in Northern Ireland.	Full credit.
(*b*) Teaching service in unrecognised schools in Northern Ireland.	To such extent as the Ministry may determine after such enquiry as it thinks fit.
(*c*) Teaching service in schools in Great Britain.	To such extent as the service would be admitted by the appropriate local education authority in Great Britain.
(*d*) Teaching service in schools in the British Commonwealth.	To such extent as the Ministry may determine after such enquiry as it thinks fit.
(*e*) Teaching service in schools in the Republic of Ireland.	To such extent as the Ministry may determine after such enquiry as it thinks fit.
(*f*) Teaching service in schools in other countries.	To such extent as the Ministry may determine.
(*g*) Service on the staffs of university institutions and training colleges in the British Commonwealth and the Republic of Ireland.	To such extent as the Ministry may determine.

Type of Service	*Extent of Incremental Credit*
(*h*) (i) Service with the forces of the Crown or Allied Powers, or internment in any enemy country as a civilian prisoner, during the European War, 1914/1919.	Full credit.
(ii) War Service as it was defined by the Teachers' Salaries and Superannuation (War Service) Act (N.I.), 1939.	Full credit.
(iii) National Service under the provisions of the National Service Act, 1948, or any amendment of that Act.	Full credit.
(*j*) Experience in industry or commerce or in research or professional work other than teaching after the teacher has attained the age of 21 years, where such experience is likely to be of value to the teacher in the performance of his duties.	At the discretion of the Ministry, incremental credit up to a maximum aggregate of 12 increments for (*j*) and (*k*): provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments.
(*k*) In the case of a teacher who has become qualified after attaining the age of 21 years, time spent in teaching, professional, clerical, social or other gainful employment.	At the rate of one increment for each period of three years' employment up to a maximum aggregate of 12 increments for (*j*) and (*k*): provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments.
(*l*) Such other service as in the opinion of the Ministry should be recognised.	To such extent as the Ministry may determine.

SCHEDULE VI

Regulation 11(2)

Credit for the following full-time service and experience shall be given in the appropriate salary scale:

Lecturer, Senior Lecturer, Principal Lecturer, Head of Department, Vice-Principal, Principal.	Teaching service adjudged by the Ministry to have been equivalent in importance and responsibility to the post in respect of which the teacher is being placed.
Lecturer, Senior Lecturer, Principal Lecturer, Head of Department, Vice-Principal	Industrial, commercial or professional experience, or research work, which in the opinion of the Ministry should be regarded for the purpose of increments as of equivalent standard to service in the grade in which the teacher is being placed.

EXPLANATORY NOTE

(*This note is not part of the Regulations but is intended to indicate their general purport.*)

These Regulations introduce from 1st April, 1963, revised scales of salaries and allowances for teachers in institutions of further education.