1972. No. 132 **[C]**

EDUCATION

Institutions of Further Education: Teachers' Salaries and Allowances

REGULATIONS, DATED 31ST MAY 1972, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1971.

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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 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. These Regulations may be cited as the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1972 and shall be deemed to have come into operation on 1st April 1971.

Regulations revoked

2. The following Regulations are hereby revoked:

the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1969 No. 3(b);

the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1970(c);

the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1971(d).

Definitions

3.—(1) In these Regulations:

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

"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 (Northern Ireland) 1963(e);

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

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

"senior post" means a post of lecturer grade I, lecturer grade II, senior lecturer, principal lecturer, head of department or vice-principal;

"existing teacher" means a qualified teacher who was in service in an institution of further education on 1st April 1971;

"assistant lecturer" means a qualified teacher who does not hold a senior post or a post as a principal;

"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.) 1969, No. 355.
(c) S.R. & O. (N.I.) 1970, No. 95.
(d) S.R. & O. (N.I.) 1971, No. 383.
(e) S.R. & O. (N.I.) 1963, No. 210; 1966, No. 207; 1967, Nos. 183 and 189.

"1969 Salaries Regulations" means the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1969 as amended by the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1970 but not by the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1971;

"compensation allowance" means a compensation allowance payable under the Teachers Salaries (Compensation Allowances) Regulations (Northern Ireland) 1972(f) or the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969(g) or any Regulations superseding these Regulations;

(*b*) other expressions which have meanings assigned to them by the Further Education (Grant Conditions) Regulations (Northern Ireland) 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 any allowances payable under Regulations 12, 13, 14 and 16 or a compensation allowance; and

(*c*) the rates indicated for salaries, allowances and increments 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.

Establishment and grading

5. The establishment of senior posts, the group of any institution and the grade of any department in an institution shall be determined or reviewed by the local education authority in accordance with approved arrangements.

Salary scales

6. The scales of salaries for teachers shall be those set out in Schedule I.

Existing teachers

7. An existing teacher shall be placed on the appropriate salary scale in accordance with the provisions of Schedule II.

Teachers other than existing teachers

8. A teacher other than an existing teacher shall be placed on the appropriate salary scale in accordance with the provisions of Schedule III.

Re-assessment of salary following incorrect placing

9.—(1) Where evidence becomes available that a teacher's placing on the salary scales is incorrect and a re-assessment of his salary is carried out with the result that the rate of salary is to be increased, the revised rate shall come into operation from a date not earlier than 1st April 1971:

(f) S.R. & O. (N.I.) 1972, No. 31; 1972, No. 93.
(g) S.R. & O. (N.I.) 1969, No. 182; 1969, No. 276.

Provided that the Ministry may determine otherwise where it is satisfied that the need for re-assessment did not arise because of the teacher's failure to supply in writing for the purpose of determination of his rate of salary and allowances under the provisions of the Regulations which from time to time governed the salaries of teachers in institutions of further education, full and correct information:—

(*a*) when the initial assessment was made or within three months thereafter; or

(*b*) at a time when the teacher was replaced for salary purposes following a general revision of teachers' salaries and allowances or within three months thereafter; or

(*c*) at the time of a re-assessment following a break in service or within three months thereafter.

(2) For the purposes of this Regulation "salary" includes any allowances payable under Regulations 12, 13 and 14.

Rate of salary

10. When a teacher's salary has been determined as provided elsewhere in these Regulations, the amount thus determined shall where necessary be rounded to the nearest whole pound, an amount of 50p being rounded up.

Award of annual increments

11. After a teacher's rate of salary has been determined subsequent increments in the scale shall be granted in accordance with approved arrangements:

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.

ALLOWANCES

Acting principal, vice-principal, head of department

12. If a post of principal, vice-principal or head of department is vacant or in the prolonged absence of the holder of such a post the Ministry may approve the appointment of a teacher to the appropriate post in an acting capacity and the teacher shall be paid an allowance of such amount as the Ministry may determine:

Provided that the aggregate of salary and allowances payable shall not exceed the rate of salary he would receive if he were appointed to the particular post.

Head of department

13.—(1) Where a head of department is appointed by the local education authority with the approval of the Ministry to discharge the duties and responsibilities of a vice-principal, he shall receive, in addition to the salary otherwise payable to him, an allowance of such amount as the authority with the approval of the Ministry deems appropriate: Provided that such an allowance shall not exceed £400 per annum.

(2) Where, in an institution in group 7 or higher, departments are grouped into a faculty and a head of department, other than one to whom paragraph (1) applies, exercises co-ordinating responsibilities within the faculty he shall receive, in addition to the salary otherwise payable to him, an allowance of such amount as the local education authority with the approval of the Ministry deems appropriate not exceeding £350.

Additional allowances

14.—(1) A local education authority may in accordance with arrangements approved by the Ministry award to a lecturer grade I an allowance of £205 per annum in respect of responsibilities of a supervisory or administrative nature.

(2) An allowance made under the provision of Regulation 17(1) of the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1965(**h**) to an assistant lecturer may be continued so long as he remains in the post. The amount of the allowance shall be £145 per annum.

Teachers in receipt of compensation allowances

15. Unless the Ministry shall approve otherwise a local education authority shall

(*a*) appoint to any vacant senior post a teacher serving in the institution who is in receipt of a compensation allowance;

(*b*) award an allowance under paragraph (1) of Regulation 14 to a lecturer grade I serving in the institution who is in receipt of a compensation allowance before making such an award to any other lecturer grade I serving in the institution.

Allowances for evening work

16.—(1) Subject to the provisions of this Regulation, a teacher shall, in accordance with approved arrangements, be entitled to payments in respect of evening work.

(2) The rate of remuneration for such work shall be £1·50 per hour for each reckonable hour calculated in accordance with the approved arrangements.

(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 or with effect from the date of these Regulations to a vice-principal.

(h) S.R. & O. (N.I.) 1965, No. 280.

ABSENCES OF TEACHERS

Definitions

17. In Regulations 18 and 19:

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

"temporary teacher" means a teacher who in accordance with paragraph (2) of Regulation 22 is paid salary as though he was employed in a permanent capacity; and

"salary" includes any allowances to which the teacher is entitled under Regulations 12, 13 and 14 and a compensation allowance.

Absences due to illness

18.—(1) A teacher shall, subject to these Regulations, be entitled while absent because of 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, because of illness, for an aggregate of twelve months in any period of four years' service shall not, within that period, be entitled to salary for any further period of absence from duty because of illness.

(3) Any absence owing to illness during a period of temporary service to which paragraph (2) of Regulation 22 applies shall not be counted as absence for the purpose of paragraph (2) of this Regulation.

(4) A temporary teacher who in accordance with paragraph (2) of Regulation 22 is paid salary as though he were employed in a permanent capacity shall subject to the provisions of these Regulations be entitled while absent because of illness to receive salary at the full rate in accordance with Schedule IV.

(5) A teacher or temporary 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:

Provided that this paragraph shall not apply to any period of vacation or to any part of such period, if the teacher or temporary teacher satisfies the Ministry that during such period or such part of such period as the case may be, he was in all respects fit to undertake teaching duties.

(6) A teacher or temporary 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.

Absence for other causes

19. Full salary may be paid 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.

Leave for other purposes

20.—(1) Subject to the approval of the Ministry a teacher may be granted leave of absence by a local education authority, with or without pay as may be approved by the Ministry, to attend an approved course of study or training or for such other purposes as the Ministry may approve.

(2) A period of such absence shall, unless the Ministry otherwise determine, rank for increment.

Credit for periods of absence

21.—(1) Periods of absence for which a teacher is entitled to full salary or salary at one-half of the full rate shall be regarded as teaching service for the purpose of these Regulations.

(2) Except as otherwise provided in these Regulations a period of absence in respect of which salary is not paid shall not be regarded as teaching service for the purpose of these Regulations.

MISCELLANEOUS

Remuneration of temporary teachers

22.—(1) A temporary teacher, including an unqualified teacher shall, except as provided in paragraph (2), 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) A temporary teacher who is appointed for a period of not less than one year during the absence of a teacher

(*a*) to whom leave of absence has been granted under paragraph (1) of Regulation 20, or

(*b*) who has been seconded under the Secondment of Teachers Overseas Regulations (Northern Ireland) 1961(i)

shall be paid salary as though he were employed in a permanent capacity.

(3) 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.

(i) S.R. & O. (N.I.) 1961, No. 163.

(4) 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 under Regulations 14 and 16 to which the temporary teacher is entitled and compensation allowance.

Remuneration of unqualified teachers

23. The minimum rate of salary for full-time unqualified teachers shall be £775:

Provided that a full-time unqualified teacher who possesses qualifications entitling him to recognition as a qualified teacher in a grant-aided school shall be paid salary at the rate at which he would be paid if he were a qualified teacher.

Payment of salaries

24.—(1) Subject to the deduction of any sums properly deductible therefrom the Ministry shall pay to teachers appointed to institutions of further education in accordance with the Ministry's Regulations the salaries and allowances to which they are entitled under these Regulations and any other Regulations applicable thereto.

(2) In this Regulation "teachers" includes unqualified teachers.

Remuneration of part-time teachers

25. The minimum rate of remuneration of part-time teachers shall be £1·00 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.

Expenses

26.—(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 rates approved by the Ministry may be paid by the local education authority to a teacher who is compelled to be absent from his headquarters on the business of the said authority.

Safeguarding of salaries

27. No existing teacher shall, by reason of the operation of these Regulations, receive from 1st April 1971 and for so long as he continues in the same post a lower rate of salary than the aggregate of:

(i) the rate of salary he received from 1st April 1971 under the provisions of the 1969 Salaries Regulations; and

(ii) 10 per cent of (i).

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 31st day of May 1972 in the presence of

(L.S.)

J. Finney,
Senior Assistant Secretary.

SCHEDULE I REGULATION 6

Point on Scale	Assistant Lecturers	Lecturers Grade I	Lecturers Grade II	Senior Lecturers	Principal Lecturers
	£	£	£	£	£
1	1,055	1,375	2,195	2,920	3,190
2	1,131	1,455	2,280	3,005	3,285
3	1,207	1,535	2,365	3,090	3,380
4	1,283	1,615	2,450	3,175	3,475
5	1,359	1,695	2,535	3,260	3,570 (*b*)
6	1,435	1,775	2,620		
7	1,511	1,855	2,705		
8	1,587	1,935	2,790		
9	1,663	2,015	2,875		
10	1,739	2,100			
11	1,815	2,185			
12	1,891	2,270			
13	1,990 (*a*)	2,355 (*a*)			
14	1,990				
15	1,990				
16	2,090				

(*a*) Where an assistant lecturer or lecturer grade I holds an approved university degree with 1st or 2nd class honours or other qualification adjudged by the Ministry to be equivalent thereto the salary rates from scale point 13 shall be as follows:

Point on Scale	Assistant Lecturers	Lecturers Grade I
	£	£
14	2,066	2,431
15	2,142	2,507
16	2,142	
17	2,142	
18	2,242	

(*b*) A local education authority may with the approval of the Ministry extend the scale for a principal lecturer who has reached the maximum of his scale by five increments of £95 each to a maximum of £4,045 where he is responsible for a significant amount of work of A1 standard in a grade V or grade VI department.

HEAD OF DEPARTMENT

Point on Scale	Grade I	Grade II	Grade III	Grade IV	Grade V	Grade VI
	£	£	£	£	£	£
1	2,650	2,970	3,280	3,550	3,870	4,160
2	2,730	3,065	3,375	3,650	3,970	4,270
3	2,810	3,160	3,470	3,750	4,070	4,380
4	2,890	3,255	3,565	3,850	4,170	4,490
5	2,970	3,350	3,660	3,950	4,270	4,600

VICE-PRINCIPAL

Point on Scale	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	£	£	£	£	£	£	£	£
1	2,270	2,530	2,790	3,010	3,270	3,530	3,650	3,950
2	2,350	2,610	2,870	3,100	3,360	3,620	3,740	4,050
3	2,430	2,690	2,950	3,190	3,450	3,710	3,830	4,150
4	2,510	2,770	3,030	3,280	3,540	3,800	3,920	4,250
5	2,590	2,850	3,110	3,370	3,630	3,890	4,010	4,350

The Vice-Principal of an institution in Group 0 shall be placed on a scale with a maximum not in excess of £2,560 determined by the local education authority and approved by the Ministry.

PRINCIPAL

Point on Scale	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	£	£	£	£	£	£	£	£
1	2,760	3,080	3,380	3,700	4,020	4,300	4,425	4,785
2	2,845	3,165	3,470	3,790	4,110	4,400	4,525	4,900
3	2,930	3,250	3,560	3,880	4,200	4,500	4,625	5,015
4	3,015	3,335	3,650	3,970	4,290	4,600	4,725	5,130
5	3,100	3,420	3,740	4,060	4,380	4,700	4,825	5,245

The Principal of an institution in Group 0 shall be placed on a scale with a maximum not in excess of £3,080 determined by the local education authority and approved by the Ministry.

(*c*) The head of a department established before 6th March 1968 which falls below the requirements of grade I shall continue to receive salary on the scale for grade I for as long as he continues in the post and the department remains below grade II.

(*d*) Where as a result of a review under Regulation 5 a department is placed in a lower grade, or an institution is placed in a lower group, the head of department or principal or vice-principal of the institution in post at that time and continuing in post shall receive

(i) salary on the scale applicable to the grade or group immediately above the lower grade or group for so long as the department or institution remains in that lower grade or group and where required;

(ii) a personal allowance of such amount as may be necessary to ensure that the teacher receives the same rate of salary as would have been applicable to him before the review.

(*e*) Where the local education authority considers that in the special circumstances of a particular case the scale applicable to a post of principal or vice-principal of an institution or a head of department grade VI is not adequate the Ministry may

(i) in the case of a principal or vice-principal make payment on such higher scale as it deems appropriate;

(ii) in the case of a head of department grade VI make an extension to the prescribed scale.

(*f*) The salaries of the principal and vice-principal of the College of Technology, Belfast, and the holders of any corresponding posts in the School of Music, Belfast, shall be determined by the Belfast County Borough Education Authority with the approval of the Ministry.

(*g*) The salary of the principal and vice-principal of an institution whose services are shared with a secondary school shall be determined by the local education authority subject to the approval of the Ministry.

SCHEDULE II REGULATION 7

1. An existing teacher shall from 1st April 1971 be transferred to the scale prescribed in Schedule I corresponding to that on which he received salary under the 1969 Salaries Regulations at:

(*a*) the minimum, or

(*b*) a rate determined by taking the former salary, as defined in paragraph 2, and adding thereto 10 per cent of the said former salary, plus, in the case of an assistant lecturer or a lecturer grade I and subject to the maximum of the scale not being exceeded:

(i) £36·50 if he held an increase under Regulation 8(1) of the 1969 Salaries Regulations;

(ii) £51·00 if he held an increase under Regulation 8(2) of the 1969 Salaries Regulations;

(iii) £21·00 if he held an addition under Regulation 9 of the 1969 Salaries Regulations

whichever of (*a*) or (*b*) is the higher provided that a teacher who had been promoted to the post which he held on 1st April shall be deemed to have been promoted to that post on 2nd April 1971 where this results in his being entitled to a higher rate of salary from that date.

2. For the purposes of paragraph 1 the teacher's former salary shall be deemed to be:

(*a*) The salary he received on 1st April 1971 under the provisions of the 1969 Salaries Regulations excluding allowances payable under Regulations 18, 19, 20 and 21 of those Regulations or

(*b*) in the case of a lecturer grade II promoted from lecturer grade I during the period 6th March 1968 to 31st March 1969, the salary he would have received from 1st April 1971 under the provisions of the 1969 Salaries Regulations had he been promoted to lecturer grade II on 1st April 1969 if this gives a higher salary than that applicable under sub-paragraph (*a*).

3. An existing teacher shall be placed from 1st April 1971 in accordance with the provisions of Schedule III in place of this Schedule where such a placement results in a higher rate of salary.

4. An existing teacher who is an assistant lecturer or lecturer grade I shall receive additions in accordance with paragraph 1 of Schedule III in respect of qualifications obtained on or after 1st April 1971 from the effective date of the award:

Provided also that a lecturer grade I whose scale was extended under the provisions of Regulation 6(2) of the 1969 Salaries Regulations and who qualifies for an increase under 1(1) or 1(2) of Schedule III shall be replaced from the effective date of the award as though the extension of his scale had not taken effect.

5. An existing teacher shall on promotion be treated in accordance with the appropriate provisions of Schedule III provided that a teacher promoted after 1st April 1971 and before 1st January 1972 shall be placed from the date of promotion under the provisions of this Schedule and for this purpose the date of promotion shall be substituted for 1st April 1971 where this results in a higher salary.

SCHEDULE III

REGULATION 8

SALARY PLACING OF TEACHERS OTHER THAN THOSE TO WHOM SCHEDULE II APPLIES

1. An assistant lecturer or a lecturer grade I shall be placed on the appropriate scale with such values for incremental credit (if any) as may be given in accordance with Annex B to this Schedule and shall receive any additions as appropriate under sub-paragraphs (1) to (3) subject to the maximum of the scale not being exceeded:

(1) an addition of £152 in the case of an assistant lecturer or lecturer grade I other than one to whom sub-paragraph (2) applies, who holds an approved university degree, or other qualification adjudged by the Ministry to be equivalent thereto.

(2) an addition of £304 in the case of an assistant lecturer or lecturer grade I who holds an approved university degree with first or second class honours, or other qualification adjudged by the Ministry to be equivalent thereto.

(3) (*a*) an addition of £76 in the case of an assistant lecturer or lecturer grade I who has successfully completed a course of training or has obtained a qualification and the course or the qualification is approved by the Ministry for the purposes of this sub-paragraph;

(*b*) an addition of £76 in the case of an assistant lecturer or lecturer grade I who is entitled to the addition of £152 or £304 prescribed in sub-paragraphs (1) and (2) and—

(i) who has successfully completed an approved full-time course of training; or

(ii) who has obtained an approved university post-graduate certificate or diploma in education as a result of a part-time course of study;

provided that the course does not form part of the teacher's qualifications entitling him to receive an addition under sub-paragraphs (1) or (2):

Provided that an assistant lecturer or lecturer grade I shall not receive more than one addition of £76 under the provisions of this sub-paragraph.

2. A lecturer grade I shall enter the scale,

(1) in accordance with paragraph 1 of this Schedule; or

(2) on transfer from assistant lecturer in an institution at the salary as assistant lecturer with an addition of £160 subject to the maximum of the scale not being exceeded if this gives a higher salary than sub-paragraph (1); or

(3) on transfer from teaching service in a recognised school or college of education at the salary in the former post with an addition of £160 subject to the maximum of the scale not being exceeded, if this gives a higher salary than sub-paragraph (1).

3. Principals and senior post holders other than lecturer grade I shall enter the appropriate scale:

(1) at the minimum to which shall be added up to the maximum in accordance with Annex A of this Schedule values for incremental credit

(*a*) in the case of heads of departments, principal lecturers, senior lecturers and lecturers grade II in respect of teaching, industrial, commercial or professional experience or research work which in the opinion of the Ministry should be regarded as equivalent service in the appropriate post; or

(*b*) in the case of a principal or vice-principal in respect of service since 1st September 1967 given in an institution which is reckoned by the Ministry to have been in the same or higher group.

(2) on transfer from a scale under these regulations to a higher scale at the salary on the lower scale together with an addition as specified hereunder subject to the maximum of the higher scale not being exceeded:

		£
(*a*) Lecturer Grade II		170
(*b*) Senior Lecturer		170
(*c*) Principal Lecturer		190
(*d*) Head of Department	grade I	160
	grades II and III	190
	grades IV and V	200
	grade VI	220
(*e*) Vice-Principal	groups 1 to 3	160
	groups 4 to 7	180
	group 8	200
(*f*) Principals	groups 1 and 2	170
	groups 3 to 5	180
	groups 6 and 7	200
	group 8	220

if this gives a higher salary than sub-paragraph (1).

(3) on transfer from teaching service in a recognised school or college of education at the salary in the former post together with an appropriate addition as specified in (*a*) to (*f*) of sub-paragraph (2) subject to the maximum of the scale not being exceeded if this gives a higher salary than sub-paragraph (1).

4. For the purposes of paragraphs 2 and 3 of this Schedule salary shall include allowances payable under Regulations 13 and 14.

ANNEX A TO SCHEDULE III

MAXIMUM VALUES FOR INCREMENTAL CREDIT

	Reckonable experience and research work before 1st April 1971		Reckonable experience and research work for each year on or after 1st April 1971
		£	£
LECTURER GRADE II	Each of 10 increments	64·90	85
SENIOR LECTURER	1st, 2nd and 3rd increments	71·50 each	85
	4th and 5th increments	77·00 each	
PRINCIPAL LECTURERS	Each of 4 increments	93·50	95
HEAD OF DEPARTMENT			
Grade I	Each of 5 increments	60·50	80
Grade II	Each of 5 increments	75·90	95
Grade III	1st and 2nd increments	88·00 each	95
	3rd and 4th increments	93·50 each	
Grade IV	Each of 4 increments	93·50	100
Grade V	1st and 2nd increments	99·00 each	100
	3rd and 4th increments	104·50 each	
Grade VI	Each of 5 increments	99·00	110
VICE-PRINCIPAL			
Group 1-3	Each of 4 increments	71·50	80
4-5	Each of 4 increments	71·50	90
6-7	1st and 2nd increments	93·50 each	90
	3rd increment	99·00	
8	1st increment	93·50	100
	2nd, 3rd and 4th increments	99·00 each	
PRINCIPAL			
Group 1-2	1st and 2nd increments	86·90 each	85
	3rd and 4th increments	88·00 each	
3-5	1st and 2nd increments	86·90 each	90
	3rd and 4th increments	88·00 each	
6-7	each of 3 increments	116·60	100
8	each of 3 increments	116·60	115

ANNEX B TO SCHEDULE III

SERVICE, EMPLOYMENT, STUDY, TRAINING AND RESEARCH RECOGNISED FOR THE PURPOSES OF INCREMENTAL CREDIT OF ASSISTANT LECTURERS AND LECTURERS GRADE I

1. Credit for the following full-time service, employment, study, training and research shall be given to an assistant lecturer for incremental purposes where provided in these Regulations as if it were teaching service to the extent specified in the table:

Provided that

(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; and

(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.

TABLE

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.
(*c*) Teaching service in schools in Great Britain.	
(*d*) Teaching service in schools in the British Commonwealth.	
(*e*) Teaching service in schools in the Republic of Ireland.	
(*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.	
(*h*) (i) War Service as it was defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939	Full Credit.
(ii) National Service under the provision of the National Service Act 1948 or any amendment of that Act.	

Type of service	*Extent of Incremental 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 experience reckoned for any other salary purpose shall not also be reckoned for incremental credit.
(*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 three years of employment up to a maximum aggregate of 12 increments for (*j*) and (*k*); provided that employment reckoned for any other salary purpose shall not also be reckoned for incremental credit.
(*l*) Such other service as in the opinion of the Ministry should be recognised.	To such extent as the Ministry may determine.

2. A lecturer grade I shall be allowed increments in respect of full-time educational service, industrial, commercial, professional or other experience or research work which in the opinion of the Ministry should be regarded as of equivalent value to service as lecturer grade I.

3.—(1) Subject to the maximum of the scale not being exceeded, an assistant lecturer or lecturer grade I who has successfully completed at least four years' approved full-time study, training or research shall be allowed increments for the purposes of determining a salary placing as follows:—

(*a*) one increment where the aggregate of such full-time study, training or research is less than five years;

(*b*) two increments where the aggregate of such full-time study, training or research is at least five years but is less than six years;

(*c*) three increments where the aggregate of such full-time study, training or research is at least six years.

(2) For the purposes of this paragraph a year of study or training shall not be counted unless the teacher has attained the age of eighteen years not later than the end of the first term of that year, the Spring, Summer and Autumn terms being deemed to end on 30th April, 31st August and 31st December respectively.

4. An assistant lecturer or lecturer grade I who is entitled to three increments under the terms of paragraph 3 above may be allowed subject to the maximum of the scale not being exceeded, a further increment in respect of each year of study, training or research in excess of six years where the Ministry so determines, subject to not more than two further increments being allowed.

5. Where an assistant lecturer or lecturer grade I who has not successfully completed at least three years' approved full-time study or training has incremental credit assessed under this schedule in respect of service and employment given before 1st April 1971:

(1) the amount of such credit shall be reduced by one year for the purposes of determining a salary placing on the appropriate scale where such credit amounts to one year or more;

(2) the amount of such credit shall be ignored for the purposes of determining a salary placing on the appropriate scale where such credit is less than one year.

6. Incremental credit allowed under the terms of paragraphs 1 to 5 above for assistant lecturers and lecturers grade I shall be calculated according to whether it is in respect of experience gained before 1st April 1971 or undertaken on and after 1st April and counted on the following basis:—

(1) Experience gained before 1st April 1971 shall be counted for increments as set out below:

1st and 2nd increments shall each be £33
3rd to 10th increments inclusive shall each be £60·50
11th to 14th increments inclusive shall each be £66
} for completed years

A shorter period than a year of incremental credit shall be reckoned in days.

Not more than 14 increments shall be paid in respect of service and experience before 1st April 1971 except in the case of a non-graduate lecturer grade I who may be paid a 15th increment of £55 and a 16th increment of £60·50.

(2) Experience undertaken on or after 1st April 1971 shall count for increments according to the incremental pattern of the appropriate scale, provided that:

(i) a year of study, training or research accepted for incremental purposes under paragraph 3 shall be regarded as experience before 1st April 1971 where such a year was entered upon before 1st April 1971 and ended after that date;

(ii) the whole of a period of employment accepted under paragraph 1(*k*) for incremental purposes shall be treated as experience before 1st April 1971 where one-half or more of the period was before that date;

(iii) a teacher's normal incremental date shall be the day following the date after his appointment or re-appointment on which he completes a year of incremental credit adjusted to the nearest first day of a month.

SCHEDULE IV REGULATION 18

The period for which a temporary teacher may receive salary under the provisions of Regulation 18 shall be determined by the length of service completed within the current period of temporary service as follows:

Duration of Service	Period of Salary
Less than 1 month	Nil
1 month but less than 2 months	7 days
2 months but less than 3 months	14 days
3 months but less than 4 months	21 days
4 months but less than 5 months	28 days
5 months but less than 6 months	35 days
6 months but less than 7 months	42 days
7 months but less than 8 months	49 days
8 months and over	56 days

EXPLANATORY NOTE

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

These Regulations introduce from 1st April 1971 revised scales of salaries and allowances for teachers in institutions of further education.