

1978 No. 153

EDUCATION

**Institutions of Further Education Salaries (Amendment) Regulations
(Northern Ireland) 1978***Made* 7th June 1978*Coming into operation* 29th June 1978

The Department(a) of Education, in pursuance of the powers vested in it by Articles 57 and 125 of the Education and Libraries (Northern Ireland) Order 1972(b) and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(c) and of all other powers enabling it in that behalf and after consultation with the Department(a) of Finance, hereby makes the following regulations:

Citation and commencement

1. These regulations may be cited as the Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1978 and shall come into operation on 29th June 1978 and except where otherwise provided shall have effect from 1st April 1978.

Amendment of regulations

2. The Institutions of Further Education Salaries Regulations (Northern Ireland) 1976(d) (hereinafter referred to as "the Principal Regulations") are hereby amended in accordance with the following provisions of these Regulations and references in these Regulations to a numbered regulation or schedule are references to the regulations or schedule so numbered in the Principal Regulations.

Salary scales

3. For any reference in the Principal Regulations to Schedule 1, there shall be substituted a reference to the Schedule set out in Annex A to these regulations as Schedule 1.

Revocations

4.—(1) The following regulations are hereby revoked:

- (1) that part of regulation 3(1)(a) which defines "compensation allowance";
- (2) regulation 7(2) (placing on scales);
- (3) regulation 15 (definition in relation to salary supplement);
- (4) regulation 16 (increase in remuneration);
- (5) regulation 16A (addition to remuneration);
- (6) regulation 23(8) (absence due to illness);
- (7) regulations 27(6)(b) and 27(6)(c) (payment of temporary teachers).

(a) Formerly Ministry: *see* 1973 c. 36 Sch. 5 para. 8(1)

(b) S.I. 1972/1263 (N.I. 12)

(c) 1962 c. 7 (N.I.)

(d) S.R. 1976 No. 141 (I, p. 606) as amended by S.R. 1977 No. 141

(2) Schedule 3 (addition to remuneration effective from 1st April 1977) is hereby revoked.

Definitions

5.—(1) In regulation 3(1)(a) there shall be inserted after the definition of “recognised”:

“reorganisation allowance” means a reorganisation allowance payable under the Teachers’ Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976(e) or the Institutions of Further Education Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976(f) or any regulations superseding those regulations;”;

(2) For regulation 3(2)(b) there shall be substituted:

“(b) “salary” shall not include any allowances under regulations 10, 11, 12 or 14 or a reorganisation allowance; and”;

(3) For regulation 22(b) there shall be substituted:

“(b) “salary” includes any allowances to which a teacher is entitled under regulations 10, 11 and 12 and any reorganisation allowance.”;

(4) For regulation 27(5)(b) there shall be substituted:

“(b) “salary” includes any allowances under regulation 14 to which the temporary teacher is entitled and any reorganisation allowance.”.

Substitutions

6.—(1) In regulation 11 (allowances for heads of departments) for “£651” and “£582” there shall be substituted “£717” and “£639” respectively;

(2) In regulation 12 (allowance for lecturer grade I) for “£234” there shall be substituted “£258”;

(3) In regulation 14 (allowances for evening work) for “£2.57” there shall be substituted “£2.90”;

(4) In regulation 28 (payment of unqualified teachers) for “£1,662” there shall be substituted “£2,250”;

(5) For regulation 29 (payment of part-time teachers) there shall be substituted:

“29. The hourly rates for part-time teaching shall be as set out in the table hereunder, but in such circumstances as the Department may approve a part-time teacher may be paid a proportion of the annual salary that would be appropriate if he were employed full-time.

(e) S.R. 1976 No. 237 (I, p. 1132)

(f) S.R. 1976 No. 236 (I, p. 1127)

<i>Standard of courses</i>	<i>Rate per hour</i>
I Courses above first degree level and research training	£ 6.53
II Courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification	6.17
III Courses of equivalent standard to those in II but not necessarily leading to a university degree or equivalent qualification	5.67
IV Courses above the Ordinary level of the General Certificate of Education or comparable level, leading directly to the Ordinary National Certificate or courses or parts of courses of a comparable standard.	4.74
V Courses other than those described above	
(i) for full-time students	
(ii) of a vocational nature for part-time students	3.89
R1 Approved instruction commencing at or after 5 p.m. related to recreational or leisure activities for part-time students	3.37
R2 Approved instruction commencing before 5 p.m. related to recreational or leisure activities for part-time students	3.20"

(6) For Part I of Schedule 2 there shall be substituted :

“

PART I

TRANSFER TO SALARY SCALES APPLICABLE FROM 1ST APRIL 1978

1. A teacher who on 1st April 1978 was in teaching service in an institution of further education (and had been immediately before that date), shall, from that date, enter the scale or salary range as appropriate in Schedule 1 corresponding to his scale or salary range in force immediately before that date, at the corresponding incremental point on the scale or position within the salary range.”

(7) For sub-paragraph (2) of paragraph 1 of Part II of Schedule 2 there shall be substituted :

“(2) A teacher, other than a vice-principal or a principal, who on or after 1st April 1978 is re-appointed for the first time in the same capacity as that in which he had been employed at any time before that date shall be placed on the appropriate scale set out in Schedule 1 from the date of re-appointment—

(a) if at any time he has been placed on the scales which apply from 1st April 1978 under these regulations and he is re-appointed in the same capacity—

at the rate of salary applicable to him at the date of leaving his previous appointment in the same capacity; or

- (b) where (a) does not apply, if at any time he has been placed on the scales which applied under the 1975 Salaries Regulations or on the scales which applied to 31st March 1978 under these regulations and he is re-appointed in the same capacity—

at the incremental point corresponding to the incremental point on which he was paid at the date of leaving his previous appointment in the same capacity; or

- (c) where neither (a) nor (b) applies, if he was employed prior to 24th May 1974 in the same capacity as that in which he is being re-appointed—

at the rate of salary determined as if regulation 8 of the 1975 Salaries Regulations were applied to him based on his incremental position on his scale at the date of leaving his previous appointment in the same capacity and he were then transferred to the corresponding incremental point on the appropriate scale in Schedule 1; or

- (d) at the rate of salary determined under the relevant paragraphs of this Part of this Schedule if this is higher than the rate determined under (a) or (b) or (c) above as appropriate, except where the re-appointment is made with no break in service.”

- (8) For paragraph 5 of Part II of Schedule 2 there shall be substituted :

“5.—(1) Subject to sub-paragraph (2), incremental credit allowed under the terms of paragraph 3 shall be calculated according to whether it is in respect of experience gained before 1st April 1971 or undertaken on or after that date and counted on the following basis :

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

1st and 2nd increments shall each be £66	} for completed years
3rd to 10th increments inclusive shall each be £120	
11th to 14th increments inclusive shall each be £129	

- (b) 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 £105 and a 16th increment of £120.

(2) With effect from 1st September 1978, incremental credit allowed under the terms of paragraph 3 to a teacher appointed on or after that date for the first time shall be calculated in respect of experience gained before 1st April 1971 on the following basis :

- (a) one increment shall be granted on the lecturer grade I scale for each completed reckonable year with a proportionate amount for part of a year but no more than 14 years prior to 1st April 1971 shall count except in respect of a non-graduate lecturer grade I in which case no more than 16 years shall count, the 15th and 16th increments being deemed to be £156 in each case;
- (b) the incremental credit determined under (a) shall, unless the calculation has resulted in an exact number of increments, be rounded up to the next exact number of increments;

- (c) the incremental credit determined under (a) and (b) shall then be reduced—
- (i) by one increment where the credit includes more than one but no more than eight increments;
 - (ii) by two increments where the credit includes more than eight but no more than thirteen increments;
 - (iii) by three increments where the credit includes more than thirteen increments.

(3) Experience undertaken on or after 1st April 1971 shall count for increments according to the incremental pattern of the scale, provided that a year of study, training or research accepted for incremental purposes under sub-paragraphs (5) and/or (6) of paragraph 3 shall be regarded as experience wholly before 1st April 1971 where such a year was entered upon before that date.”

(9) In sub-paragraph (1)(a) of paragraph 7 of Part II of Schedule 2 for the words from “Credit allowed” to “that date; or” there shall be substituted:

“The calculation of credit under this sub-paragraph shall be as follows—

- (i) subject to head (ii), the credit allowed shall be at the rate of £123 per annum and subject to a maximum value of 10 increments in respect of experience gained before 1st April 1971;
- (ii) with effect from 1st September 1978 the credit allowed to a teacher appointed on or after that date for the first time as lecturer grade II in respect of experience gained before 1st April 1971 shall be at the rate of one increment on the scale for every two reckonable years but no more than 12 reckonable years of experience prior to 1st April 1971 shall count;
- (iii) reckonable experience gained on or after 1st April 1971 shall count for increments on the scale at the rate of one increment for each reckonable year;

or”.

(10) In sub-paragraph (1)(e) of paragraph 7 of Part II of Schedule 2 for “after service other than teaching” there shall be substituted “other than after teaching”.

Transfers

7. With effect from 1st August 1977 a teacher transferring to teaching service in an institution of further education from teaching service in an Establishment for Further Education in England or Wales to which the document published by Her Majesty’s Stationery Office under the title “Scales of Salaries for Teachers in Establishments for Further Education, England and Wales 1976” or any document superseding that document applies, shall be placed at the appropriate incremental point on his salary scale in accordance with the provisions of Schedule 2 as though he had transferred from teaching service in Northern Ireland.

Sealed with the Official Seal of the Department of Education for Northern Ireland on 7th June 1978.

(L.S.)

E. J. Kirkpatrick

Assistant Secretary

ANNEX A

"SCHEDULE 1

Regulation 6

Scales of salaries and ranges of salaries

Point on scale	Lecturer grade I	Lecturer grade II	Senior lecturer	Principal lecturer
	£	£	£	£
1	3,192	4,101	6,051	7,047
2	3,330	4,353	6,306	7,305
3	3,468	4,605	6,558	7,560
4	3,606	4,851	6,810	7,818
5	3,747	5,091	7,065	
6	3,894	5,331	7,317	
7	4,038	5,571	7,572	
8	4,203	5,811	see (a), (b) and (d) below	
9	4,368	6,051		
10	4,536	6,306		
11	4,701	6,558		
12	4,860	see (a), (b) and (c) below		
13	5,019			
14	5,178			
15	5,334			

- (a) For the purposes of (c) and (d), "a significant amount" shall normally be interpreted as at least 50 per cent of the lecturer or senior lecturer's work time.
- (b) For the purposes of (c) and (d), work of Category I standard means courses above first degree level and research training; work of Category II standard means courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification, and work of Category III standard means courses of equivalent standard to those in Category II but not necessarily leading to a university degree or equivalent qualification.
- (c)(i) Subject to sub-paragraph (ii), a lecturer grade II who is responsible for a significant amount of work of Category I and/or II and/or III standard in the year immediately preceding consideration of his transfer to the senior lecturer scale and who is in receipt of a salary of £6,051 excluding any above scale payments, shall be transferred when he is entitled to his next increment, subject to his having satisfied the board as to his ability to carry out the duties of senior lecturer, to the senior lecturer scale at incremental point 2 as though the two scales were continuous. Otherwise he shall continue to progress on the lecturer grade II scale and shall only transfer to an appropriate point on the senior lecturer scale when the above requirements are subsequently satisfied.
- (ii) With effect from 1st September 1978, the amount of work of Category I and/or II and/or III standard may be calculated as an average per annum over the immediately preceding three years, and if the average is a significant amount this shall be treated as a significant amount for the purposes of sub-paragraph (i);
- (iii) The arrangements under (i) and (ii) shall not prevent a board from promoting such a lecturer grade II to senior lecturer before the lecturer grade II would otherwise become eligible to proceed to the senior lecturer scale.

- (d)(i) Subject to sub-paragraphs (ii) and (iii) a senior lecturer shall only receive a scale salary greater than £7,065 where he is responsible for a significant amount of work of Category I and/or II standard during the year in which he is paid on the senior lecturer scale at that rate, (or if he fails to qualify in that year, in a subsequent year), except that a senior lecturer in post on 1st March 1975 who by virtue of the provisions of the 1974 Salaries Regulations, had been or who would become eligible to be paid on the extended scale for senior lecturers shall proceed beyond £7,065 per annum provided that he remains in the same or an equivalent post;
- (ii) With effect from 1st September 1978 a senior lecturer who cannot satisfy the conditions laid down in sub-paragraph (i) for advancement beyond a scale salary of £7,065 may, if he is responsible for a significant amount of Category I and/or II and/or III work during the year in which he is paid on the scale at that rate, (or if he fails to qualify in that year, in a subsequent year), be allowed to proceed by one further increment in the scale to a salary of £7,317 per annum;
- (iii) With effect from 1st September 1978, the amount of work of Category I and/or II standard for the purposes of sub-paragraph (i), and of Category I and/or II and/or III standard for the purposes of sub-paragraph (ii), may be calculated as an average per annum over the immediately preceding three years, and if the average is a significant amount this shall be treated as a significant amount for the purposes of sub-paragraph (i) or (ii) as the case may be.

HEAD OF DEPARTMENT

Point on Scale	Grade					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
1	5,904	6,732	7,368	7,941	8,643	9,345
2	6,111	6,948	7,584	8,181	8,883	9,585
3	6,318	7,167	7,800	8,421	9,123	9,825
4	6,525	7,383	8,019	8,661	9,363	10,065
5	6,732	7,599	8,235	8,901	9,603	10,305

VICE-PRINCIPAL AND PRINCIPAL

Vice-principals and principals shall be paid on a fixed salary to be determined from the following ranges of salaries:

Group	Ranges of salaries for vice-principals	Ranges of salaries for principals
	£	£
1	6,564—7,098	7,707—8,343
2	7,197—7,728	8,460—9,096
3	7,881—8,412	9,276—9,921
4	8,571—9,102	10,113—10,749
5	9,240—9,774	10,905—11,463
6	9,849—10,383	11,547—12,105
7	10,404—10,932	12,126—12,684
8	10,980—11,448	12,744—13,302 "

EXPLANATORY NOTE

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

These regulations relate to teachers employed in recognised Institutions of Further Education and amend the Institutions of Further Education Salaries Regulations (Northern Ireland) 1976.

The regulations introduce from 1st April 1978 revised scales of salaries (Annex A, Schedule 1) for full-time teachers and provide increased rates of payment for part-time teachers (regulation 6(5)).

Regulations 6(1), 6(2) and 6(3) provide for increased rates of allowance for certain teachers.

The rate of salary for unqualified teachers has been increased (regulation 6(4)).

Regulations 6(6) to 6(10) and regulation 7 amend the arrangements for placing of certain teachers on the salary scales.

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