

1985 No. 304

EDUCATION

**Further Education Teachers' Salaries Regulations
(Northern Ireland) 1985***Made* 8th November 1985*Coming into operation* 29th November 1985

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The Department of Education, in exercise of the powers conferred on it by Articles 57(1) and (4), 58(2) and 125(1) of the Education and Libraries (Northern Ireland) Order 1972(a), and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(b) and of every other power enabling it in that behalf hereby makes the following regulations:

PRELIMINARY

Citation and commencement

1. These regulations may be cited as the Further Education Teachers' Salaries Regulations (Northern Ireland) 1985 and shall come into operation on 29th November 1985 and except where otherwise provided shall have effect on and from 1st April 1985.

Revocation

2. The regulations set out in Schedule 4 are hereby revoked.

The Teachers' Compulsory Absence and Special Sick Leave Regulations (Northern Ireland) 1973

3. The Teachers' Compulsory Absence and Special Sick Leave Regulations (Northern Ireland) 1973(c) shall cease to have effect on and from 29th November 1985 in so far as they relate to teachers employed in institutions of further education.

Interpretation

4.—(1) In these regulations

“incremental point” means the rate of salary related to any of the points on the scales in Schedule 1;

“the Order” means the Education and Libraries (Northern Ireland) Order 1972;

“qualified teacher” means a teacher who has been granted recognition under the Further Education General Regulations (Northern Ireland) 1973(d);

“reorganisation allowance” means a reorganisation allowance payable under the Teachers' Salaries (Reorganisation Allowances) Regulations (Northern

(a) S.I. 1972/1263 (N.I. 12); a new Article 57 was substituted by Article 9 of S.I. 1980/1958 (N.I. 16)

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

(c) S.R. & O. (N.I.) 1973 No. 371

(d) S.R. & O. (N.I.) 1973 No. 429 as amended by S.R. 1974 No. 108

- Ireland) 1976(a) or the Institutions of Further Education Salaries (Reorganisation Allowances) Regulations (Northern Ireland) 1976(b);
- “salary” shall not include any allowance under regulation 10, 11 or 12, or any payment under regulation 25(3) or a reorganisation allowance;
- “senior post” means a post of a lecturer grade II, senior lecturer, principal lecturer, head of department or vice-principal;
- “teacher” means a full-time qualified teacher;
- “temporary teacher” means a full-time teacher in respect of whose employment an agreement is not required under Article 58 of the Order;
- “unqualified teacher” means a teacher who is not a qualified teacher;
- “working day” means a day on which an institution of further education is in operation or such other day as the Department may determine to be a working day for the purposes of these regulations;
- “1974 Salaries Regulations” means the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1974(c);
- “1975 Salaries Regulations” means the Institutions of Further Education Salaries Regulations (Northern Ireland) 1975(d);

(2) In these regulations, the rates indicated for salaries, allowances and increments are rates per annum.

(3) Expressions, other than those in paragraph (1), which have meanings assigned to them by the Further Education General Regulations (Northern Ireland) 1973 shall have the same respective meanings for the purposes of these regulations.

Application

5. These regulations shall apply to teachers employed in institutions of further education.

PLACING OF TEACHERS ON THE SALARY SCALES

Salary scales and salary ranges

6. The ranges of salary relating to principals and vice-principals and the scales of salary for lecturers and heads of department shall be those set out in Schedule 1.

Placing on scales

7. A teacher shall be placed on the appropriate salary scale in accordance with Schedule 2.

Group of institution and grading of department

8. The group of any institution of further education for the purpose of placing the principal and vice-principal within the appropriate salary range in Schedule 1 and the grade of any department of an institution of further education for the purpose of placing a head of department on the appropriate salary scale in Schedule 1 shall be determined by the Department.

Additional qualifications or approved courses

9.—(1) A lecturer grade I who for the first time obtains a qualification or successfully completes a course of training for which an addition would be awarded under sub-paragraph (1), (2) or (3) of paragraph 4 of Part II of Schedule 2 were the teacher being placed under those provisions shall, subject to paragraph (2) be paid the

(a) S.R. 1976 No. 237

(b) S.R. 1976 No. 236

(c) S.R. 1974 No. 134 as amended by S.R. 1974 No. 139; S.R. 1974 No. 220 and S.R. 1974 No. 294

(d) S.R. 1975 No. 72 as amended by S.R. 1975 No. 236

same addition, as appropriate, to his salary from the date of obtaining the qualifications or successful completion of the course subject to the maximum of the lecturer grade I scale not being exceeded.

(2) The number of increments which a lecturer grade I may receive under sub-paragraphs (1) and (2) of paragraph 4 of Part II of Schedule 2 and as an addition payable under this regulation for qualifications covered by sub-paragraphs (1) and (2) shall not exceed a total of four increments.

ALLOWANCES

Acting principal, vice-principal, head of department

10. Where a post of principal, vice-principal or head of department is vacant or the holder of such a post is absent for a prolonged period and where the Department has approved the appointment of a teacher to the appropriate post in an acting capacity, the teacher may be paid an allowance of such amount as is necessary to ensure that during the period for which the teacher is to be paid the allowance, he receives the same rate of salary as he would receive if he had been appointed to the particular post.

Head of department

11.—(1) Where a head of department is appointed to discharge the duties and responsibilities of a vice-principal, he shall receive, in addition to his salary, an allowance not exceeding £1,389.

(2) Where, in an institution of further education in group 5 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 may receive, in addition to his salary an allowance not exceeding £1,236.

Lecturer grade I

12. Subject to the provisions of paragraph 2 of Part III of Schedule 2 an allowance payable under regulation 14(1) of the 1974 Salaries Regulations to a lecturer grade I which is still in payment at 31st March 1985 may be continued so long as the lecturer remains in post and carries out the responsibilities which justified the allowance, and such allowance shall be increased to £489.

INCREMENTS

Award of increments

13.—(1) After a teacher's rate of salary has been determined increments on the scale shall, subject to the Department's approval and this regulation, be granted.

(2) The normal incremental date of a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 18(1)) shall fall on the first day of a month.

(3) A teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 18(1)) on any of the salary scales set out in Schedule 1 who has no previous service or experience at the date of his appointment shall, subject to satisfactory continuous full-time service, qualify in the following year for the award of his first increment on the first of the month corresponding to that in which he was appointed, provided that at that date his service amounts to at least 11 months and 15 days, but if at that date his service amounts to 11 months and a lesser number of days than 15, the increment will normally become due on the first day of the following month.

(4) Where a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 18(1)) is placed or replaced on any of the salary scales set

out in Schedule 1 and for this purpose his past service and experience is assessed under Schedule 2 the date on which the next complete year of service would be attained shall be calculated and if the following day falls on any of the first fifteen days of a month, his increment shall be awarded from the first day of that month but otherwise from the first day of the following month subject to satisfactory continuous full-time service in the meantime.

(5) Where the aggregate of any periods of absence without pay of a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 18(1)) from his teaching post in a period of twelve months terminating on his normal incremental date—

- (a) amounts to fifteen days or less it shall be counted as teaching service for the purpose of the award of increments; or
- (b) amounts to more than fifteen days but less than thirty days the teacher's incremental date shall be retarded by one month; or
- (c) amounts to thirty days or more the teacher's incremental date shall be retarded by one month for each complete period of thirty days and by a further month where the residue of the period amounts to more than fifteen days but less than thirty days.

(6) A temporary teacher paid on a daily basis in accordance with regulation 18(1) shall be awarded an increment with effect from the first working day following completion of 190 working days satisfactory service.

(7) An increment may at any time be withheld if a teacher's service is considered by the Department to be unsatisfactory.

(8) 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 is considered by the Department to have reached a satisfactory standard he may be allowed two increments (instead of one increment) on the appropriate scale.

PROTECTIONS AND SPECIAL PROVISIONS

Protections

14. Where as a result of a determination under regulation 8 an institution of further education is placed in a group lower than that previously applicable the principal and vice-principal of the institution in service immediately before the institution was placed in a lower group and continuing in post shall receive—

- (a) an annual salary determined by the Department from the appropriate range of salaries in the group immediately above the lower group for as long as the institution remains in the lower group and, where required,
- (b) a personal allowance of such amount as may be necessary to ensure that the principal and vice-principal each receive the same rate of salary as was applicable before the determination.

15.—(1) Where as a result of a determination under regulation 8 a department is placed in a grade lower than that previously applicable a head of department who was in post at that time and continuing in the same post shall receive—

- (a) salary on a scale applicable to the grade immediately above the lower grade for so long as the department remains in that lower grade; and, where required,
- (b) a personal allowance of such amount as may be necessary to ensure that he receives the same rate of salary as was applicable to him before the determination.

(2) 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.

Discretionary provision for principal and vice-principal

16. Where in the special circumstances of a particular case the salary of a principal or vice-principal is considered to be inadequate the Department may determine that salary shall be at such higher rate as it considers appropriate.

Salaries in certain plural posts

17. The salary of the principal and vice-principal of an institution of further education whose services are shared with a secondary school shall be determined by the Department.

TEMPORARY TEACHERS

Payment of temporary teachers

18.—(1) A temporary teacher shall, except as provided in paragraph (2), be paid for each working day at the rate of $\frac{1}{190}$ th of the salary which he would receive if 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 approved absence of a teacher shall be paid salary as though he were employed in a permanent capacity.

(3) In the case of a temporary teacher who, in respect of any period of service, is paid on a daily basis in accordance with paragraph (1) each working day shall for the purposes of increment be reckoned as $\frac{1}{190}$ th of a year of service but in any twelve consecutive months any such period of service together with any other periods of teaching service which such teacher may perform during that time shall not be reckoned as more than one year of service.

(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 reorganisation allowance.

UNQUALIFIED TEACHERS

Payment of unqualified teachers

19.—(1) Subject to paragraph (2) the minimum rate of salary for a full-time unqualified teacher shall be £4,335 and such a teacher shall be paid for each working day at the rate of $\frac{1}{190}$ th of the annual salary.

(2) 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.

PART-TIME TEACHERS

Payment of part-time teachers

20.—(1) 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.

(2) The hourly rates for part-time teaching shall be as set out in the table hereunder.

<i>Standard of Courses</i>		<i>Rate per hour</i>
I	Courses above first degree level and research training.	£13·35
II/III	Courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification and courses of equivalent standard but not necessarily leading to a university degree or equivalent qualification.	£13·35
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.	£11·68
V	Courses other than those described above.	£ 8·35

ABSENCES OF TEACHERS

Interpretation

21. In regulations 21 and 22—

- (a) “teacher” means a full-time teacher other than a temporary teacher who is paid on a daily basis in accordance with regulation 18(1);
- (b) “salary” includes any allowance to which a teacher is entitled under regulations 10, 11 and 12 and any reorganisation allowance;
- (c) “self-certificate” means a statement made by a teacher in writing that he has been unfit for work because of illness and giving the duration and nature of the illness.

Absence due to illness

22.—(1) A teacher shall, subject to the provisions of these regulations, be entitled, while absent because of illness, to receive salary in any period of one year, which shall be deemed to begin on 1st April and end on 31st March of the following year, in accordance with the following scale:

- (a) during the first year of full-time service, salary at the full rate for 25 working days and, after completing four calendar months’ full-time service, salary at one-half of the full rate for 50 working days;
- (b) during the second year of full-time service, salary at the full rate for 50 working days and at one-half of the full rate for 50 working days;
- (c) during the third year of full-time service, salary at the full rate for 75 working days and at one-half of the full rate for 75 working days;
- (d) during the fourth and successive years of full-time service, salary at the full rate for 100 working days and at one-half of the full rate for 100 working days.

(2) A teacher who is appointed from a date other than 1st April shall be deemed for the purposes of paragraph (1) to have been appointed from the preceding 1st April but shall have completed four calendar months’ actual full-time service before being entitled while absent owing to illness to any salary at one-half of the full-time rate.

(3) The period from 1st April until the return to duty of a teacher absent owing to illness on 31st March in any year and who continues to be absent for this reason after that date shall be considered to be part of the preceding year for the purpose of determining entitlement to sick leave with pay, and if such a teacher after returning to duty should subsequently be absent owing to illness before 1st April following, his entitlement to sick leave with pay shall be determined under paragraph (1) but reckoned as from the date of returning to duty after his previous illness.

(4) Subject to the provisions of paragraph (5) a teacher who was ill immediately preceding a period of vacation and who continues to be ill shall be paid at the rate applicable to him under paragraph (1) on the last working day before the period of vacation commenced, and the vacation period shall not be counted against his entitlement under paragraph (1), or where he had ceased to be entitled to salary at the full or half rate he shall not be entitled to salary.

(5) A teacher who has been ill immediately preceding a vacation period and has ceased to be entitled to salary at the full rate or half rate and who recovers from illness during the vacation period shall be regarded as having returned to duty on the day he is certified medically fit to do so by means of a medical certificate obtained for that purpose and salary at the full rate shall be paid to him from that date provided he actually resumes duty on the first day after the said vacation period.

(6) (a) Subject to sub-paragraph (b) a teacher who is absent because of illness shall not be entitled to salary for more than 3 successive calendar days unless he furnishes to the Department—

(i) a self-certificate for absences of less than 8 successive calendar days; or

(ii) a medical certificate, giving the nature of the illness and certifying the teacher's incapacity for work, for absences of 8 or more calendar days.

(b) A teacher who has been absent because of illness for a total of 20 working days in any year ending 31st March and who has not furnished a medical certificate in respect of any of those 20 days shall not be entitled to salary for any subsequent days of absence through illness unless he furnishes a medical certificate.

(7) Where a teacher is absent owing to illness and the absence includes any period of days which are not working days other than vacation periods to which paragraphs (4) and (5) apply, he shall be entitled to payment for each such period at the full rate of salary or at one-half of the full rate as the case may be on the same basis as the rate related to the last working day immediately preceding each such period, or where the teacher has ceased to be entitled to salary at the full or half rate, he shall not be entitled to salary.

(8) Where a teacher's absence is certified by a registered medical practitioner to be due to pulmonary tuberculosis he shall be entitled to receive salary at the full rate in respect of the first twelve months of the absence and salary at one half of the full rate for a further period of absence not exceeding six months.

(9) Paragraph 8 shall have effect on and from 29th November 1985.

Absences for other causes

23. A teacher may be granted leave of absence with or without salary by a board—

(a) for a period of absence not exceeding three working days in accordance with arrangements approved by the Department;

(b) with the approval of the Department, for a period of absence exceeding three working days.

Credit for periods of absence

24.—(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.

(2) Subject to paragraph (3), a period of absence in respect of which salary is not paid shall not be regarded as teaching service unless the Department shall determine otherwise.

(3) A period of absence because of pregnancy or confinement in respect of which salary is not paid shall be regarded as teaching service if throughout the period the teacher enjoyed a right to return to work under—

- (a) Articles 28 to 30A of and Schedule 2 to the Industrial Relations (No. 2) (Northern Ireland) Order 1976(a); or
- (b) regulation 6 of the Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1980(b).

MISCELLANEOUS

Payment for additional teaching duties

25.—(1) This regulation and the provisions of Schedule 3 shall apply only to teachers who are lecturers grade I, lecturers grade II, senior lecturers or principal lecturers.

(2) For the purposes of this regulation and of Schedule 3 weekly teaching hours and duties and class contact hours shall be related to the week commencing on Monday and ending on Sunday both days inclusive.

(3) Payments shall be made to teachers for any additional weekly teaching duties undertaken by them and shall be calculated in accordance with the hourly rates for part-time teachers as set out in regulation 20(2) and the assessment of the period of such additional teaching duties and the calculation of the amount of payment in respect thereof shall be made in accordance with the provisions of Schedule 3.

Safeguarding of salaries

26. A full-time teacher in recognised teaching service on 31st March 1985 who continues in the same post shall not receive by reason of the operation of these regulations a lesser rate of salary than he received under the regulations in force on that date.

Sealed with the Official Seal of the Department of Education on 8th November 1985.

(L.S.)

R. T. Holmes

Assistant Secretary

SCHEDULE 1

Regulations 4, 6, 8 and 13

Scales of salaries and ranges of salaries applicable from 1st April 1985

Lecturers

1. The scales of salaries for lecturers shall be as follows:

Point on scale	Lecturer grade I	Lecturer grade II	Senior lecturer	Principal lecturer
	£	£	£	£
1	6,207	7,926	11,733	13,749
2	6,462	8,412	12,216	14,247
3	6,726	8,886	12,705	14,745
4	6,990	9,357	13,239	15,309
5	7,251	9,816	13,785	15,801
6	7,536	10,260	14,280	16,302
7	7,806	10,764	14,763	16,800
8	8,121	11,220	See	17,289
9	8,439	11,733	paragraphs	See
10	8,751	12,216	2 and 4	paragraphs
11	9,066	12,705	below	2 and 5
12	9,372	See		below
13	9,675	paragraphs		
14	9,972	2 and 3		
15	10,266	below		
16	11,037			

Standards of work

2. For the purposes of paragraphs 3, 4 and 5—

- (a) work of Category I standard means courses above first degree level and research training;
- (b) work of Category II/III standard means courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification or courses with entry standards equivalent to one or two General Certificate of Education "A" levels and which lead directly to qualifications which satisfy the academic criteria accepted for graduate status for salary purposes or study of an equivalent standard not necessarily leading to the qualifications mentioned; and
- (c) "a significant amount" shall normally be interpreted as at least 50% of the lecturer's work time during the year in question, and shall be calculated as an average per annum over the immediately preceding three years, if this is more favourable to the lecturer.

Lecturer grade II

3.—(1) A lecturer grade II who is responsible for a significant amount of work of Category I or II/III standard, or a combination of those standards during the year in which he is on point 9 of the lecturer grade II scale shall be transferred when he becomes 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 the appropriate point on the senior lecturer scale when the above requirements are subsequently satisfied.

(2) The arrangements under sub-paragraph (1) shall not prevent the promotion of such a lecturer grade II to senior lecturer before the lecturer grade II would otherwise become eligible to proceed to the senior lecturer scale.

Senior lecturer

4. A senior lecturer shall only receive a salary greater than that related to point 5 of the senior lecturer scale where he is responsible for a significant amount of work of Category I or

II/III standard, or a combination of those standards during the year in which he is paid on the senior lecturer scale at point 5, or if he fails to qualify in that year, in a subsequent year.

Principal lecturer

5. A principal lecturer shall only receive a salary greater than that related to point 4 of the principal lecturer scale where he is responsible for a significant amount of work of Category I or II/III standard or a combination of those standards during the year in which he is paid on the principal lecturer scale at point 4, or if he fails to qualify in that year, in a subsequent year.

Heads of Department: scales

6. The scales of salaries for heads of departments shall be as follows:

Point on Scale	Grade of Department					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
1	11,448	13,149	14,376	15,540	16,902	18,267
2	11,844	13,563	14,799	15,999	17,361	18,735
3	12,240	13,986	15,204	16,476	17,838	19,200
4	12,639	14,400	15,633	16,938	18,297	19,659
5	13,035	14,820	16,047	17,406	18,771	20,130

Vice-principals and principals:

7. 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	12,822–13,851	15,030–16,257
2	14,043–15,069	16,554–17,784
3	15,363–16,395	18,129–19,386
4	16,764–17,790	19,923–21,162
5	18,060–19,098	21,471–22,563
6	19,248–20,277	22,914–24,012
7	20,490–21,528	24,057–25,155
8	21,618–22,533	25,275–26,373

SCHEDULE 2

Regulations 7 and 9

Placing of teachers on the Salary Scales

PART I

TRANSFER TO SALARY SCALES APPLICABLE FROM 1st APRIL 1985

1. A teacher who on 1st April 1985 was, and had immediately before that date been, in teaching service in an institution of further education shall, from that date, enter the scale or salary range as appropriate in Schedule I 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.

PART II

SALARY PLACING OF TEACHERS TO WHOM PART I DOES NOT APPLY OR HAS CEASED TO APPLY

1.—(1) Subject to sub-paragraph (2) a teacher appointed or reappointed with effect from 1st April 1985 or from a subsequent date shall be placed on the appropriate salary scale, or in the case of a vice-principal or principal on a fixed salary in the appropriate salary range, in Schedule 1 in accordance with the relevant provisions of this Part.

(2) A teacher, other than a vice-principal or a principal, who on or after 1st April 1985 is reappointed 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 reappointment—

(a) if at any time he has been placed on the scales which apply from 1st April 1985 under these regulations and he is reappointed 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 had been placed on the scales which applied on or after 24th May 1974 and he is reappointed 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 reappointed—
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 paragraphs 4 to 11 of this Part if this is higher than the rate determined under (a) or (b) or (c) as appropriate, except where the reappointment is made with no break in service.

2. A teacher other than a vice-principal or a principal appointed or reappointed on or after 1st April 1985 shall have his rate of salary determined as provided under these regulations, and where such a rate is not an exact incremental point, it shall be rounded up to the next incremental point above the rate of salary and he shall be placed on his scale at this incremental point.

3. A teacher transferring to teaching service in an institution of further education from teaching service in England or Wales shall be placed at the appropriate incremental point on his salary scale in accordance with this Schedule as though he had transferred from teaching service in Northern Ireland.

Lecturers grade I

4. Subject to paragraph 7 a lecturer grade I appointed in that capacity shall enter the scale at the minimum to which shall be added subject to the maximum of the scale not being exceeded—

(1) three increments in the case of a lecturer grade I other than one to whom sub-paragraph (2) applies who holds an approved university degree or other qualification considered by the Department to be equivalent thereto;

(2) four increments in the case of a lecturer grade I who holds an approved university degree with first or second class honours, or other qualification considered by the Department to be equivalent thereto;

(3) (a) one increment in the case of a 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 Department for the purposes of this sub-paragraph;

(b) one increment in the case of a lecturer grade I who is entitled to an addition as prescribed in sub-paragraph (1) or (2) and

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

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

the course, not being a course leading to the Bachelor of Education or other approved university degree the course for which contains approved teacher training to an extent acceptable to the Department, does not form part of the teachers qualifications entitling him to receive an addition under sub-paragraph (1) or (2);

(c) a lecturer grade I shall not receive more than one increment under the provisions of sub-paragraph (3);

(4) incremental credit at the values set out in paragraph 6 in respect of previous service as a lecturer grade I in an institution of further education and for full-time educational service, industrial, commercial, professional or other experience or research work which the Department considers to be relevant to service as lecturer grade I. (Any service, experience or work undertaken before the age of 18 years shall not be counted, and full-time teaching service shall be taken to include one half of the 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);

(5) (a) incremental credit at the values set out in paragraph 6 for a teacher who after the age of 18 years has successfully completed not less than 4 years approved full-time study, training or research as follows:

(i) one increment where the aggregate of such full-time study, training or research is less than 5 years;

(ii) two increments where the aggregate of such full-time study, training or research is at least 5 years but is less than 6 years;

(iii) three increments where the aggregate of such full-time study, training or research is at least 6 years;

(b) for the purposes of this sub-paragraph a year of study or training shall not be counted unless the teacher has attained the age of 18 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;

(6) such incremental credit at the values set out in paragraph 6 as may be allowed by the Department to a teacher who is already entitled to 3 increments under the terms of sub-paragraph (5) at the rate of a further increment for each year of study, training or research in excess of 6 years subject to not more than 2 further increments being awarded;

(7) incremental credit at the values set out in paragraph 6 for war service as defined by the Teachers' Salaries and Superannuation (War Service) Act (Northern Ireland) 1939(a);

(8) incremental credit at the values set out in paragraph 6 for national service under the provisions of the National Service Act 1948(b) or any amendment of that Act;

(9) incremental credit at the values set out in paragraph 6 in respect of such other service as the Department considers acceptable for incremental purposes on the lecturer grade I scale.

5. Where a teacher has not successfully completed at least three years approved full-time study or training and has incremental credit assessed under paragraph 4 in respect of service or employment given before 1st April 1971—

(a) 1939 c. 33 (N.I.)

(b) 1948 c. 64

- (a) the amount of such credit shall be reduced by one year for the purposes of determining a salary placing where such credit amounts to one year or more;
- (b) the amount of such credit shall be ignored for the purposes of determining a salary placing where such credit is less than one year.

6.—(1) Incremental credit allowed under the terms of paragraph 4 to a teacher appointed or reappointed as lecturer grade I 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;
- (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.

(2) Experience undertaken on or after 1st April 1971 shall count for increments according to the incremental pattern of the scale.

7. A lecturer grade I appointed in that capacity after teaching service in a recognised school or institution of further education or college of education or the University of Ulster shall be placed on the salary scale in accordance with paragraph 4, or at the salary in the former post plus (except where the salary scale in the former post had the same or a higher maximum than that for lecturer grade I) and addition equal to 1.5 increments on the lecturer grade I scale subject to the maximum of the lecturer grade I scale not being exceeded.

Lecturers grade II

8.—(1) Subject to sub-paragraph (2) a lecturer grade II appointed in that capacity shall enter the appropriate scale at—

- (a) the minimum, to which shall be added, subject to the maximum of the scale not being exceeded, incremental credit in respect of the time spent as a lecturer grade II in an institution of further education and in respect of previous educational service, industrial, commercial or professional experience or research work which the Department considers to be equivalent to service as a lecturer grade II (credit allowed under this sub-paragraph shall be at the rate of one increment on the scale for each reckonable year except in respect of service or experience prior to 1st April 1971 where one increment on the scale for every two reckonable years shall be allowed provided that no more than 12 reckonable years prior to 1st April 1971 shall count); or
- (b) such point on the scale as the Department may determine where the lecturer grade II was appointed direct from industry, commerce or professional work other than teaching; or
- (c) where the lecturer grade II was appointed after teaching service in a recognised school or institution of further education or college of education or the University of Ulster, the salary (including any allowance payable under regulation 12) payable in the former post, plus (except where the salary scale in the former post had the same or a higher maximum than that for lecturer grade II) an addition of a sum equal to 1.5 increments on the lecturer grade II scale, subject to the maximum of the scale not being exceeded, whichever is the highest, or
- (d) such point on the scale as the Department considers appropriate having regard to the provisions of sub-paragraph (c) where the lecturer grade II was appointed other than after teaching service in a recognised school or institution of further education or college of education or the University of Ulster, and the salary calculated under sub-paragraph (a) is considered inadequate.

(2) A lecturer grade II shall not enter that scale at less than he would be entitled to receive as a lecturer grade I.

Senior lecturers

9. A senior lecturer appointed in that capacity shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

- (a) at the minimum, to which shall be added, incremental credit on the basis of one year for each year's experience in respect of time spent as a senior lecturer in an institution of further education and in respect of any previous educational service, commercial or professional experience or research work which the Department considers to be equivalent to service as a senior lecturer; or
- (b) where the senior lecturer (other than one to whom sub-paragraph (c) applies) was appointed after teaching service in a recognised school or institution of further education or college of education or the University of Ulster, at the salary applicable in the former post, plus (except where the salary scale in the former post had the same or a higher maximum than the senior lecturer scale) an addition of a sum equal to 1.5 increments on the senior lecturer scale;

whichever is the higher, or

- (c) at such point on the scale as the Department considers appropriate having regard to sub-paragraph (b) where the senior lecturer was appointed after educational service other than after teaching service in a recognised school or institution of further education or college of education or the University of Ulster and the salary calculated under sub-paragraph (a) is considered inadequate.

Principal lecturers

10. A principal lecturer appointed in that capacity shall enter the appropriate scale subject to the maximum of the scale not being exceeded—

- (a) at the minimum, to which shall be added incremental credit on the basis of one year for each year's experience in respect of time spent as a principal lecturer in an institution of further education and in respect of any previous educational service, commercial or professional experience or research work which the Department considers to be equivalent to service as a principal lecturer; or
- (b) where the principal lecturer (other than one to whom sub-paragraph (c) applies) was appointed after teaching service in a recognised school or institution of further education or college of education or the University of Ulster, at the salary applicable in the former post, plus (except where the salary scale in the former post had the same or a higher maximum than the principal lecturer scale) an addition of a sum equal to 1.5 increments;

whichever is the higher, or

- (c) at such point on the scale as the Department considers appropriate having regard to sub-paragraph (b) where the principal lecturer was appointed after educational service other than teaching service in a recognised school or institution of further education or college of education or the University of Ulster and the salary calculated under sub-paragraph (a) is considered inadequate.

Heads of department

11.—(a) Subject to sub-paragraphs (b) and (c) a head of department who is either appointed in that capacity for the first time or is reappointed to a different grade of department shall enter the appropriate scale at the minimum to which shall be added, where applicable, incremental credit on the basis of one year for each year's experience up to and including the maximum of that scale—

- (i) for time spent as head of department in the same or higher grade in an institution of further education, and
- (ii) in respect of any previous educational service, industrial, commercial or professional experience or research work which the Department considers to be equivalent to service as a head of department in the same grade.

(b) Where the head of department was appointed after teaching service in a recognised school or institution of further education or college of education or the University of Ulster, he shall enter the appropriate scale, subject to the maximum not being exceeded, at the salary payable in the former post, plus (except where the salary scale in the former post had the same or a higher maximum than the scale now appropriate) an addition equivalent to the sum of the first 1.5 increments on the appropriate head of department scale where this results in a higher salary than that applicable under sub-paragraph (a).

(c) Where the head of department was appointed after educational service other than teaching service in a recognised school or institution of further education or college of education or the University of Ulster and the salary calculated under sub-paragraph (a) is considered inadequate the head of department may enter the scale applicable at such point as the Department considers appropriate having regard to sub-paragraph (b) subject to the maximum of the scale not being exceeded.

(d) A head of department who, while serving in that capacity, becomes eligible to receive salary on a scale in a higher grade shall enter that scale at a rate determined in accordance with sub-paragraph (a) or (b).

Vice-principals

12.—(a) A vice-principal appointed for the first time on or after 1st April 1985 or reappointed in that capacity on or after that date shall be paid the minimum or such higher salary, subject to the maximum not being exceeded, which the Department may determine within the range of salaries for the relevant group set out in Schedule I.

(b) A vice-principal in an institution of further education which is moved to a higher group shall be paid a salary in accordance with sub-paragraph (a).

Principals

13.—(a) A principal appointed for the first time on or after 1st April 1985 or reappointed in that capacity on or after that date shall be paid the minimum or such higher salary, subject to the maximum not being exceeded, which the Department may determine within the range of salaries for the relevant group set out in Schedule I.

(b) A principal in an institution of further education which is moved to a higher group shall be paid a salary in accordance with sub-paragraph (a).

PART III

LECTURERS GRADE I ON MAXIMUM OF SCALE AT 31st AUGUST 1985

1. A lecturer grade I who at 31st August 1985 is on the maximum of the lecturer grade I scale shall with effect from 1st September 1985 be placed on point 8 of the lecturer grade II scale provided that at 31st August 1985 he has satisfactorily completed at least 11 months and 15 days service on the maximum of the grade I scale; and where at 31 August 1985 service on the maximum of the grade I scale amounting to 11 months and a lesser number of days than 15 has been satisfactorily completed the lecturer shall be placed on point 8 of the lecturer grade II scale with effect from 1st October 1985 and where at 31st August 1985 the service on the maximum of the grade I scale amounts to 11 months or less the date on which the next complete year of service would be attained shall be calculated and if the following day falls on any of the first 15 days of the month the transfer to point 8 of the lecturer grade II scale shall take place on the first day of that month but otherwise from the first day of the following month subject to satisfactory continuous full-time service in the meantime and thereafter by annual increments to the maximum of the scale.

2.—(1) A lecturer grade I in receipt of a responsibility allowance under regulation 12 who is on the maximum of the scale prior to 1st September 1985 will progress with effect from 1st September 1985 to point 9 of the lecturer grade II scale and thereafter by annual increments to the maximum of the lecturer grade II scale.

(2) From 1st September 1985 the responsibility allowance under regulation 12 will cease to be payable to any lecturer grade I who transfers to the lecturer grade II scale.

Calculation of payment to teachers for additional teaching duties

1. For the purposes of calculating the additional teaching hours for which payment shall be made the weekly class contact hours for each grade of teacher shall be:

for lecturer grade I	22 hours
for lecturer grade II	20 hours
for senior lecturer	18 hours
for principal lecturer	16 hours

2. The total teaching hours in any week shall be determined by aggregating the weekly hours of actual teaching in the teacher's normal timetable and any additional teaching hours carried out in that week, and shall be classified by standard, the standards used being those set out as the standard of courses in the table in regulation 20(2).

3. The additional teaching hours each week in respect of which a teacher shall be paid shall be the excess of the aggregate of the hours of his weekly timetable (including any remissions therefrom in respect of professional duties) and any additional teaching hours carried out in that week over the weekly class contact hours related to his grade as set out in paragraph 1, subject however to the provision that where a teacher carries out additional teaching duties for a period of seven weeks or less the additional teaching hours for which payment shall be made for any week shall not be less than the hours of such additional teaching given during the week in teaching sessions ending at or after 1800 hours.

4. Where a classification under paragraph 2 has resulted:

- (a) in work of one standard only, the payment for the additional teaching hours qualifying under paragraph 3 shall be made at the hourly rate set out in the table in regulation 20(2) related to that standard of course;
- (b) in work of two standards, and 40% or more of the total teaching hours as determined under paragraph 2 is classified in the higher standard, then the payment for the additional teaching hours qualifying under paragraph 3 shall be made at the hourly rate set out in the table in regulation 20(2) related to the higher standard of course; otherwise payment shall be made at the rate related to the lower standard;
- (c) in work of more than two standards and the aggregate of the hours relating to all such standards excluding the lowest is 40% or more of the total teaching hours as determined under paragraph 2, the payment for the additional teaching hours qualifying under paragraph 3 shall, subject to sub-paragraph (d), be made at the hourly rate set out in the table in regulation 20(2) related to the standard next above the lowest of the said classification; otherwise payment shall be made at the rate related to the lowest standard of the classification unless payment at a higher rate may be made under the provisions of sub-paragraph (d);
- (d) in work of more than two standards and 40% or more of the total teaching hours as determined under paragraph 2 is related to any one classification above the lowest, the payment for the additional teaching hours qualifying under paragraph 3 shall be made at the hourly rate set out in regulation 20(2) related to that classification.

5. Notwithstanding the other provisions of this Schedule and of regulation 25, a teacher shall not be entitled to payment for additional hours for teaching sessions ending before 1800 hours where these are due to his substituting for a member of staff who is absent for a single period or to an emergency, the period of absence or of the emergency being for three consecutive working days or less.

Regulations revoked

<i>Regulations</i>	<i>References</i>
Institutions of Further Education Salaries Regulations (Northern Ireland) 1981	S.R. 1981 No. 138
Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1982	S.R. 1982 No. 13
Institutions of Further Education Salaries (Amendment No. 2) Regulations (Northern Ireland) 1982	S.R. 1982 No. 163
Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1983	S.R. 1983 No. 1
Institutions of Further Education Salaries (Amendment No. 2) Regulations (Northern Ireland) 1983	S.R. 1983 No. 141
Institutions of Further Education Salaries (Amendment) Regulations (Northern Ireland) 1984	S.R. 1984 No. 347

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations replace the Institutions of Further Education Salaries Regulations (Northern Ireland) 1981 (as amended), and give effect from 1st April 1985 to an increase of 5% in salaries and allowances for teachers in institutions of further education.

The new salary scales and salary ranges are set out in Schedule 1.

The allowances for certain teachers have been increased (regulations 11 and 12).

The rate of salary for an unqualified teacher has been increased (regulation 19).

The rates of pay for part-time teachers have been increased (regulation 20).

Regulation 22(8) introduces to these regulations with effect from 29th November 1985 the provision whereby a teacher who is certified to be suffering from pulmonary tuberculosis can have extended sick leave with pay which hitherto had been provided for in the Teachers' Compulsory Absence and Special Sick Leave Regulations (Northern Ireland) 1973 S.R. & O. 1973 No. 371. These latter regulations cease to have effect on and from 29th November 1985 in so far as they relate to teachers employed in institutions of further education.

Payment for additional teaching duties is provided for in regulation 25 and Schedule 3.

Schedule 2 Part III paragraph 1 introduces to these regulations a provision whereby a lecturer grade I can transfer, when he becomes eligible, to point 8 on the lecturer grade II scale.

Schedule 2 Part III paragraph 2 introduces a provision whereby a lecturer grade I on the maximum of the scale in receipt of a responsibility allowance may transfer to point 9 on the lecturer grade II scale.

The provision for the placing of teachers on the salary scale have been updated (Schedule 2).

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