

1992 No. 505

EDUCATION

Further Education Teachers' Salaries Regulations
(Northern Ireland) 1992

Made 30th November 1992

Coming into operation 23rd December 1992

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The Department of Education, in exercise of the powers conferred on it by Articles 69(1) and (2) and (3)(a), and 70(1)(b)(b) and 134(1) of the Education and Libraries (Northern Ireland) Order 1986(c), and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(d) and of every other power enabling it in that behalf, after consultation in accordance with Article 69(5)(a) of the Education and Libraries (Northern Ireland) Order 1986(c) hereby makes the following regulations:

PRELIMINARY

Citation and commencement

1. These regulations may be cited as the Further Education Teachers' Salaries Regulations (Northern Ireland) 1992 and shall come into operation on 23rd December 1992 and except where otherwise provided shall have effect on and from 1st September 1992.

(a) Article 69 was substituted by Article 166 of and Schedule 9 to S.I. 1989/2406 (N.I. 20)

(b) Article 70 was substituted by Article 8 of S.I. 1987/167 (N.I. 2) and amended by Article 157 of S.I. 1989/2406 (N.I. 20)

(c) S.I. 1986/594 (N.I. 3) to which there are other amendments not relevant to the subject matter of these regulations

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

Revocation

2. The regulations set out in Schedule 3 are hereby revoked.

Interpretation

3.—(1) In these regulations—

“experience” means experience considered by the Department to be of equivalent professional standard to teaching and to be of value to the teacher in the performance of his duties in the specific post;

“group” in relation to an institution of further education means the group to which the institution of further education is assigned in accordance with regulation 7 and Schedule 1;

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

“institution of further education” means any place in which a board provides facilities for further education;

“part-time teacher” means a teacher who is not a full-time teacher;

“the Order” means the Education and Libraries (Northern Ireland) Order 1986;

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

“reorganisation” means rearrangement of educational facilities carried out with the approval of the Department by an employing authority;

“salary” shall not include any allowance under regulation 9 or any payment under regulation 22(3);

“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 70(3) 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 purpose of these regulations;

“1988 Salaries Regulations” means the Further Education Teachers’ Salaries Regulations (Northern Ireland) 1988(b).

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

Application

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

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

(b) S.R. 1988 No. 84 as amended by S.R. 1988 No. 217, S.R. 1990 No. 259, S.R. 1990 No. 349, S.R. 1991 No. 347 and S.R. 1991 No. 415

PLACING OF TEACHERS ON THE SALARY SCALES

Salaries

5. The scales and range of salaries for lecturers, head of departments, vice-principals and the rates of salary for principals shall be those set out in Schedule 1.

Placing on scales

6. A teacher, other than a principal, shall be placed on the appropriate salary scale and range in accordance with Schedule 2. A principal shall be placed on a fixed salary in accordance with Schedule 2.

Group of institution

7.—(1) The group of any institution of further education for the purpose of placing a principal lecturer, a teacher paid as a head of department and a vice-principal within the appropriate range and salary scale and for the purpose of placing the principal on the appropriate salary rate in Schedule 1 shall be determined by the Department by reference to the full-time equivalent student number count for the previous academic year.

(2) The groups referred to in paragraph (1) shall be as set out in Schedule 1.

Additional qualifications or approved courses

8.—(1) A lecturer 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)(a) of paragraph 4 of Part II of Schedule 2 were the lecturer being placed under those provisions, shall, subject to paragraph (3), be paid the same addition, as appropriate, to his salary from the date of obtaining the qualification or successful completion of the course subject to the maximum of the lecturer scale not being exceeded.

(2) Subject to paragraphs 2, 5 and 6 of Schedule 1, to paragraph (3) and to the maximum of the appropriate scale not being exceeded a lecturer, senior lecturer or a principal lecturer who for the first time successfully completes an approved course of teacher training shall be awarded one increment from the date of successful completion of the course.

(3) The number of increments on the lecturer scale which a lecturer may receive under sub-paragraphs (1), (2) and (3) of paragraph 4 of Part II of Schedule 2 and under this regulation shall not exceed a total of three increments.

ALLOWANCES

Acting principal, vice-principal, head of department

9. 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.

INCREMENTS

Award of increments

10.—(1) This regulation shall not apply to a principal.

(2) After a teacher's rate of salary has been determined increments on the scale shall, subject to the Department's approval and these regulations, be granted.

(3) The normal incremental date of a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 15(1)) shall fall on the first day of a month.

(4) A teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 15(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.

(5) Where a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 15(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.

(6) 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 15(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.

(7) A temporary teacher paid on a daily basis in accordance with regulation 15(1) shall be awarded an increment with effect from the first working day following completion of 190 working days satisfactory service.

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

(9) 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

11.—(1) Where as a result of a determination under regulation 7 an institution of further education is placed in a group lower than that previously applicable the principal and the vice-principal of the institution and a head of department and a principal lecturer in the institution in service immediately before the institution was placed in a lower group and continuing in post, shall receive a personal allowance of such amount as may be necessary to ensure that he receives the same rate of salary as was applicable before the determination.

Safeguarding of salaries

12.—(1) Subject to paragraph (3) where, as a result of the closure or reorganisation of an institution of further education or a grant-aided school on or after 1st September 1986 a teacher—

- (a) loses his post and is immediately appointed to another post as a teacher in the provision of further education by a board; or
- (b) would, but for this paragraph, suffer a diminution in salary or be placed on a salary scale with a maximum that is lower than that of the scale, or in the case of a principal in the rate of salary, he would be on if such closure or reorganisation had not taken place,

he shall, for the purposes of the determination of his salary and any allowances to which he is entitled, be deemed to continue to hold the post he held immediately before such closure or reorganisation.

(2) Subject to paragraph (3) where, as a result of an event occurring other than the closure or reorganisation of an institution of further education or a grant-aided school on or after 1st April 1986 a teacher—

- (a) loses his post and is immediately appointed to another post as a teacher in the provision of further education by a board; or
- (b) would, but for this paragraph, suffer a diminution in salary or be placed on a salary scale with a maximum that is lower than that of the scale, or in the case of a principal in the rate of salary, he would be on if the event had not occurred,

he shall, if the Department approves, for the purposes of the determination of his salary and any allowances to which he is entitled, be deemed to continue to hold the post he held immediately before such an event.

(3) Paragraphs (1) and (2) shall not apply or, where appropriate, shall cease to apply to a teacher—

- (a) who, without reasonable cause, refuses to accept an alternative post in an institution of further education;
- (b) who leaves a post where he is entitled to the benefits of paragraphs (1) or (2) except for the purposes of taking up another teaching post under arrangements approved by the board by whom he is employed;
- (c) who immediately before the event which, but for this sub-paragraph, would cause paragraphs (1) or (2) to apply in his case—
 - (i) held a teaching post to which he had been appointed for a fixed term or on a temporary basis; or
 - (ii) held a teaching post to which he had been appointed on an acting basis for less than 2 years;
- (d) whose salary as determined under paragraph (1) or (2) would fall below that applicable in his case under other provisions of these regulations; or
- (e) if the maximum of any salary scale on which he was placed by virtue of paragraph (1) or (2) ceases to be higher than that of the salary scale he would otherwise be on.

Discretionary provision for principal and vice-principal

13. 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

14. 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

15.—(1) A temporary teacher shall, except as provided in paragraph (2), be paid for each working day at the rate of 1/190th 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 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 purpose of increment be reckoned as 1/190th of a year of service but 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.

(4) For the purposes of this regulation not more than five working days shall be counted in any one week.

UNQUALIFIED TEACHERS

Payment of unqualified teachers

16.—(1) Subject to paragraph (2) the minimum rate of salary for a full-time unqualified teacher shall be £7,207 and such a teacher shall be paid for each working day at the rate of 1/190th 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

17.—(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>Category</i>	<i>Standard of Courses</i>	<i>Rate per hour</i>
II/III	Courses above 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.	£22·27
IV	Courses above the level of the General Certificate of Secondary Education or comparable level leading directly to the National Certificate, or courses or parts of courses of a comparable standard.	£19·00
V	Courses other than those described above.	£13·96

ABSENCES OF TEACHERS

Interpretation

18. In regulation 19 and 20—

- (a) "teacher" means both a full-time teacher (other than a temporary teacher who is paid on a daily basis in accordance with regulation 15(1)) and a part-time teacher paid in accordance with regulation 17(1);
- (b) "salary" includes any allowance to which a teacher is entitled under regulation 9;
- (c) "full rate" means the amount of salary that would have been paid had the teacher not been absent owing to illness.

Absence due to illness

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

- (a) during the first year of service, salary at the full rate for 25 working days and after completing four calendar months' service, salary at one-half of the full rate for 50 working days;
- (b) during the second year of 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 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 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 service before being entitled while absent owing to illness to any salary at one-half of the full 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 one-half of the full 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 one-half of the full 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 in that year 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 one-half of the full 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) In this regulation "a self-certificate" means a statement made by the teacher in writing that he has been unfit for work because of illness and giving the duration and nature of the illness.

Absences for other causes

20.—(1) A teacher other than a principal may be granted leave of absence with or without salary by the governing body.

(2) A principal may be granted leave of absence with or without salary by the governing body—

(a) for a period of absence not exceeding 3 working days or

(b) with the approval of the board, for a period of absence exceeding 3 working days.

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 purposes of these regulations.

(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 work under—

- (a) Articles 28 to 30A of and Schedule 2 to the Industrial Relations (No. 2) (Northern Ireland) Order 1976(a); or
- (b) The Teachers' Salaries (Maternity Absence) Regulations (Northern Ireland) 1987(b).

MISCELLANEOUS

Payment for additional teaching duties

22.—(1) This regulation shall apply only to teachers who are lecturers, senior lecturers or principal lecturers.

(2) For the purpose of this regulation weekly teaching hours and duties 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 17(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 arrangements approved by the Department.

Teachers in service on 31st August 1992

23. A full-time teacher in recognised teaching service on 31st August 1992 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 having effect on that date.

Sealed with the Official Seal of the Department of Education on 30th November 1992.

(L.S.)

J. S. Smith

Assistant Secretary

Scales of salaries and rates of salaries applicable from 1st September 1992

Lecturers and Senior Lecturers

1(a) The scales of salaries for lecturers and senior lecturers shall be as follows:—

<i>Point on Scale</i>	<i>Lecturer</i>	<i>Senior Lecturer</i>
	£	£
0	—	19,536
1	11,163	20,235
2	11,859	20,937
3	12,561	21,630
4	13,260	22,329
5	13,953	23,025
6	14,652	23,727
7	15,354	24,423
8	16,050	See paragraphs
9	16,749	2 and 5 below
10	17,451	
11	18,138	
12	18,840	
13	19,536	
14	20,235	
	See paragraphs 2 to 4 below	

Principal Lecturers

1(b) The scales of salaries for principal lecturers shall be as follows:—

<i>Group</i>	<i>Scale</i>	<i>Range of Points on Scale</i>
D	1	£ £ 24,942–26,997
	2	25,611–27,786
E1 and E2	3	25,611–27,786
	4	26,271–28,566
E3 or higher	5	26,997–29,349
	6	27,786–30,138

Standards of Work

2. For the purposes of paragraphs 3, 5 and 6—

(a) work of Category II/III standard means courses above National Certificate or equivalent standard leading directly to a university degree or equivalent qualification or courses with entry standards equivalent to 1 or 2 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

- (b) "a significant amount" shall normally be interpreted as at least 50% of the lecturer's work time during the year.

Lecturer

3.—(1) A lecturer who is responsible for a significant amount of work of Category II/III standard during the 1989/90 academic year shall on reaching point 12 of the lecturer scale be transferred when he becomes entitled to his next increment, subject to the board having satisfied the Department as to his ability to carry out the duties of senior lecturer, to point 0 of the senior lecturer scale and shall thereafter proceed on the senior lecturer scale by normal incremental progression. Such a lecturer shall be entitled to progress beyond point 5 on the senior lecturer scale to the maximum of the scale provided the board deems that he exercises the duties and responsibilities of the post efficiently.

(2) The arrangements under sub-paragraph (1) shall not prevent the promotion of such a lecturer to senior lecturer.

4. A lecturer who was entitled to an additional £531 per annum under paragraph 4, 5 or 6 of Schedule 1 to the Further Education Teachers' Salaries Regulations (Northern Ireland) 1988 as they had effect on 31st March 1989 or would have been so entitled after that date but for the Further Education Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1990 shall instead be entitled to an additional £702 per annum.

Senior Lecturer

5.—(1) The salary point 0 on the senior lecturer scale shall only apply in respect of a lecturer transferring to the senior lecturer scale under paragraph 3(1) or under a corresponding provision of Regulations regulating the salaries of teachers in institutions of further education before the coming into operation of these regulations.

(2) A senior lecturer who during the 1989/90 academic year is responsible for a significant amount of work of Category II/III standard shall on reaching point 5 of the senior lecturer salary scale be entitled to progress to the next point on that scale automatically on his next incremental date.

(3) On and from 1st September 1990 a senior lecturer other than one to whom sub-paragraph (2) applies shall only receive a salary greater than that related to point 5 of the senior lecturer scale where the board satisfies the Department that he is entitled to do so in the light of the duties and responsibilities being undertaken by him.

Principal Lecturer

6.—(1) A principal lecturer appointed on or after 1st September 1990 shall be paid on a 4-point scale, being 4 consecutive points on the Management Salary Spine. The points shall be determined with reference to the college group.

(2) A principal lecturer who progressed beyond the salary bar point prior to 1989/90 shall be entitled to progress to point 15 of the Management Salary Spine.

(3) A principal lecturer who during the 1989/90 academic year was responsible for a significant amount of work of Category II/III standard shall on reaching point 11 of the Management Salary Spine be entitled to progress to point 15 of the Management Salary Spine.

- (4) The Management Salary Spine is set out at paragraph 10.

Head of Departments

7.—(1) The scales of salaries for head of departments shall be as follows:—

Group	Scale	Range of Points on Scale	
		£	£
A	1	20,292	22,284
	2	20,955	22,947
	3	21,621	23,616
B	6	23,616	25,611
	7	24,279	26,271
	8	24,942	26,997
	9	25,611	27,786
C	8	24,942	26,997
	9	25,611	27,786
	10	26,271	28,566
	11	26,997	29,349
D	10	26,271	28,566
	11	26,997	29,349
	12	27,786	30,138
	13	28,566	30,921
E, F and G	13	28,566	30,921
	14	29,349	31,710
	15	30,138	32,493
	16	30,921	33,273

(2) A teacher paid as a head of department shall be paid on a 4-point scale, being 4 consecutive points on the Management Salary Spine. The points shall be determined with reference to the college group.

(3) Where, in an institution of further education, the full-time equivalent student number count for the previous academic year exceeds 3,900, any lecturer appointed to a promotion post which is below a vice-principal post, but which in the opinion of the board includes duties which exceed those appropriate to a head of department post, shall subject to the approval of the board, be paid on a 4-point scale, being 4 consecutive points within the range of points 16-24 of the Management Salary Spine, ie points 16-19 or 17-20 or 18-21 or 19-22 or 20-23 or 21-24 and such a lecturer shall be placed on either the minimum point on that scale or at a point at which he has been remunerated in his previous scale, whichever is the higher, or at such point within the range set out below as the Department may determine where it considers that the salary calculated is inadequate.

<i>Group</i>	<i>Scale</i>	<i>Range of Points on Scale</i>
F and G		£ £
	16	30,921–33,273
	17	31,710–34,062
	18	32,493–34,848
	19	33,273–35,634
	20	34,062–36,417
	21	34,848–37,203

(4) The Management Salary Spine is set out at paragraph 10.

Vice-Principals

8.—(1) The scales of salaries for vice-principals shall be as follows:—

<i>Group</i>	<i>Scale</i>	<i>Range of Points on Scale</i>	
B4		£ £	
	1	28,566–30,921	
	C1	2	29,349–31,710
		3	30,138–32,493
		4	30,921–33,273
		5	31,710–34,062
D1	6	32,493–34,848	
	7	33,273–35,634	
	8	34,062–36,417	
	9	34,848–37,203	
E1	10	35,634–37,986	
	11	36,417–38,772	
	12	37,203–39,561	
	13	37,986–40,341	
F1	14	38,772–41,130	
	15	39,561–41,913	
	16	40,341–42,699	
	17	41,130–43,485	
G	18	41,913–44,268	
	19	42,699–45,054	
	20	43,485–45,837	
	21	44,268–46,626	

(2) A vice-principal shall be paid on a 4-point scale being 4 consecutive points on the Management Salary Spine. The points shall be determined with reference to the college group.

(3) The Management Salary Spine is set out at paragraph 10.

Principals

9. Principals shall be paid on a fixed salary as follows:—

<i>Group</i>	<i>Rates of Salaries</i>
	£
A1	25,968
2	27,982
3	29,996
4	32,010
B1	33,369
2	34,728
3	36,087
4	37,446
C1	38,199
2	38,953
3	39,707
4	40,461
D1	41,369
2	42,275
3	43,181
4	44,088
E1	45,447
2	46,806
3	48,165
4	49,524
F1	50,882
2	52,241
3	53,600
4	54,957
G	59,528

Management Salary Spine

10. The Management Salary Spine shall be as set out in the table below:—

<i>Management Spine Points</i>	<i>Salary</i>	<i>Management Spine Points</i>	<i>Salary</i>
	£		£
1	20,292	19	33,273
2	20,955	20	34,062
3	21,621	21	34,848
4	22,284	22	35,634
5	22,947	23	36,417
6	23,616	24	37,203
7	24,279	25	37,986
8	24,942	26	38,772
9	25,611	27	39,561
10	26,271	28	40,341
11	26,997	29	41,130
12	27,786	30	41,913
13	28,566	31	42,699
14	29,349	32	43,485
15	30,138	33	44,268
16	30,921	34	45,054
17	31,710	35	45,837
18	32,493	36	46,626

Placing of teachers on the salary scales**PART I****TRANSFER TO SALARY SCALES APPLICABLE FROM 1st SEPTEMBER 1992**

1. In this schedule reference to scales in operation before 1st September 1992 are references to the scales in Schedule 1 to the 1988 Salaries Regulations as amended.

2. A teacher who on 1st September 1992 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 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.

PART II**SALARY PLACING OF TEACHERS APPOINTED ON OR AFTER 1st SEPTEMBER 1992**

1. A teacher, other than a principal, appointed or reappointed with effect from 1st September 1992 or from a subsequent date shall be placed on the appropriate salary scale in Schedule 1 in accordance with the relevant provisions of this Part.

2. A teacher, other than a principal, who on or after 1st September 1992 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) at the incremental point corresponding to the incremental point on which he was paid at the date of leaving his previous employment in the same capacity; or
- (b) at the rate of salary determined under paragraphs 6 to 12 if this is higher than the rate determined at (a) except where the reappointment is made with no break in service.

3. Where a teacher, other than a principal, has his rate of salary determined under this Part, and such 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 the scale at this incremental point.

Lecturer

4. Subject to paragraphs 3, 5, 6 and 7 a lecturer on appointment, shall enter the scale at the minimum to which shall be added, subject to the maximum of the scale not being exceeded—

- (1) one increment in the case of a lecturer, 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) two increments in the case of a lecturer 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 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 who is entitled to an addition as prescribed in sub-paragraph (1) or (2) and
- (i) who has successfully completed an approved course of teacher 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 which contains approved teacher training to an extent acceptable to the Department, does not form part of the teacher's qualifications entitling him to receive an addition under sub-paragraph (1) or (2);
- (4) incremental credit in respect of previous experience which the Department considers to be of value to him in the performance of his duties.

5. A lecturer shall not receive more than one increment under the provisions of paragraph 4(3).

6. A lecturer appointed directly after teaching service in a recognised school or institution of further education shall be placed on the salary scale in accordance with paragraph 4 or 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 that for the lecturer scale) an addition of a sum equal to the first increment on the lecturer scale subject to the maximum not being exceeded.

7. Subject to paragraph 3 a lecturer shall enter the appropriate scale at such point as the Department may determine where the salary calculated under paragraph 4 or 6 is considered inadequate.

Senior Lecturer

8. Subject to paragraph 3 and paragraphs 2 and 5 of Schedule 1 and to the maximum of the scale not being exceeded a senior lecturer who is appointed in that capacity shall enter the appropriate scale—

- (a) at the minimum to which shall be added incremental credit 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 was appointed directly after teaching service on a lower scale under these regulations, at the salary payable in the former post plus an addition of a sum equal to one increment on the scale to which he is appointed,

whichever is the higher; or

- (c) at such point as the Department may determine where the salary calculated under (a) or (b) is considered inadequate.

Principal Lecturer

9. Subject to paragraphs 2 and 6 of Schedule 1 and providing that salary is not less than the minimum or more than the maximum of the college group, a principal lecturer appointed in that capacity shall enter the scale and range appropriate to the post as determined by the governing body subject to the approval of the board having regard to the duties attaching to it—

- (a) at the minimum, to which shall be added incremental credit 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 was appointed directly after teaching service on a lower scale under these regulations, at the salary payable in the former post plus an addition of a sum equal to one increment on the scale to which he is appointed; or
- (c) where a governing body decides a principal lecturer should be placed on a higher scale within a college group he shall be placed either on the minimum point on that scale or at a point at which he has been remunerated in his previous scale whichever is the higher; or
- (d) at such point as the Department may determine where it considers the salary calculated under (a), (b) or (c) is considered inadequate.

Head of Departments

10. (a) Subject to paragraph 7 of Schedule 1 and sub-paragraphs (b) and (c) a head of department appointed in that capacity for the first time or reappointed in that capacity shall enter the scale and range appropriate to the post as determined by the governing body subject to the approval of the board having regard to the duties attaching to it, at the minimum to which shall be added incremental credit up to and including the maximum of that scale—
- (i) in respect of time spent as a head of department 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 an institution of further education.
- (b) Where the head of department was appointed directly after teaching service on a lower scale under these regulations, he shall enter the appropriate scale subject to the maximum of the scale not being exceeded, at the salary payable in the former post plus an addition of a sum equal to one increment on the scale to which he is appointed, where this results in a higher salary than that applicable under sub-paragraph (a).
- (c) Where a governing body decides a head of department should be placed on a higher scale within a college group he shall be placed either on the minimum point on that scale or at a point at which he has been remunerated in his previous scale whichever is the higher.
- (d) Where the Department considers the salary calculated under sub-paragraph (a), (b) or (c) is considered inadequate the head of department may enter the appropriate scale at such point as the Department considers appropriate subject to the maximum of the scale not being exceeded.

- (e) Where, in an institution of further education, the full-time equivalent student number count for the previous academic year exceeds 3,900, any lecturer appointed to a promotion post which is below a vice-principal post, but which in the opinion of the board includes duties which exceed those appropriate to a head of department post, shall subject to the approval of the board, be paid on a 4-point scale, being 4 consecutive points within the range of points 16-24 of the Management Salary Spine, ie points 16-19 or 17-20 or 18-21 or 19-22 or 20-23 or 21-24 and such a lecturer shall be placed on either the minimum point on that scale or at a point at which he has been remunerated in his previous scale, whichever is the higher, or at such point as the Department may determine where it considers that the salary calculated is inadequate.
- (f) Where in a group A2, A3, A4, B1, B2 or B3 college there is no entitlement to a vice-principal post, a head of department whose duties include being assistant to the principal, subject to the approval of the board, may proceed to a salary point on the Management Salary Spine which is one point above the maximum otherwise appropriate. A college shall only be entitled to designate one head of department in this category.

11. For the purposes of paragraphs 8, 9 and 10 a "lower scale" means a scale which has a maximum of a lesser amount than the maximum of the scale to which a person is being appointed.

Vice-Principals

12. (a) A vice-principal appointed for the first time in that capacity on or after 1st September 1992 shall be paid the minimum point on the scale within the range of salaries for the relevant group set out in Schedule 1.
- (b) A vice-principal reappointed in that capacity shall be paid at the minimum point on the scale to which shall be added incremental credit up to and including the maximum of that scale—
- (i) in respect of time spent as a vice-principal 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 vice-principal in an institution of further education.
- (c) A vice-principal in an institution of further education which is moved to a higher group shall be paid on a point on that scale either at the minimum or at a point at which he has been remunerated in his previous scale whichever is the higher.
- (d) Where the salary calculated under sub-paragraph (a), (b) or (c) is considered inadequate by the Department it may determine the salary point.

Principals

13. A principal appointed for the first time or reappointed in that capacity shall be paid a fixed salary determined by the college grouping.

PART III

TRANSFER TO SALARY SCALES APPLICABLE FOR GROUP E, F OR G COLLEGES
FROM 1st SEPTEMBER 1991*Head of Departments*

1. Where in accordance with conditions of service a head of department is appointed for the first time in that capacity in a group E, F or G college on or after 1st September 1991, he shall enter the scale and range appropriate to the post as determined by the governing body subject to the approval of the board having regard to the duties attaching to it, either at the minimum point or at a point at which he has been remunerated in his previous scale whichever is the higher, or at such point within the range of salaries set out in Table I below as the Department may determine where it considers the salary calculated is inadequate.

TABLE I

<i>Group</i>	<i>Scale</i>	<i>Range of Points on Scale</i>
E, F and G	13	£ £ 27,387–29,646
	14	28,140–30,402
	15	28,896–31,152
	16	29,646–31,902

2. Where, in an institution of further education, the full-time equivalent student number count for the previous academic year exceeds 3,900, any lecturer appointed to a promotion post which is below a vice-principal post, but which in the opinion of the board includes duties which exceed those appropriate to a head of department post, shall subject to the approval of the board, be paid on a 4-point scale, being 4 consecutive points within the range of points 16–24 of the Management Salary Spine, ie points 16–19 or 17–20 or 18–21 or 19–22 or 20–23 or 21–24 and such a lecturer shall be placed on either the minimum point on that scale or at a point at which he has been remunerated in his previous scale, whichever is the higher, or at such point within the range set out in Table II below as the Department may determine where it considers that the salary calculated is inadequate.

TABLE II

<i>Group</i>	<i>Scale</i>	<i>Range of Points on Scale</i>
F and G	16	£ £ 29,646–31,902
	17	30,402–32,658
	18	31,152–33,411
	19	31,902–34,164
	20	32,658–34,917
	21	33,411–35,670

Vice-Principal

3. Where in accordance with conditions of service a vice-principal is appointed for the first time in that capacity in a group G college on or after 1st September 1991, he shall enter the scale and range appropriate to the post as determined by the governing body subject to the approval of the board having regard to the duties attaching to it, either at the minimum point or at a point at which he has been remunerated in his previous scale, whichever is the higher, or at such point within the range of salaries set out in Table III below as the Department may determine where it considers the salary calculated is inadequate.

TABLE III

<i>Group</i>	<i>Scale</i>	<i>Range of Points on Scale</i>
G	18	£ 40,185–£ 42,444
	19	40,938–43,197
	20	41,691–43,947
	21	42,444–44,703

4. A principal appointed in a group G college on or after 1st September 1991 shall be paid a fixed salary of £57,074.

Regulations revoked

<i>Regulations</i>	<i>References</i>
Further Education Teachers' Salaries Regulations (Northern Ireland) 1988	S.R. 1988 No. 84
Further Education Teachers' Salaries (Amendment No. 2) Regulations (Northern Ireland) 1988	S.R. 1988 No. 217
Further Education Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1990	S.R. 1990 No. 259
Further Education Teachers' Salaries (Amendment No. 2) Regulations (Northern Ireland) 1990	S.R. 1990 No. 349
Further Education Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1991	S.R. 1991 No. 347
Further Education Teachers' Salaries (Amendment No. 2) Regulations (Northern Ireland) 1991	S.R. 1991 No. 415

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations replace the Further Education Teachers' Salaries Regulations (Northern Ireland) 1988, as amended, and give effect from 1st September 1992 to an increase of 4.3% in salaries and allowances for teachers in institutions of further education—

- (a) set out revised scales of salary and rates of salary (regulation 5 and Schedule 1);
- (b) provide for allowances for acting principals, vice-principals and head of departments (regulation 9);
- (c) provide for the award of increments (regulations 5, 6, 10 and Schedules 1 and 2);
- (d) provide for personal allowances for certain teachers whose salaries would be adversely affected due to an institution of further education being placed in a lower group (regulations 7 and 11);
- (e) provide for salary safeguarding for teachers whose salaries would be adversely affected as a result of closure or reorganisation of an institution of further education or a grant-aided school or an event other than such closure or reorganisation (regulation 12);
- (f) provide for the payment of temporary, unqualified and part-time teachers (regulations 15, 16 and 17);
- (g) regulate the payment of salary during absences (regulations 18-20);
- (h) provide for payment for additional teaching duties (regulation 22);
- (i) detail the arrangements for placing teachers on the salary scales and rates of salary (regulation 5, 6 and 8 and Schedules 1 and 2);
- (j) revoke the regulations set out in Schedule 3.

Changes of substance compared to the Further Education Teachers' Salaries Regulations (Northern Ireland) 1988 as amended are—

- (a) provision for group G institutions of further education (regulation 7 and Schedule 1 and 2);
- (b) regulation 20 provides that a governing body of an institution of further education may grant leave of absence to a teacher other than a principal. It also provides for a governing body to grant leave of absence to a principal for a period not exceeding 3 working days and with the approval of the board, for a period exceeding 3 working days;
- (c) provision for the salaries of head of departments, vice-principals and principals who were in group G colleges on 1st September 1991 (Schedule 2);
- (d) revocation of the allowances previously payable to a head of department either appointed to discharge the duties and responsibilities of a vice-principal or in exercising co-ordinating responsibilities in an institution of further education in group 5 or higher, where departments are grouped into a faculty.

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