

## EXPLANATORY NOTE

*(This Note is not part of the Order, but is intended to indicate its general purport.)*

This Order, which comes into operation on 12th October, 1959, sets out the statutory minimum remuneration payable in substitution for that fixed by the Road Haulage Wages Council (Northern Ireland) Wages Regulation Order, 1954 (Order N.I.R.H. (10)), as amended by the Road Haulage Wages Regulation (Amendment) Order (Northern Ireland), 1959 (Order N.I.R.H. (20)), which Orders are revoked.

1959. No. 154

[C]

## EDUCATION

**Institutions of Further Education: Salaries and Allowances**

REGULATIONS, DATED 29TH SEPTEMBER, 1959, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1958, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

The Ministry of Education (hereinafter referred to as the Ministry) in pursuance of the powers vested in it by Sections 83 and 112 of the Education Act (Northern Ireland), 1947(a), and of all other powers enabling it in that behalf, and after consultation with the Ministry of Finance, hereby makes the following Regulations:—

1.—(1) These Regulations may be cited as the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland), 1959.

(2) These Regulations shall take effect on 1st October, 1959.

2. The following Regulations are hereby revoked:—

the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1958(b);

the Institutions of Further Education (Salaries and Allowances of Teachers) Amending Regulations, 1959(c).

3. In these Regulations:

(a) “approved” means approved by the Ministry for the purposes of the context;

“recognised” means recognised by the Ministry for the purposes of these Regulations;

“qualified teacher” means a teacher who has been granted recognition under the Further Education (Grant Conditions) Regulations, 1958(d);

“unqualified teacher” means a teacher who is not eligible for recognition under the Further Education (Grant Conditions) Regulations, 1958(d);

(a) 1947. c. 3.

(b) S.R. & O. (N.I.) 1958, No. 128.

(c) S.R. & O. (N.I.) 1959, No. 17.

(d) S.R. & O. (N.I.) 1958, No. 124.

- (b) other expressions which have meanings assigned to them by the Further Education (Grant Conditions) Regulations, 1958, shall have the same respective meanings for the purposes of these Regulations.

4.—(1) These Regulations shall apply to teachers employed in recognised institutions of further education.

(2) From 1st April, 1961, the salaries and allowances prescribed for men shall apply equally to women.

5.—(1) Subject to the provisions of these Regulations the scales of salary for full-time qualified teachers shall be those set out in Schedule I.

(2) Scale I shall apply to teachers whose qualifications do not entitle them to admission to a higher scale.

Provided that a teacher, other than a university graduate, who under the Regulations for Technical Teachers, 1937, had been graded in Group B and who at 18th February, 1946, had less than five years full-time service shall not proceed beyond the salary appropriate to the tenth year of service on the scale unless he possesses or until he obtains the qualifications set forth in Schedule IV.

(3) Scale II shall apply to:—

- (a) teachers who have successfully completed a full-time three-year course of training at an approved training college;
- (b) teachers who attended full-time at an approved training college for a two-year course of training and whose training was successfully completed not later than 31st December, 1950;
- (c) teachers who attended an approved course of training under the Emergency Training Scheme or a corresponding Scheme in Great Britain and whose training was successfully completed not later than 31st December, 1950;
- (d) teachers who have had at least three years' approved industrial or commercial experience after attaining the age of 18 years, who have successfully completed an approved full-time course of at least two years' duration at the London School of Economics, and who hold other recognised certificates in commercial subjects.

(4) Scale III shall apply to:—

- (a) teachers who have successfully completed a full-time four-year course of training at an approved training college;
- (b) teachers who have had at least three years' approved industrial experience after attaining the age of 18 years and who
  - (i) have been granted recognition in Building Trades subjects on the successful completion of a full-time course of at least three years' duration at the Architectural Association School of Architecture or other approved institution; or
  - (ii) have been granted recognition in other technological subjects on the successful completion of a full-time course of at least three years' duration at an approved institution;
- (c) teachers (other than those to whom, by virtue of sub-paragraph (6)(c), Scale IV applies) who have had at least three years' approved industrial experience after attaining the age of 18 years and who have been granted recognition in Science, Applied Science or Technology,

as the result of having successfully completed, or been granted exemption from, Parts A and B of the examination for the associate membership of an approved professional institution;

(d) teachers (other than those to whom, by virtue of sub-paragraph (6)(d), Scale IV applies) who have had at least three years' approved industrial experience after attaining the age of 18 years and who hold one of the following qualifications (or a qualification adjudged by the Ministry to be equivalent)—

(i) Higher National Certificate;

(ii) Full Technological Certificate of the City and Guilds of London Institute: Provided that the Final Certificate is of the First Class;

(iii) Full Course Honours Certificate in a course in Technology or Science in the Ministry's Technical School Examinations.

(5) For the purpose of admission to Scale I, Scale II or Scale III, full-time attendance at an approved institution other than a training college may, to such extent as the Ministry may determine, be treated as full-time attendance at an approved training college.

(6) Scale IV shall apply to:—

(a) teachers, other than those eligible for admission to Scale V, who hold a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes and has been obtained as the result of full-time attendance at an approved university or college;

(b) teachers, other than those eligible for admission to Scale V, who have had at least four years' approved industrial or commercial experience after attaining the age of 18 years and who hold a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) recognised by the Ministry for teaching purposes;

(c) teachers who have had at least four years' approved industrial experience after attaining the age of 18 years and who satisfy the conditions prescribed in sub-paragraph (4)(c) and in addition have obtained an approved teaching qualification in Mathematics or Science;

(d) teachers who have had at least four years' approved industrial experience after attaining the age of 18 years, who hold the Higher National Certificate and in addition have obtained an approved teaching qualification in Mathematics or Science;

(e) teachers who were placed on Scale I, Scale II or Scale III of the Salary Regulations in operation between 1st April, 1945 and 30th September, 1956, and who, at any date prior to 1st April, 1945, had been placed on a scale of salary classified as Group D or Group E under the Regulations for Technical Teachers, 1937.

(7) Scale V shall apply to:—

(a) teachers who hold a first or second class honours degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes and has been obtained as the result of full-time attendance at an approved university or college;

(b) teachers who have had at least four years' approved industrial or commercial experience after attaining the age of 18 years and who

hold a first or second class honours degree (or other qualification adjudged by the Ministry to be equivalent thereto) which is recognised by the Ministry for teaching purposes.

(8) A teacher who by reason of approved industrial or commercial experience is qualified for admission to Scale II, Scale III, Scale IV or Scale V, may, if he so desires, elect to be placed on a lower scale for which he possesses the prescribed qualifications.

(9) Credit for approved industrial or commercial experience for any of the purposes of this Regulation shall be limited to full-time teachers engaged in teaching classes in institutions of further education for not less than six hours per week: Provided that the Ministry may, at its discretion, regard a teacher, who, for limited periods in the educational year, is teaching the said classes for less than the aforesaid six hours, as satisfying the requirements of this paragraph.

6.—(1) Where a teacher satisfies the conditions prescribed in (b) or (c) of paragraph (3) of Regulation 5 for admission to Scale II and has in addition successfully completed a further year of approved full-time training the rate of salary otherwise payable shall be increased by an amount equal to the next increment in the scale.

(2) Where a teacher—

(a) satisfies the conditions prescribed in Regulation 5 for admission to Scale IV or Scale V and has successfully completed a full-time post-graduate year of approved training; or

(b) has successfully completed an approved combined course of training and university study of at least four years' duration; or

(c) has successfully completed an approved full-time course of training of at least one year's duration before the commencement of the course by virtue of which he satisfies the conditions prescribed in Regulation 5 for admission to Scale IV or Scale V

the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased by an amount equal to the next increment in the scale.

(3) Where a teacher satisfies the conditions prescribed in Regulation 5 for admission to Scale IV or Scale V, and has undertaken, otherwise than in gainful employment, approved full-time post-graduate study or research, the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased—

(a) by an amount equal to the next increment in the scale where the period of such study or research covers one complete academic year; or

(b) by an amount equal to the sum of the next two increments in the scale where the period of such study or research covers at least two complete academic years.

(4) Where an increase is awarded to a teacher under the provisions of this Regulation the scale applicable to such teacher shall be extended by one or two increments, as the case may be, on the extension to the scale set out in Schedule I.

(5) A teacher shall not receive more than two increments under the provisions of this Regulation.

*Salaries of Principals*

7. The Ministry shall, after consultation with the local education authority, allocate each institution other than the College of Technology, Belfast, to one or other of the grades set out in Table 1 in Schedule II, having regard to the volume, importance and standard of work carried on in the institution; and the salary scale of the principal of an institution in any grade shall be the salary scale shown opposite that grade in that table.

*Posts of Special Responsibility*

8.—(1) Posts of special responsibility (including that of vice-principal) in institutions other than the College of Technology, Belfast, shall be allocated by the local education authority, subject to the approval of the Ministry in respect of the duties attached to the posts and of the annual allowance payable in respect of each post. The number of posts (including that of vice-principal) allocated to an institution, the allowance payable to the vice-principal, and the aggregate value of the allowances (including that of vice-principal) shall not exceed the maximum for the appropriate grade of institution as set out in Table 2 of Schedule II.

(2) The annual allowance payable in respect of any such post shall not be less than £75 or more than the maximum vice-principal's allowance for the appropriate grade of institution and the date from which any such allowance shall be payable shall be determined by the Ministry.

(3) A teacher holding a post of special responsibility shall be paid at the rate of the annual allowance approved in respect of that post.

(4) The grade of each institution shall be that determined for the purposes of Regulation 7.

*Salaries of Teachers in the College of Technology, Belfast*

9.—(1) The salaries of the principal and vice-principal of the College of Technology, Belfast, shall be determined by the Ministry after consultation with the local education authority.

(2) The Ministry, after consultation with the local education authority, may approve of the establishment of posts of heads of departments, principal lecturers, senior lecturers and lecturers in the College of Technology, Belfast.

(3) The Ministry, after consultation with the local education authority, and having regard to the volume, importance and standard of work carried on in a department, shall determine the grade in which the department shall be placed.

(4) The Ministry, after consultation with the local education authority, shall determine the grade in which a senior lecturer shall be placed.

(5) The scales of salary for heads of departments, principal lecturers and senior lecturers shall be as set out in Schedule III.

(6) The salaries of lecturers shall be their appropriate salaries under Regulation 5 together with an annual allowance of £120.

(7) The Ministry, after consultation with the local education authority, may approve the allocation of posts of special responsibility (including that of vice-principal) and the value of the allowance payable in respect of any such post in the Technical Intermediate School conducted in association with the College of Technology, Belfast. The date from which any such allowance

shall be payable shall be determined by the Ministry. The annual allowance payable in respect of any such post shall not be less than £75, and the aggregate value of the allowances shall not exceed £1,280.

#### *Allowances for Certain Degrees*

- 10.—(1) (a) A qualified teacher on Scale I, Scale II or Scale III who holds a university degree (other than a first or second class honours degree) or other qualification adjudged by the Ministry to be equivalent thereto which is recognised by the Ministry for teaching purposes, but which has not been obtained as the result of full-time attendance at an approved university or college, shall receive in addition to the appropriate scale salary an annual allowance at the rate of £90 in the case of a man, or, in the case of a woman, £85 in respect of the period 1st October, 1959, to 31st March, 1960, and £87 in respect of the period 1st April, 1960, to 31st March, 1961;
- (b) A qualified teacher on Scale I, Scale II or Scale III who holds a first or second class honours degree or other qualification adjudged by the Ministry to be equivalent thereto which is recognised by the Ministry for teaching purposes, but which has not been obtained as the result of full-time attendance at an approved university or college, shall receive in addition to the appropriate scale salary an annual allowance at the rate of £165 in the case of a man, or, in the case of a woman, £156 in respect of the period 1st October, 1959, to 31st March, 1960, and £160 in respect of the period 1st April, 1960, to 31st March, 1961;
- (c) A qualified teacher on Scale IV who holds a first or second class honours degree or other qualification adjudged by the Ministry to be equivalent thereto which is recognised by the Ministry for teaching purposes, but which has not been obtained as the result of full-time attendance at an approved university or college, shall receive in addition to the salary under Scale IV an annual allowance at the rate of £75 in the case of a man, or, in the case of a woman, £71 in respect of the period 1st October, 1959, to 31st March, 1960, and £73 in respect of the period 1st April, 1960, to 31st March, 1961:

Provided that if the sum of the teacher's scale salary and any allowance payable under this paragraph exceeds the scale salary which the teacher would receive if placed on the corresponding point of Scale IV or V, as the case may be, the said allowance shall be reduced by the amount of the excess.

(2) A qualified teacher, other than a teacher on Scale III, who before 1st October, 1956, held a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) obtained otherwise than as a result of full-time attendance at an approved university or college and who under the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1958, had not accepted the allowance payable in respect of the aforesaid degree or other qualification, shall not be entitled to the appropriate allowance specified in paragraph (1) and

- (a) where he holds a qualification specified in sub-paragraph (1) (a) he shall proceed by annual increments in the normal way to the maximum of the appropriate scale and after remaining for two years at that point shall then proceed by the extension of that scale set out in Schedule I to the maximum of Scale IV;
- (b) where he holds a qualification specified in sub-paragraph (1) (b) he shall proceed by annual increments in the normal way to the maximum

of the appropriate scale and shall then proceed by the extension of that scale set out in Schedule I to the maximum of Scale IV, and after remaining for two years at that point, shall proceed to the maximum of Scale V by the extension of Scale IV set out in Schedule I;

(c) where he holds a qualification specified in sub-paragraph (1) (c) he shall proceed by annual increments in the normal way to the maximum of Scale IV, and after remaining for two years at that point shall proceed to the maximum of Scale V by the extension of Scale IV set out in Schedule I.

(3) The provision of paragraph (2) whereby a teacher is required to remain for two years at the maximum of the appropriate scale, or of Scale IV, shall not apply in the case of any teacher who has not received one of the allowances in respect of a qualification specified in paragraph (1).

(4) A qualified teacher who holds a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) obtained otherwise than as a result of full-time attendance at an approved university or college and who under the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1954(a), had elected to relinquish the allowance payable in respect of the aforesaid degree or other qualification, and who since 1st October, 1956, has not been in recognised teaching service, may abrogate his election by giving notice to the Ministry to that effect within three months of his first re-entry to recognised teaching service and thereupon shall be entitled as from the date of his re-entry to teaching service, to the appropriate allowance specified in paragraph (1).

(5) A qualified teacher on Scale III who holds a university degree (or other qualification adjudged by the Ministry to be equivalent thereto) obtained otherwise than as a result of full-time attendance at an approved university or college and who under the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1958, had not accepted the allowance payable in respect of the aforesaid degree or other qualification shall, notwithstanding his election to relinquish the allowance, receive the appropriate allowance specified in paragraph (1) as from 1st October, 1959.

11.—(1) A qualified full-time teacher shall be placed on the salary scale applicable to him and, except in the case of a teacher to whom paragraph (2) applies, shall receive credit in accordance with the provisions of Schedule V.

(2) A person who is employed as—

(a) Principal of an institution; or

(b) Head of Department, Principal Lecturer or Senior Lecturer in the College of Technology, Belfast,

shall

(i) if already placed on the appropriate scale of salary, continue to receive salary in accordance with his placing on that scale;

(ii) if not already placed on the appropriate scale of salary:

(a) be placed on that scale at the point which he would have reached if the scale had been in operation throughout the full period of any service given by him and adjudged by the Ministry to have been equivalent in importance and responsibility to the post in respect of which he is being placed on the scale; or

- (b) if already placed on a salary scale under these Regulations be placed at the minimum of the appropriate scale or at the point equal to his accrued salary on the former scale together with an increment on the new scale, whichever is the greater:

Provided that a principal of an institution which is placed in a new grade on 1st October, 1959, shall be placed at the point in the scale applicable to the new grade equal to the salary he would have received on 1st October, 1959, if the school had not been placed in a new grade.

(3) After a teacher's rate of salary has been determined subsequent increments in the scale shall, subject to satisfactory service, be granted annually on the teacher's normal incremental date: Provided that the Ministry may require that one or more increments in respect of any teacher shall be withheld or withdrawn if, in the judgment of the Ministry, such increments are not deserved either on account of inefficiency or for any other reason.

12. Periods of absence for which a teacher is entitled to full salary or half-pay shall be regarded as teaching service for the purpose of these Regulations.

#### *Allowances for Evening Work*

13.—(1) Subject to the provisions of this Regulation, a local education authority shall, in accordance with arrangements made by local education authorities and approved by the Ministry, make to certain qualified teachers payments in respect of evening work.

(2) Such payments shall be made by local education authorities in respect of each school year and the rate of remuneration for such work shall be 7s. 0d. per hour for each reckonable hour as determined in accordance with the approved arrangements.

(3) Payments shall not by virtue of this Regulation be made to a teacher who is remunerated on a daily basis under the provisions of paragraph (2) of Regulation 14, a principal or, in the case of the College of Technology, Belfast, the vice-principal, a head of a department, principal lecturer or senior lecturer.

#### *Salaries of Part-time Teachers, Substitutes, etc.*

14.—(1) The minimum rate of remuneration of part-time teachers shall be 9s. 6d. per hour: Provided that such teachers may, with the approval of the Ministry, be paid salary in accordance with the appropriate scale for a full-time teacher.

(2) The minimum rate of remuneration of a person employed in a full-time capacity as a temporary teacher shall be on a daily basis at the rate of 1/200th of the annual rate of salary which he would receive if he were employed in a permanent capacity: Provided that such a person may, with the approval of the Ministry, be paid salary as though he were employed in a permanent capacity.

For the purpose of this paragraph not more than five working days shall be counted in any one week.

(3) In the case of any person to whom, in respect of any period of service, remuneration is paid on a daily basis in accordance with the provisions of paragraph (2) each working day shall, for the purposes of the award of increment (if he is being paid on an incremental scale) and for such other



purposes as the Ministry may determine, be reckoned as one two-hundredth of a year of service: Provided that in any twelve consecutive months any such period of service together with any other period of teaching service which such person may perform during the said twelve consecutive months shall not be reckoned as more than one year of service.

#### *Unqualified Teachers*

15. The minimum rates of salary for full-time unqualified teachers employed in a temporary capacity shall be, in the case of men, £310 per annum, and in the case of women, £297 per annum in respect of the period 1st October, 1959, to 31st March, 1960, and £304 per annum in respect of the period 1st April, 1960, to 31st March, 1961.

#### *Expenses*

16.—(1) A full-time teacher who is required to give instruction in more than one centre shall be assigned headquarters by the local education authority.

(2) When it becomes desirable to assign new headquarters to a full-time teacher, he shall be allowed reasonable expenses of removal by the local education authority.

(3) The expenses of a teacher, incurred in travelling on the business of the local education authority, shall be paid by the said authority in accordance with arrangements approved by the Ministry.

(4) Subsistence allowance at rates approved by the Ministry may be paid by the local education authority to a full-time teacher who is compelled to be absent from his headquarters on the business of the said authority.

#### *General*

17.—(1) A teacher in recognised teaching service on 30th September, 1959, shall not receive by reason of the operation of these Regulations a smaller rate of salary than he received under the Regulations in force on 30th September, 1959.

(2) For the purpose of this Regulation the term "salary" does not include an allowance in respect of a post of special responsibility (including that of vice-principal), or an allowance in respect of evening work.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 29th day of September, nineteen hundred and fifty-nine, in the presence of

(L.S.)

A. C. Williams,  
Secretary.

## SCHEDULE I

## (a) Scales of Salary for qualified men teachers

Point of Scale		Scales (Regulation 5)				
		I	II	III	IV	V
		£	£	£	£	£
	1	490	515	575	635	725
	2	515	540	600	660	750
	3	540	565	625	685	775
	4	565	590	650	710	800
	5	590	615	675	735	825
	6	615	640	700	760	850
	7	640	665	725	785	875
	8	690	715	775	835	925
	9	715	740	800	860	950
	10	740	765	825	885	975
	11	765	790	850	910	1000
	12	790	815	875	935	1025
	13	815	840	900	960	1050
	14	840	865	925	985	1075
	15	865	890	950	1010	1100
	16	890	915	975	1035	1125
	17	915	945	1005	1065	1155
	18	945	975	1035	1095	1185
	19	975	1005	1065	1125	1215
	20	1005	1035	1095	1155	1245
	21	1035				
Extension of Scale (Regulations 6 and 10)	1	1065	1065		1185	1275
	2	1095	1095		1215	1305
	3	1125	1125		1245	
	4	1155	1155			

## (b) Scales of Salary for qualified women teachers

Point of Scale	Scales (Regulation 5)										
	For period 1/10/59-31/3/60					For period 1/4/60-31/3/61					
	I	II	III	IV	V	I	II	III	IV	V	
	£	£	£	£	£	£	£	£	£	£	
1	474	498	558	615	704	482	506	566	625	714	
2	498	521	581	639	727	506	531	591	649	739	
3	521	545	605	662	751	531	555	615	674	763	
4	545	569	629	686	774	555	579	639	698	787	
5	569	592	652	709	798	579	604	664	722	811	
6	592	616	676	733	821	604	628	688	746	836	
7	616	639	699	756	845	628	652	712	771	860	
8	663	686	746	804	892	676	701	761	819	909	
9	686	710	770	827	916	701	725	785	844	933	
10	710	734	794	851	939	725	749	809	868	957	
11	734	757	817	874	963	749	774	834	892	981	
12	757	781	841	898	986	774	798	858	916	1006	
13	781	804	864	921	1010	798	822	882	941	1030	
14	804	828	888	945	1034	822	846	906	965	1054	
15	828	851	911	969	1057	846	871	931	989	1079	
16	851	876	936	994	1082	871	896	956	1014	1104	
17	876	905	965	1022	1111	896	925	985	1044	1133	
18	905	934	994	1051	1139	925	954	1014	1073	1162	
19	934	955	1015	1072	1161	954	980	1040	1099	1188	
20	955	976	1036	1094	1182	980	1006	1066	1124	1214	
21	976					1006					
Extension of Scale (Regulations 6 and 10)	1	1005	1005		1122	1211	1035	1035		1154	1243
	2	1034	1034		1151	1240	1064	1064		1183	1272
	3	1062	1062		1182		1094	1094		1214	
	4	1094	1094				1124	1124			

## SCHEDULE II

TABLE 1.

Regulation 7

## Scales of Salary for Principals

<i>Point of Scale</i>	<i>Grade A</i>	<i>Grade B</i>	<i>Grade C</i>	<i>Grade D</i>	<i>Grade E</i>	<i>Grade F</i>
	£	£	£	£	£	£
1	1,100	1,325	1,475	1,625	1,750	1,850
2	1,150	1,375	1,525	1,675	1,800	1,900
3	1,200	1,425	1,575	1,725	1,850	1,950
4	1,250	1,475	1,625	1,775	1,900	2,000
5	1,300	1,525	1,675	1,825	1,950	2,050
6	1,350	1,575	1,725	1,875	2,000	2,100
7	1,400	1,625	1,775	1,925	2,050	2,150

TABLE 2

Regulation 8 (1)

## Posts of Special Responsibility

<i>Grade</i>	<i>Maximum Vice-Principal's Allowance</i>	<i>Maximum Aggregate Value of Allowances (including Vice-Principal)</i>	<i>Maximum Number of Posts (including Vice-Principal)</i>
	£	£	
A	Nil	80	1
B	160	650	8
C	200	1,025	10
D	250	1,475	13
E	325	1,950	16
F	400	2,800	20

## SCHEDULE III

Regulation 9

## Scales of Salary for College of Technology, Belfast

## (a) Scales for Men

## Heads of Departments

Point of Scale	Grade				
	I	II	III	IV	V
	£	£	£	£	£
1	1,420	1,600	1,800	1,950	2,100
2	1,455	1,650	1,850	2,000	2,150
3	1,490	1,700	1,900	2,050	2,200
4	1,525	1,750	1,950	2,100	2,250
5	1,560	1,800	—	—	—
6	1,600	—	—	—	—

Principal Lecturers		Senior Lecturers Grade B		Senior Lecturers Grade A	
Point of Scale	Scale	Point of Scale	Scale	Point of Scale	Scale
	£		£		£
1	1,750	1	1,550	1	1,370
2	1,800	2	1,600	2	1,405
3	1,850	3	1,650	3	1,440
4	1,900	4	1,700	4	1,475
		5	1,750	5	1,510
				6	1,550

## (b) Scales for Women

## Heads of Departments

Point of Scale	For period 1st October, 1959, to 31st March, 1960					For period 1st April, 1960, to 31st March, 1961				
	Grade					Grade				
	I	II	III	IV	V	I	II	III	IV	V
	£	£	£	£	£	£	£	£	£	£
1	1337	1509	1697	1839	1980	1379	1554	1749	1894	2040
2	1371	1556	1744	1886	2027	1413	1603	1797	1943	2089
3	1404	1603	1791	1933	2074	1447	1651	1846	1991	2137
4	1438	1650	1839	1980	2121	1481	1700	1894	2040	2186
5	1471	1697	—	—	—	1516	1749	—	—	—
6	1509	—	—	—	—	1554	—	—	—	—

*Principal Lecturers*

<i>Point of Scale</i>	<i>For period 1st October, 1959, to 31st March, 1960</i>	<i>For period 1st April, 1960, to 31st March, 1961</i>
1	£ 1,650	£ 1,700
2	1,697	1,749
3	1,744	1,797
4	1,791	1,846

*Senior Lecturers—Grade B*

<i>Point of Scale</i>	<i>For period 1st October, 1959, to 31st March, 1960</i>	<i>For period 1st April, 1960, to 31st March, 1961</i>
1	£ 1,461	£ 1,506
2	1,509	1,554
3	1,556	1,603
4	1,603	1,651
5	1,650	1,700

*Senior Lecturers—Grade A*

<i>Point of Scale</i>	<i>For period 1st October, 1959, to 31st March, 1960</i>	<i>For period 1st April, 1960, to 31st March, 1961</i>
1	£ 1,293	£ 1,331
2	1,326	1,365
3	1,359	1,399
4	1,392	1,433
5	1,425	1,467
6	1,461	1,506

## SCHEDULE IV

Regulation 5(2)

A First Class Certificate (Advanced Stage) of the Royal Society of Arts, or a Teachers' Diploma of the Faculty of Teachers in Commerce or of Pitman's or the Gregg Association, in respect of the subject named on the Certificate, if accompanied by certificates in English and three other commercial subjects, provided that:—

- (a) of the certificates in English and three other commercial subjects, at least two shall be of the standard specified above, e.g., First Class (Advanced Stage) or Teachers' Diploma;
- (b) evidence of a standard of general education satisfactory to the Ministry shall be accepted in lieu of a certificate in English; and
- (c) evidence of commercial experience satisfactory to the Ministry shall be accepted in lieu of a certificate in Commerce.

## SCHEDULE V

Regulation 11

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

Provided—

- (1) Service given before attaining the age of 18 years shall not be counted;
- (2) Teaching service given before the teacher possessed the qualifications required for admission to the salary scales shall not, save as provided for in (k), be counted;
- (3) Full-time teaching service shall be taken to include one-half of corresponding part-time teaching service of not less than 10 hours per week, unless such part-time service was concurrent with other service which is allowed to count in full.

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

- (h) (i) Service with the forces of the Crown or Allied Powers, or internment in any enemy country as a civilian prisoner, during the European War, 1914/1919.
- (ii) War Service as it was defined by the Teachers' Salaries and Superannuation (War Service) Act (N.I.), 1939.
- (iii) National Service under the provisions of the National Service Act, 1948, or any amendment of that Act.
- (j) Experience in industry or commerce or in research or professional work other than teaching after the teacher has attained the age of 21 years, where such experience is likely to be of value to the teacher in the performance of his duties.
- (k) In the case of a teacher who has become qualified after attaining the age of 21 years, time spent in teaching, professional, clerical, social or other gainful employment.
- (l) Such other service as in the opinion of the Ministry should be recognised.

Full credit.

At the discretion of the Ministry, incremental credit up to a maximum aggregate of 12 increments for (j) and (k): provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments.

At the rate of one increment for each period of three years' employment up to a maximum aggregate of 12 increments for (j) and (k): provided that no period reckoned for any other salary purpose shall also be reckoned for the award of increments.

To such extent as the Ministry may determine.

#### EXPLANATORY NOTE

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

These Regulations prescribe the salaries and allowances payable to teachers in institutions of further education and the conditions applicable thereto.