

EDUCATION

Institutions of Further Education: Teachers' Salaries and Allowances

REGULATIONS, DATED 30TH DECEMBER 1969, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1968.

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

INTRODUCTION

Citation and Commencement

1. These Regulations may be cited as the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1969, No. 3 and shall be deemed to have come into operation on 1st April 1969.

Regulations revoked

2. The following Regulations are hereby revoked:
 the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1965(b);
 the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1966(c);
 the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1968(d);
 the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1969(e);
 the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1969 No. 2(f).

Definitions

3.—(1) In these Regulations:

- (a) "approved" means approved by the Ministry for the purposes of the context;
 "senior post" means a post of lecturer Grade I, lecturer Grade II, senior lecturer, principal lecturer, reader, head of department and vice-principal;
 "recognised" means recognised by the Ministry for the purposes of the context;
 "qualified teacher" means a teacher who has been granted recognition under the Further Education (Grant Conditions) Regulations (Northern Ireland) 1963(g);
 "unqualified teacher" means a teacher who is not eligible for recognition under the Further Education (Grant Conditions) Regulations (Northern Ireland) 1963;
 "temporary teacher" means a full-time teacher in respect of whose employment an agreement is not required under Section 84 of the Act;
 "working day" means a day on which an institution is in operation or such other day as the Ministry may determine to be a working day for the purposes of these Regulations;
 "1965 Salaries Regulations" means the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1965;

(a) 1947. c. 3.

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

(c) S.R. & O. (N.I.) 1966, No. 206.

(d) S.R. & O. (N.I.) 1968, No. 41.

(e) S.R. & O. (N.I.) 1969, No. 29.

(f) S.R. & O. (N.I.) 1969, No. 181.

(g) S.R. & O. (N.I.) 1963, No. 210.

- (b) other expressions which have meanings assigned to them by the Further Education (Grant Conditions) Regulations (Northern Ireland) 1963 shall have the same respective meanings for the purposes of these Regulations.
- (2) In these Regulations, except where otherwise provided,
- (a) "allowance" means an allowance payable under these Regulations;
- (b) "salary" shall include an increase or addition under Regulation 8 or 9 but not an allowance in respect of a post of special responsibility or an allowance in respect of evening work or a compensation allowance payable under the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969(h), the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969(i), or any Regulations superseding those Regulations; and
- (c) the rates indicated for salaries and allowances are rates per annum.

Application

4. Except as otherwise provided, these Regulations shall apply only to full-time, qualified teachers employed in recognised institutions of further education.

SENIOR POSTS

Establishment and grading

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

SALARIES AND INCREMENTS

Salary scale

6.—(1) Subject to the provisions of these Regulations the scale of salary for assistant lecturers shall be as follows:—

Point of Scale	Rate
	£
1	860
2	890
3	920
4	955
5	1,010
6	1,070
7	1,135
8	1,180
9	1,240
10	1,295
11	1,345
12	1,400
13	1,460
14	1,520
15	1,620

(2) Subject to the provisions of these Regulations the scale of salary for lecturers Grade I shall be the same as that for assistant lecturers increased by £250 at each point:

Provided that where such a lecturer does not hold an approved university degree or other qualification adjudged by the Ministry to be equivalent thereto the scale shall be extended by one increment to £1,920, and with effect from 1st April 1970 by a further increment to a maximum of £1,975.

(3) An assistant lecturer or lecturer Grade I whose qualifications do not entitle him to be placed on the salary scale in accordance with paragraphs (4) to (6) shall be placed on the scale at the minimum or at one point below the point on which he would have been placed if paragraph (4) had applied, whichever is the higher:

Provided that an assistant lecturer or lecturer Grade I who has been placed at the minimum shall not proceed beyond the minimum until the extent of incremental credit given in accordance with the provisions of Schedule I amounts to two years.

(4) An assistant lecturer or lecturer Grade I who has successfully completed three years' approved full-time study or training shall be placed on the salary scale with such incremental credit (if any) as may be given in accordance with the provisions of Schedule I,

(5) An assistant lecturer or lecturer Grade I who has successfully completed at least four years' approved full-time study, training or research shall be placed on the scale with such incremental credit (if any) as may be given in accordance with the provisions of Schedule I and in addition shall be granted increments in the salary scale as follows:—

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

(6) One additional increment shall be granted to an assistant lecturer or lecturer Grade I, other than one to whom Regulation 8 applies, who has had at least three years' approved industrial experience after attaining the age of 18 years and who holds one of the following qualifications (or a qualification adjudged by the Ministry to be equivalent)—

- (a) an approved Higher National Certificate;
- (b) an approved Full Technological Certificate of the City and Guilds of London Institute with a Pass with Distinction in the Advanced Craft Certificate Examination:

Provided that, if he so desires, he may elect to be placed on the scale under the provisions of paragraph (3) at the point appropriate to his qualifications and his industrial experience.

(7) The provisions of paragraph (5) or (6) shall not be so construed as to entitle an assistant lecturer to payment at a rate of salary in excess of the maximum of the scale.

(8) For the purposes of this Regulation 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.

Existing lecturers and assistant lecturers

7.—(1) When a lecturer Grade II was in service as a lecturer before 6th March 1968 under the 1965 Salaries Regulations he shall receive 5 additional increments, subject to the maximum of the scale not being exceeded.

- (2) (a) For the purpose of this Regulation an "existing assistant lecturer" means an assistant lecturer or lecturer Grade I who was placed on one of the scales for assistant lecturers under the 1965 Salaries Regulations, or on any of the scales I to V of the Regulations which from time to time governed the salaries of assistant lecturers in institutions.
- (b) An existing assistant lecturer who was placed on the scale for assistant lecturers under the 1965 Salaries Regulations shall from 1st April 1969 or, if not in service on that date, from the effective date of first reappointment after that date, be placed on the scale set out in Regulation 6(1) or Regulation 6(2) at the point at which he was placed on the first mentioned scale, with such additional credit as he may be entitled to in accordance with the provisions of Schedule I.
- (c) An existing assistant lecturer who was not placed on the scale for assistant lecturers under the 1965 Salaries Regulations shall from 1st April 1969 or, if not in service on that date, from the effective date of first reappointment after that date, be placed at the point of the scale set out in Regulation 6(1) or Regulation 6(2) with such additional credit as he may be entitled to in accordance with the provisions of Schedule I, as follows:—
- (i) an assistant lecturer or lecturer Grade I who was on Scale II, IV or V shall be placed on the scale at the point at which he was placed in Scale II, IV or V;
 - (ii) an assistant lecturer or lecturer Grade I who was on Scale III shall be placed on the scale at the point next above that at which he was placed in Scale III;
 - (iii) an assistant lecturer who was on a point above the 14th point of Scale II, III, IV or V shall be placed on the scale at the maximum;
 - (iv) a lecturer Grade I who was on a point above the 14th point of Scale IV or V shall be placed on the scale at the maximum;
 - (v) a lecturer Grade I who was on the maximum of Scale III shall be placed on the maximum of the scale;
 - (vi) an assistant lecturer or lecturer Grade I who was on Scale I shall be placed on the scale at the point immediately below the point at which he was placed in Scale I:
- Provided that:
- (a) an assistant lecturer on a point above the 16th point of Scale I shall be placed on the scale at the maximum; and
 - (b) an assistant lecturer or lecturer Grade II at the minimum of Scale I shall be placed on the scale at the minimum and shall not proceed beyond the minimum until the extent of incremental credit given in accordance with the provisions of Schedule I amounts to two years;
- (vii) an assistant lecturer or lecturer Grade I who was placed on the maximum of Scale III shall receive an addition of £50 beyond the maximum of the scale set out in Regulation 6(1) or Regulation 6(2): Provided that such addition shall not be payable to an assistant lecturer who qualifies for the addition of £50 referred to in Regulation 9;

(viii) an assistant lecturer or lecturer Grade I who was in receipt of salary in excess of the maximum of Scale IV or Scale V by reason of approved full-time study, training, advanced work or research shall receive by way of addition to his salary a sum equal to the amount by which his rate of salary exceeded that maximum: Provided that the additional sum payable shall be reduced by £30 where the assistant lecturer or lecturer Grade I qualifies for the addition of £50 referred to in Regulation 9.

(d) Notwithstanding the foregoing provisions of this Regulation an existing assistant lecturer may, where it is to his advantage, be placed in accordance with Regulation 6.

University degrees (or equivalent)

8.—(1) In the case of an assistant lecturer or lecturer Grade I, other than one to whom paragraph (2) applies, who holds an approved university degree, or other qualification adjudged by the Ministry to be equivalent thereto, the salary scale shall be increased by £105 at each point.

(2) In the case of an assistant lecturer or lecturer Grade I who holds an approved university degree with first or second class honours, or other qualification adjudged by the Ministry to be equivalent thereto, the salary scale shall be increased by £230 at each point.

Addition for training or qualifications

9.—(1) Where an assistant lecturer or lecturer Grade I has successfully completed a course of training or has obtained a qualification, and the course or the qualification is approved by the Ministry for the purposes of this paragraph, he shall receive an addition of £50 to his scale salary:

Provided that the course has not been taken into account for the purpose of granting recognition as a qualified teacher.

(2) Where an assistant lecturer or lecturer Grade I is entitled to the increase of £105 or £230 prescribed in Regulation 8 and

(a) (i) has successfully completed an approved full-time course of training, or

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

(b) the course does not form part of the assistant lecturer's or lecturer's Grade I qualifications entitling him to receive an increase under Regulation 8,

he shall receive an addition of £50 to his scale salary.

(3) An assistant lecturer or lecturer Grade I shall not receive more than one addition of £50 under the provisions of this Regulation.

Salaries of lecturers Grade II, senior lecturers, principal lecturers and readers

10.—(1) Subject to the provisions of these Regulations the scales of salary for lecturers Grade II, senior lecturers and principal lecturers shall be those set out in Schedule II provided that where in the special circumstances of a particular case of a lecturer Grade II, senior lecturer or principal lecturer the local education authority considers that the maximum of the scale is not adequate it may, subject to the approval of the Ministry, pay such higher maximum as it deems appropriate.

(2) Where a principal lecturer is responsible for a significant amount of work of university standard in a Grade V or Grade VI department and is eligible to receive the normal maximum of the scale prescribed in Schedule II the local education authority may, subject to the approval of the Ministry, extend the scale as indicated in Schedule II.

(3) The scale of salary applicable to the post of reader shall be determined by the local education authority subject to the approval of the Ministry, having regard to the duties and responsibilities involved, and shall consist of any four consecutive points within the scale set out in Schedule II. A reader shall enter the scale at the minimum or at such higher point as may be determined having regard to his experience and qualifications for the post.

Salaries of heads of departments

11.—(1) Subject to the provisions of paragraph (2) the scale of salary of a head of department shall be the salary scale shown under the appropriate grade of department as set out in Schedule III.

(2) Where on review in accordance with arrangements approved by the Ministry a department is placed in a lower grade the existing head of department in service at the date of such review and continuing in the same post shall receive salary on the scale applicable to the grade immediately above the lower grade for as long as the department remains in that lower grade.

Salaries of principals

12.—(1) Subject to the provisions of paragraph (5) the scale of salary of the principal of an institution from 1st April 1969 to 31st July 1969 shall be the scale shown under the appropriate grade of institution as set out in Part I of Schedule IV.

(2) Subject to the provisions of paragraph (5) the scale of the principal of an institution from 1st August 1969 shall be the salary scale shown under the appropriate grade of institution as set out in Part II of Schedule IV:

Provided that when the maximum of the scale applicable to the principal at 31st July 1969 is higher than the maximum of the scale applicable from 1st August 1969 the principal shall, if he continues in the same post, be entitled to proceed as determined by the Ministry to such higher maximum.

(3) A principal in service on 31st July 1969 shall enter the appropriate scale as from 1st August 1969 at the minimum or at the rate applicable to him on 31st July 1969, together with any increment which would normally be awarded on 1st August 1969 where that rate exceeds the minimum:

Provided that the rate of salary so determined shall continue to apply for so long as the principal remains in the same post and the salary is not exceeded by the salary scale applicable to him under the provisions of paragraph (2).

(4) A principal taking up duty between 1st August 1969 and 29th December 1969 shall be placed on the scale in accordance with Regulation 14 or at the rate applicable to the post as though he had been appointed on 31st July 1969, calculated in accordance with the scales set out in Part I of Schedule IV, whichever is the greater.

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

(6) Where, in the special circumstances of a particular case of an institution, the local education authority considers that the scale shown in Schedule IV as normally applicable to that grade of institution is not suitable it may, subject to the approval of the Ministry, apply such other scale as it deems appropriate.

Salaries of vice-principals

13.—(1) The scale of salary of the vice-principal of an institution from 1st April 1969 to 31st July 1969 shall be the scale shown under the appropriate grade of institution as set out in Part I of Schedule V.

(2) The scale of salary of the vice-principal of an institution from 1st August 1969 shall be the salary scale shown under the appropriate grade of institution as set out in Part II of Schedule V.

(3) A vice-principal in service on 31st July 1969 shall enter the appropriate scale as from 1st August 1969 at the minimum or at the rate applicable to him on 31st July 1969, together with any increment which would normally be awarded on 1st August 1969, where that rate exceeds the minimum:

Provided that the rate of salary so determined shall continue to apply for so long as the vice-principal remains in the same post and the salary is not exceeded by the salary scale applicable to him under the provisions of paragraph (2).

(4) A vice-principal taking up duty between 1st August 1969 and 29th December 1969 shall be placed on the scale in accordance with Regulation 14 or at the rate applicable to the post as though he had been appointed on 31st July 1969, calculated in accordance with the scale set out in Part I of Schedule V, whichever is the greater.

(5) Where, in the special circumstances of a particular case of an institution, the local education authority considers that the scale shown in Schedule V as normally applicable to that grade of institution is not suitable it may, subject to the approval of the Ministry, apply such other scale as it deems appropriate.

Credit for service and employment

14. A lecturer Grade II, senior lecturer, principal lecturer, head of department, vice-principal or principal of an institution shall

- (a) be given incremental credit on the appropriate salary scale in accordance with the provisions of Schedule VI, or
- (b) on transfer from another approved scale, be placed at the minimum of the scale unless the salary in the former post, together with any allowance payable in respect of a post of special responsibility or of a supervisory or administrative nature, equals or exceeds the minimum of the scale applicable less an amount equal to the first increment on that scale when the person shall enter the scale at the next higher point plus one increment, subject to the maximum,

whichever is the greater:

Provided that where a lecturer Grade II, senior lecturer, principal lecturer, head of department, vice-principal or principal was placed on a point of a superseded scale he shall be transferred to the corresponding revised scale at the point at which he was placed on the superseded scale.

Provided also that where a principal, vice-principal or head of department while serving in that capacity becomes eligible for salary in a higher grade and his former salary equals or exceeds the minimum of the scale applicable less an amount equal to the first increment on that scale he shall enter the scale at the next higher point plus one increment subject to the maximum.

Award of annual increments

15. After a teacher's rate of salary has been determined subsequent increments in the scale shall be granted annually on the teacher's normal incremental date:

Provided that

- (a) the Ministry may at any time withhold an increment or require it to be withheld if a teacher's service, in the judgment of the Ministry, does not reach a satisfactory standard;
- (b) if an increment is withheld at any incremental date or at any two or more successive incremental dates and if, at the next following incremental date, the teacher's service has, in the judgment of the Ministry, reached a satisfactory standard he may at the discretion of the Ministry be allowed two increments (instead of one increment) in the appropriate scale.

Credit for periods of absence

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

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

Adjustment of salaries to scale points

17. Where the placing of a teacher on any scale set out in these Regulations results in a salary of an amount other than a scale point the rate of salary shall be brought to a scale point by an adjustment, made by the Ministry, of the teacher's incremental date.

ALLOWANCES

Acting principal

18. If (a) the principalship of an institution is vacant or the principal is absent on leave without pay; or

(b) the principal of an institution in which there is no vice-principal is absent on leave with pay,

the Ministry may when it considers it reasonable, approve the appointment of an acting principal, and an acting principal so appointed may be paid an allowance of such amount as the Ministry may approve.

Acting vice-principal

19. Where a head of department is appointed by the local education authority with the approval of the Ministry to discharge the duties and responsibilities of a vice-principal, he shall receive, in addition to the salary otherwise payable to him, an allowance of such amount as the authority with the approval of the Ministry deems appropriate, not exceeding £530 per annum.

Additional allowances

20.—(1) A local education authority may in accordance with arrangements approved by the Ministry, pay to a lecturer Grade I an allowance of £185 per annum in respect of responsibilities of a supervisory or administrative nature.

(2) A local education authority may in accordance with arrangements approved by the Ministry continue to pay an allowance made under the provision of Regulation 17(1) of the 1965 Salaries Regulations to an assistant lecturer so long as he remains in the post. The amount of the allowance shall be £132 per annum.

Allowances for evening work

21.—(1) Subject to the provisions of this Regulation, a local education authority shall, in accordance with approved arrangements, make to teachers payments in respect of evening work.

(2) The rate of remuneration for such work shall be 25s. 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 (1) of Regulation 26 or to a head of department or to a principal of an institution.

ABSENCES OF TEACHERS

Definitions

22. In Regulations 23 and 24

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

“temporary teacher” means a teacher who in accordance with paragraph (2) of Regulation 26 is paid salary as though he was employed in a permanent capacity, and

“salary” includes any allowances to which the teacher is entitled hereunder and any compensation allowances payable under the Institutions of Further Education: Teachers’ Salaries (Compensation Allowances) (Northern Ireland) Regulations 1969, the Teachers Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969 or any compensation allowances payable under any Regulations superseding those Regulations.

Absences due to illness

23.—(1) A teacher shall, subject to these Regulations, be entitled while absent because of illness to receive salary at the full rate for a period not exceeding six months and thereafter at one half of the full rate for a further period not exceeding six months, in any period of four years’ service. For the purposes of this paragraph six months shall be taken as 183 days.

(2) A teacher who has been absent, because of illness, for an aggregate of twelve months in any period of four years’ service shall not, within that period, be entitled to salary for any further period of absence from duty because of illness.

(3) Any absence owing to illness during a period of temporary service to which paragraph (2) of Regulation 26 applies shall not be counted as absence for the purpose of paragraph (2) of this Regulation.

(4) A temporary teacher who in accordance with paragraph (2) of Regulation 26 is paid salary as though he were employed in a permanent capacity shall subject to the provisions of these Regulations be entitled while absent because of illness to receive salary at the full rate in accordance with Schedule VII.

(5) A teacher or temporary teacher who is absent because of illness and who does not resume his teaching duties for ten successive working days immediately before, or immediately after, or immediately before and after a period of school vacation shall be regarded as absent because of illness for that period of vacation:

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

(6) A teacher or temporary teacher who is absent because of illness shall not be entitled to salary—

- (a) for more than three successive working days, or
- (b) for more than ten working days in all in any year ending 31st December unless a medical certificate, specifying the nature of the illness and certifying the incapacity of the teacher for the performance of duty, is furnished through the local education authority to the Ministry.

Absence for other causes

24. A local education authority may pay full salary to a teacher—

- (a) for a brief period of necessary absence due to infectious disease in his home or to the serious illness or death of a near relative;
- (b) for a period of absence not exceeding three working days, due to special circumstances; or
- (c) with the approval of the Ministry, for a period of absence exceeding three working days, due to special circumstances.

Leave for other purposes

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

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

TEMPORARY AND PART-TIME TEACHERS

Remuneration of temporary teachers

26.—(1) A temporary teacher, including an unqualified teacher shall, except as provided in paragraph (2), be remunerated for each working day at the rate of 1/200th of the annual salary which he would receive if he were employed in a permanent capacity:

Provided that such a teacher may with the approval of the Ministry be paid salary as though he were employed in a permanent capacity.

(2) A temporary teacher who is appointed for a period of not less than one year during the absence of a teacher to whom leave of absence has been granted under paragraph (1) of Regulation 25 shall be paid salary as though he were employed in a permanent capacity.

(3) In the case of any teacher to whom, in respect of any period of service, remuneration is paid on a daily basis in accordance with the provisions of paragraph (1) each working day shall, for the purposes of increment if he is being paid on an incremental scale, and for such other purposes as the Ministry may determine, be reckoned as 1/200th of a year of service:

Provided that in any twelve consecutive months any such period of service together with any other period of teaching service which such teacher may perform during that time shall not be reckoned as more than one year of service.

(4) For the purposes of this Regulation:

- (a) not more than five working days shall be counted in any one week;
- and

- (b) "salary" includes any allowances to which the temporary teacher is entitled hereunder and any compensation allowances payable under the Institutions of Further Education: Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969, or the Teachers' Salaries (Compensation Allowances) Regulations (Northern Ireland) 1969 or any Regulations superseding those Regulations.

Remuneration of part-time teachers

27. The minimum rate of remuneration of part-time teachers shall be 15s. 0d. per hour with effect from 1st September 1969:

Provided that such a teacher may, with the approval of the Ministry, be paid salary in accordance with the appropriate scale for a full-time teacher.

UNQUALIFIED TEACHERS

Remuneration

28. The minimum rate of salary for full-time unqualified teachers shall be £583:

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

MISCELLANEOUS

Expenses

29.—(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.

Safeguarding of existing salaries

30. A full-time teacher in recognised teaching service on 31st March 1969 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 Ministry of Education for Northern Ireland this 30th day of December 1969 in the presence of

(L.S.)

P. Shea,
Secretary.

SCHEDULE I

Regulation 6

Credit for the following full-time service shall be given for increment 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.

Type of Service	Extent of Incremental Credit
(a) Teaching service in recognised schools or institutions in Northern Ireland.	Full Credit.
(b) Teaching service in unrecognised schools in Northern Ireland.	To such extent as the Ministry may determine.
(c) Teaching service in schools in Great Britain.	
(d) Teaching service in schools in the British Commonwealth.	
(e) Teaching service in schools in the Republic of Ireland.	
(f) Teaching service in schools in other countries.	
(g) Service on the staffs of university institutions and training colleges in the British Commonwealth and the Republic of Ireland.	
(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 (Northern Ireland) 1939.	
(iii) National Service under the provisions of the National Service Act 1948, or any amendment of that Act.	

Type of Service

Extent of Incremental Credit

- (j) Experience in industry or commerce or in research or professional work other than teaching after the teacher has attained the age of 21 years, where such experience is likely to be of value to the teacher in the performance of his duties.
- (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.

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 increment.

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 salary purpose shall also be reckoned for the award of increments.

To such extent as the Ministry may determine.

SCHEDULE II

Regulation 10.

Point of Scale	Lecturers Grade II	Senior Lecturers	Principal Lecturers	Reader
	£	£	£	£
1	1,827	2,417	2,682	2,612
2	1,886	2,482	2,767	2,682
3	1,945	2,547	2,852	2,767
4	2,004	2,612	2,937	2,852
5	2,063	2,682	3,022*	2,937
6	2,122	2,752	3,107†	3,022
7	2,181		3,192	3,107
8	2,240		3,277	3,192
9	2,299		3,362	3,277
10	2,358		3,447	3,362
11	2,417			3,447

*Normal maximum.

†Extended scale.

SCHEDULE III

Regulation 11

HEADS OF DEPARTMENTS

Point of Scale	Grade I	Grade II	Grade III	Grade IV	Grade V	Grade VI
	£	£	£	£	£	£
1	2,225	2,500	2,776	3,022	3,275	3,550
2	2,280	2,569	2,856	3,107	3,365	3,640
3	2,335	2,638	2,936	3,192	3,455	3,730
4	2,390	2,707	3,021	3,277	3,550	3,820
5	2,445	2,776	3,106	3,362	3,645	3,910
6	2,500	2,845				4,000

SCHEDULE IV

Regulation 12

PART I

Principals: From 1st April 1969 to 31st July 1969.

Grade of Institution	1	2	3	4	5	6	7	8
Point of Scale	£	£	£	£	£	£	£	£
1	1,829	2,147	2,374	2,608	2,836	3,021	3,260	3,472
2	1,908	2,226	2,454	2,687	2,915	3,101	3,339	3,578
3	1,988	2,306	2,533	2,767	2,995	3,180	3,419	3,684
4	2,067	2,385	2,613	2,846	3,074	3,260	3,498	3,790
5	2,147	2,465	2,692	2,926	3,154	3,339	3,578	3,896
6	2,226	2,544	2,772	3,005	3,233	3,419	3,657	—

PART II

Principals: From 1st August 1969.

Grade of Institution	1	2	3	4	5	6
Point of Scale	£	£	£	£	£	£
1	2,300	2,577	2,853	3,130	3,406	3,683
2	2,379	2,656	2,932	3,209	3,485	3,789
3	2,458	2,735	3,011	3,288	3,564	3,895
4	2,538	2,815	3,091	3,368	3,644	4,001
5	2,618	2,895	3,171	3,448	3,724	—

SCHEDULE V

Regulation 13

PART I

Vice-Principals: From 1st April 1969 to 31st July 1969.

Grade of Institution	2	3	4	5	6	7	8
Point of Scale	£	£	£	£	£	£	£
1	1,834	2,030	2,189	2,348	2,470	2,571	2,708
2	1,908	2,099	2,263	2,422	2,544	2,639	2,783
3	1,977	2,173	2,332	2,496	2,618	2,745	2,862
4	2,051	2,247	2,406	2,571	2,687	2,814	2,942

PART II

Vice-Principals: From 1st August 1969.

Grade of Institution	1	2	3	4	5	6
Point of Scale	£	£	£	£	£	£
1	1,892	2,118	2,343	2,569	2,794	3,020
2	1,957	2,183	2,408	2,634	2,859	3,105
3	2,022	2,248	2,473	2,699	2,924	3,190
4	2,087	2,313	2,538	2,764	2,989	3,280
5	2,152	2,378	2,603	2,829	3,054	—

SCHEDULE VI

Regulation 14

Credit for the following full-time service and experience shall be given in the appropriate salary scale:

Lecturer Grade II,
Senior Lecturer,
Principal Lecturer,
Head of Department,
Vice-Principal,
Principal.

Teaching Service adjudged by the Ministry to have been equivalent in importance and responsibility to the post in respect of which the teacher is being placed.

Industrial, commercial or professional experience, or research work, which in the opinion of the Ministry should be regarded for the purpose of increments as of equivalent standard to service in the grade in which the teacher is being placed.

SCHEDULE VII

Regulation 23

The period for which a temporary teacher may receive salary under the provisions of Regulation 23 shall be determined by the length of service completed within the current period of temporary service as follows:—

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

EXPLANATORY NOTE

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

These Regulations introduce from 1st April 1969 revised scales of salaries and allowances for teachers in institutions of further education.