

## EDUCATION

## Colleges of Education: Salaries and Allowances

REGULATIONS, DATED 6TH JUNE 1973, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1971 AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

The Ministry of Education (hereinafter referred to as "the Ministry") on behalf of the Secretary of State and 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 College of Education Teachers (Salaries and Allowances) Regulations (Northern Ireland) 1973.

(2) These Regulations shall be deemed to have come into operation on 1st April 1973.

(3) The College of Education Teachers (Salaries and Allowances) Regulations No. 2 (Northern Ireland) 1972(b) are hereby revoked.

2. For the purposes of these Regulations—

"colleges of education" means Stranmillis College, St. Mary's College of Education and St. Joseph's College of Education.

3. Subject to the provisions of these Regulations the salary scales for full-time assistant lecturers, lecturers, senior lecturers and principal lecturers employed in colleges of education shall be as set out in the Schedule.

4.—(1) An assistant lecturer, lecturer, senior lecturer or principal lecturer who was in service on 31st March 1973 and who continues to be employed in the same capacity in a college of education shall enter the appropriate salary scale from 1st April 1973 at the minimum, to which shall be added the same number of increments as that by which the salary he would have received under the provisions of the College of Education Teachers (Salaries and Allowances) Regulations No. 2 (Northern Ireland) 1972 exceeded the minimum of the corresponding scale under those Regulations.

(2) Subject to Regulation 15 further increments up to the maximum of the appropriate scale, shall accrue in respect of service on and after the last incremental date.

5.—(1) An assistant lecturer appointed in that capacity on or after 1st April 1973 shall enter the appropriate scale in the Schedule at the minimum, to which shall be added, up to the maximum, incremental credit in respect of service as an assistant lecturer in a college of education. Credit allowed under this paragraph shall be at the rate of £71 per annum and subject to a maximum value of four increments in respect of experience gained before 1st April 1971 and at the rate of £84 per annum for experience gained from that date.

(2) Subject to Regulation 15 further increments, or proportionate increments up to the maximum of the scale shall accrue in respect of service as an assistant lecturer on and after the date of appointment.

6.—(1) A lecturer appointed in that capacity on or after 1st April 1973 shall enter the appropriate scale at:—

(a) the minimum, to which shall be added, up to the maximum, incremental credit in respect of time spent:

- (i) as a lecturer in a college of education, university or university training department; and
- (ii) in any other service which is deemed by the college authority in agreement with the Ministry for the purposes of this sub-paragraph to be of equivalent value to service as a lecturer.

Credit allowed under this sub-paragraph shall be at the rate of £71 per annum and subject to a maximum value of 12 increments in respect of experience gained before 1st April 1971 and at the rate of £89 per annum for experience gained from that date;

or

(b) the salary applicable in the former post based on service to date of appointment plus an addition of £178 per annum, subject to the maximum of the appropriate scale not being exceeded, where a lecturer is appointed following service in a college of education or teaching service in the United Kingdom;

whichever is the higher;

or

(c) such point on the scale as the college authority may determine in agreement with the Ministry having regard to the provisions of sub-paragraph (b), where a lecturer is appointed following service not described in that sub-paragraph and for whom the salary assessed under sub-paragraph (a) is not considered adequate.

(2) Subject to Regulation 15 further increments, or proportionate increments up to the maximum of the scale shall accrue in respect of service as a lecturer on and after the date of appointment.

7.—(1) A senior lecturer appointed in that capacity on or after 1st April 1973 shall enter the appropriate scale at:—

(a) the minimum, to which shall be added, up to the maximum, incremental credit in respect of time spent since 1st April 1945:

- (i) as a senior lecturer in a college of education; and
- (ii) in any other service which is deemed by the college authority in agreement with the Ministry for the purposes of this sub-paragraph to be of equivalent value to service as a senior lecturer.

Credit allowed under this sub-paragraph shall be at the rate of £89 per annum and subject to a maximum value of six increments in respect of experience gained before 1st April 1971 and at the rate of £101 per annum for experience gained from that date;

or

(b) the salary applicable in the former post based on service to date of appointment plus an addition of £202 per annum, subject to the maximum of the appropriate scale not being exceeded, where a senior lecturer was appointed following service in a college of education or teaching service in the United Kingdom;

whichever is the higher;

or

- (c) such point on the scale as the college authority may determine in agreement with the Ministry having regard to the provisions of sub-paragraph (b) where a senior lecturer is appointed following service not described in that sub-paragraph and for whom the salary assessed under sub-paragraph (a) above is not considered adequate.

(2) Subject to Regulation 15 further increments or proportionate increments up to the maximum of the scale shall accrue in respect of service as a senior lecturer on and after the date of appointment.

8.—(1) A principal lecturer appointed in that capacity on or after 1st April 1973 shall enter the appropriate scale at:—

- (a) the minimum, to which shall be added, up to the maximum, incremental credit in respect of time spent:

- (i) as a principal lecturer in a college of education; and  
(ii) in any other service which is deemed by the college authority in agreement with the Ministry for the purpose of this sub-paragraph to be of equivalent value to service as a principal lecturer.

Incremental credit allowed under this sub-paragraph shall be at the rate of £106 per annum;

or

- (b) the salary applicable in the former post based on service to date of appointment plus an addition of £212 per annum, subject to the maximum of the appropriate scale not being exceeded, where a principal lecturer is appointed following service in a college of education or teaching service in the United Kingdom;

whichever is the higher;

or

- (c) such point on the scale as the college authority may determine in agreement with the Ministry having regard to the provisions of sub-paragraph (b) where a principal lecturer is appointed following service not described in that sub-paragraph and for whom the salary assessed under sub-paragraph (a) is not considered adequate.

(2) Subject to Regulation 15 further increments or proportionate increments up to the maximum of the scale shall accrue in respect of service as a principal lecturer on and after the date of appointment.

9. A principal lecturer may be paid an allowance at such rate as may be determined by the college authority in agreement with the Ministry in respect of special responsibilities.

10. No increment shall be withheld in respect of any year of service unless the service for that year has been declared unsatisfactory by the college authority. In such a case, payment of the increment shall be delayed only during the following year unless the college authority otherwise expressly determines.

11. A person, who has undertaken war service, shall be entitled to have that war service reckoned for increments of salary as if it had been teaching service:

Provided that war service given by a person before attaining the age of 18 years shall not be reckoned for the purpose of this regulation.

12. (i) Where a teacher is seconded by the local education authority or by the managers of a school to a college of education, the college authority may make to the teacher an allowance over and above the salary appropriate to him as a school teacher provided that the total salary thus payable shall not be higher than that which would be appropriate if the seconded teacher were appointed to the permanent staff of the college of education. The college authority shall be responsible for the payment of such salary and allowance during the period of secondment;
- (ii) where a college of education lecturer, senior lecturer or principal lecturer is seconded to a school for the purpose of research or of refreshing his experience of school teaching or is seconded to any other occupation approved by the college authority in agreement with the Ministry, he shall receive, during the period of secondment, the salary appropriate to him as a college of education lecturer, senior lecturer or principal lecturer, together with any personal allowance which the college authority in agreement with the Ministry may determine as being necessary. The college authority shall be responsible for the payment of any sum by which the college salary and allowance exceeds the salary appropriate to the temporary occupation during the period of such secondment;
- (iii) where a member of the teaching staff of a college of education resumes teaching service in a college of education following a period of service in a school or other educational institution in any of the countries of the British Commonwealth of Nations or in any foreign country to which he was seconded under arrangements approved by the Ministry a temporary allowance may be granted for a period not exceeding two years from the date on which teaching service is resumed, of such amount as may be necessary to secure that the total rate of remuneration paid to him during that period shall not be less than the corresponding remuneration which would have been payable if he had continued to serve in a post held immediately prior to secondment.

13. The remuneration of the principals and vice-principals of colleges of education shall be determined by the college authority in agreement with the Ministry and subject to the approval of the Ministry of Finance.

14. Lecturers employed in regular part-time service in colleges of education shall be paid a proportion of the annual salary that would be appropriate if they were employed full-time. The proportion shall correspond to the proportion of full-time service that the college authority deem the lecturer to be employed.

15. Each college authority may follow its general procedure as regards date of payment of annual increments. Proportionate increments may be paid in respect of periods of service of less than one year where needed for the establishment or maintenance of a uniform incremental date or for the purposes of calculating salaries under the provisions of these Regulations. In reckoning service for this purpose, the number of odd days shall be ignored or counted as one month, according as it is or is not less than 15 days respectively.

**16.** An assistant lecturer, lecturer, senior lecturer or principal lecturer who was in service in a college of education on 31st March 1973 and who continues in the same post shall not receive by reason of the operation of these Regulations a lesser rate of salary than he received under the Regulations in force on that date.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 6th day of June 1973.

(L.S.)

*G. I. Dent,*  
Deputy Secretary,

## SCHEDULE

Regulation 3

## Scales of salaries

<i>Incremental point</i>	<i>Assistant lecturers</i>	<i>Lecturers</i>	<i>Senior lecturers</i>	<i>Principal lecturers</i>
	£	£	£	£
0	1,750	2,153	2,963	3,483
1	1,834	2,242	3,064	3,589
2	1,918	2,331	3,165	3,695
3	2,002	2,420	3,266	3,801
4		2,509	3,367	3,907
5		2,598	3,468	
6		2,688		
7		2,778		
8		2,868		
9		2,958		

Where a salary calculated in accordance with the other provisions of these Regulations does not correspond to an incremental point, or an intermediate point of a twelfth of an increment on the scale applicable to the lecturer, the commencing salary to be paid shall be the next higher incremental point or the next higher intermediate point, whichever is the nearer to the salary so calculated. For this purpose the intermediate point shall be calculated to the nearest penny.

## EXPLANATORY NOTE

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

These Regulations introduce, with effect from 1st April 1973, new salary scales for lecturing staff in colleges of education.