1988 No. 84

EDUCATION

Further Education Teachers' Salaries Regulations (Northern Ireland) 1988

Made	*16th March 1988*
Coming into operation . .	*31st March 1988*

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The Department of Education, in exercise of the powers conferred on it by Articles 69(1) and (4), 70(1)(*b*) and 134(1) of the Education and Libraries (Northern Ireland) Order 1986(**a**), any by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(**b**) and of every other power enabling it in that behalf, hereby makes the following regulations:

PRELIMINARY

Citation and commencement

1. These regulations may be cited as the Further Education Teachers' Salaries Regulations (Northern Ireland) 1988 and shall come into operation on 31st March 1988 and except where otherwise provided shall have effect on and from 1st September 1987.

Revocation

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

Interpretation

3.—(1) In these regulations

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

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

(a) S.I. 1986/594 (N.I. 3); a new Article 70 was substituted by Article 8 of S.I. 1987/167 (N.I. 2)
(b) 1962 c. 7 (N.I.)

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

"salary" shall not include any allowance under regulation 9 or 10, or any payment under regulation 24(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 purposes of these regulations;

"1985 Salaries Regulations" means the Further Education Teachers' Salaries Regulations (Northern Ireland) 1985(**b**).

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

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

Application

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

Placing of Teachers on the Salary Scales

Salary scales and salary ranges

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

Placing on scales

6. A teacher shall be placed on the appropriate salary scale or within the appropriate salary range in accordance with Schedule 2.

Group of institution and grading of department

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

(**a**) S.R. & O. (N.I.) 1973 No. 429 as amended by S.R. 1974 No. 108
(**b**) S.R. 1985 No. 304 as amended by S.R. 1986 No. 38, S.R. 1986 No. 280 and S.R. 1988 No. 41

Additional qualifications or approved courses

8.—(1) A lecturer who had, at any time between 31st August 1987 and 30th March 1988, been employed as a lecturer grade I and 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 incremental point 10 on the lecturer scale not being exceeded.

(2) Subject to paragraphs 2, 8 and 9 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.

Head of department

10.—(1) Where a head of department is appointed by a board with the approval of the Department to discharge the duties and responsibilities of a vice-principal, he shall receive, in addition to his salary, an allowance not exceeding £1,728 per annum as the Department may determine after consultation with the board.

(2) Where in an institution of further education in group 5 or higher, departments are grouped into a faculty and a head of department, other than one to whom paragraph (1) applies, exercises co-ordinating responsibilities within the faculty, he may receive, in addition to his salary an allowance not exceeding £1,533 per annum as the Department may determine after consultation with the board.

INCREMENTS

Award of increments

11.—(1) 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.

(2) The normal incremental date of a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 17(1)) shall fall on the first day of a month.

(3) A teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 17(1)) on any of the salary scales set out in Schedule 1 who has no previous service or experience at the date of his appointment shall, subject to satisfactory continuous full-time service, qualify in the following year for the award of his first increment on the first of the month corresponding to that in which he was appointed, provided that at that date his service amounts to at least 11 months and 15 days, but if at that date his service amounts to 11 months and a lesser number of days than 15, the increment will normally become due on the first day of the following month.

(4) Where a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 17(1)) is placed or replaced on any of the salary scales set out in Schedule 1 and for this purpose his past service and experience is assessed under Schedule 2 the date on which the next complete year of service would be attained shall be calculated and if the following day falls on any of the first fifteen days of a month, his increment shall be awarded from the first day of that month but otherwise from the first day of the following month subject to satisfactory continuous full-time service in the meantime.

(5) Where the aggregate of any periods of absence without pay of a teacher (other than a temporary teacher paid on a daily basis in accordance with regulation 17(1)) from his teaching post in a period of twelve months terminating on his normal incremental date—

(*a*) amounts to fifteen days or less it shall be counted as teaching service for the purpose of the award of increments; or

(*b*) amounts to more than fifteen days but less than thirty days the teacher's incremental date shall be retarded by one month; or

(*c*) amounts to thirty days or more the teacher's incremental date shall be retarded by one month for each complete period of thirty days and by a further month where the residue of the period amounts to more than fifteen days but less than thirty days.

(6) Subject to paragraphs 2(4) and 2(5) of Part I of Schedule 2 a temporary teacher paid on a daily basis in accordance with regulation 17(1) shall be awarded an increment with effect from the first working day following completion of 190 working days satisfactory service.

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

(8) If an increment is withheld at any incremental date or at any two or more successive incremental dates and if, at the next following incremental date, the teacher's service is considered by the Department to have reached a satisfactory standard he may be allowed two increments (instead of one increment) on the appropriate scale.