1965. No. 280 **[C]**

EDUCATION

Institutions of Further Education: Teachers' Salaries and Allowances

REGULATIONS, DATED 22ND DECEMBER, 1965, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1963.

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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 of 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) 1965, and shall be deemed to have come into operation on 1st April, 1965.

Regulations revoked

2. The following Regulations are hereby revoked:—

the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1963(b);

the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1964(c);

the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1964 No. 2(d).

Definitions

3.—(1) In these Regulations:

(*a*) "approved" means approved by the Ministry for the purposes of the context;

"entitlement" means the amount of money determined by the local education authority in accordance with arrangements approved by the Ministry available to an institution with a secondary department for the creation of senior posts;

"senior post" means a post of assistant lecturer Grade B, lecturer, senior lecturer, principal lecturer, reader, head of department and vice-principal;

"reorganisation" means rearrangement of facilities for further education including technical intermediate education carried out with the approval of the Ministry by the local education authority;

"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(e);

"unqualified teacher" means a teacher who is not eligible for recognition under the Further Education (Grant Conditions) Regulations (Northern Ireland) 1963(e);

"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.

(*b*) other expressions which have meanings assigned to them by the Further Education (Grant Conditions) Regulations (Northern Ireland) 1963(e) shall have the same respective meanings for the purposes of these Regulations.

(a) 1947. c. 3. (b) S.R. & O. (N.I.) 1963, No. 209. (c) S.R. & O. (N.I.) 1964, No. 70.
(d) S.R. & O. (N.I.) 1964, No. 193. (e) S.R. & O. (N.I.) 1963, No. 210.

(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) 1965(a);

(*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

5.—(1) The establishment of senior posts and the grading of any department in an institution other than an institution with a secondary department shall be determined by the local education authority with the approval of the Ministry.

(2) The establishment of senior posts in an institution with a secondary department 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 Grade A shall be as follows:—

Point of Scale	*Rate* £
1	725
2	755
3	785
4	825
5	880
6	935
7	995
8	1,035
9	1,080
10	1,120
11	1,160
12	1,205
13	1,255
14	1,325
15	1,425

(2) Subject to the provisions of these Regulations the scale of salary for assistant lecturers Grade B shall be the same as that for assistant lecturers Grade A increased by £225 at each point.

(3) An assistant lecturer 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:

(a) S.R. & O. (N.I.) 1965, No. 278.

Provided that an assistant lecturer 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—

(*a*) who has successfully completed three years' approved full-time study or training; or

(*b*) who has had at least three years' approved industrial or commercial experience after attaining the age of 18 years, who has successfully completed an approved full-time course of at least two years' duration at the London School of Economics and who holds other recognised certificates in commercial subjects,

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 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—

(*a*) who has had at least three years' approved industrial experience after attaining the age of 18 years and who—

(i) has 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) has been granted recognition in other technological subjects on the completion of a full-time course of at least three years' duration at an approved institution; or

(*b*) other than one to whom sub-paragraph (1)(*b*) of Regulation 8 applies, who has had at least three years' approved industrial experience after attaining the age of 18 years and who has been granted recognition in Science, Applied Science or Technology, as the result of having successfully completed, or been granted exemption from Parts I and II of the examination for the associate membership of an approved professional institution; or

(*c*) other than one to whom sub-paragraph (1)(*c*) of 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)—

(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; or

(*d*) other than one to whom sub-paragraph (1)(*d*) of Regulation 8 applies, who has had at least one year's approved industrial experience after attaining the age of 18 years and who holds a Higher National Diploma (or a qualification adjudged by the Ministry to be equivalent) which has been obtained as the result of at least three years' full-time attendance at an approved institution.

(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.

(9) An assistant lecturer who by reason of approved industrial or commercial experience is qualified for admission to the scale under the provisions of paragraphs (4) to (6) may, if he so desires, elect that, instead of being placed on the scale at the point prescribed in those paragraphs, he shall be placed at the point appropriate to his qualifications and his industrial experience if such experience is not taken into account as part of his qualifications.

(10) Credit for approved industrial or commercial experience for any of the purposes of this Regulation shall be limited to assistant lecturers 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 an assistant lecturer 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.

Existing assistant lecturers

7.—(1) For the purposes of this Regulation an "existing assistant lecturer" means an assistant lecturer who before 23rd December, 1965, was placed on any of the Scales I to V of the Regulations which from time to time governed the salaries of assistant lecturers in institutions of further education.

(2) An existing assistant lecturer shall be placed on the scale from 1st April, 1965, or from the effective date of appointment if later than 1st April, 1965, at the appropriate point determined as follows:—

(*a*) an assistant lecturer 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;

(*b*) an assistant lecturer on Scale III shall be placed on the scale at the point next above that at which he was placed in Scale III;

(*c*) an assistant lecturer on a point above the 14th point of Scale II, III, IV or V shall be placed on the scale at the maximum;

(*d*) an assistant lecturer 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

(i) an assistant lecturer on a point above the 16th point of Scale I shall be placed on the scale at the maximum; and

(ii) an assistant lecturer 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;

(*e*) an assistant lecturer who before 23rd December, 1965, was placed on the maximum of Scale III shall receive an addition of £30 beyond the