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