Institutions of Further Education : Teachers' Salaries and Allowances

REGULATIONS DATED 4TH MAY, 1951, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND), 1947 TO 1951, AFTER CONSULTATION WITH THE MINISTRY OF FINANCE.

1951. No. 77

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, (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 :—

1.—(1) These Regulations may be cited as the Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1951.

(2) These Regulations shall take effect as from 1st April, 1951.

2. The Institutions of Further Education (Salaries and Allowances of Teachers) Regulations, 1948, are hereby revoked as from 1st April, 1951.

3. In these Regulations, unless the context otherwise requires —

" approved " means approved by the Ministry for the purposes to which the context relates ;

" 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, 1948, as from time to time amended, and the expression " unqualified teacher " shall be construed accordingly.

Other expressions which have meanings assigned to them by the Further Education (Grant Conditions) Regulations, 1948, as from time to time amended, shall have the same respective meanings for the purposes of these Regulations.

4. These Regulations shall apply to teachers employed in Institutions of Further Education recognised by the Ministry.

Salary Scales

5.—(1) Subject to the provisions of these Regulations, the scales of

salary for full-time qualified teachers shall be those set out in the following table :—

Year of service	Scale I		Scale II		Scale III		Scale IV		Scale V	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	360	315	375	325	400	345	416	360	451	385
2	360	315	375	325	400	345	416	360	451	385
3	375	325	390	335	415	355	431	370	466	395
4	390	335	405	345	430	365	446	380	481	405
5	405	345	420	355	445	375	461	390	496	415
6	420	355	435	365	460	385	476	400	511	425
7	435	365	450	375	475	395	491	410	526	435
8	450	375	465	385	490	405	509	420	544	445
9	468	385	483	395	508	415	527	434	562	459
10	486	399	501	409	526	429	545	448	580	473
11	504	413	519	423	544	443	563	462	598	487
12	522	427	537	437	562	457	581	476	616	501
13	540	441	555	451	580	471	599	490	634	515
14	558	455	573	465	598	485	617	504	652	529
15	576	469	591	479	616	499	635	518	670	543
16	594	483	609	493	634	513	653	532	690	557
17	612	497	627	507	652	527	671	546	710	577
18	632	515	647	525	672	545	691	560	730	597
19	652	535	667	545	692	565	711	580	760	617
20	675	555	690	565	712	585	731	600	790	637
21							751	620	820	657
22							770	625	850	680

(2) Scale I shall apply to teachers who have attended full-time at an approved training college for a course of training of less than three years and who hold the recognised qualifications.

Scale I shall also apply to all teachers who, under Regulations made by the Ministry, have been granted recognition, but 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 or who was appointed after that date, 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 the Schedule to these Regulations.

(3) Scale II shall apply to —

(*a*) teachers who have attended full-time at an approved training college for a three year course of training and who hold the recognised qualifications ;

(*b*) teachers who have had at least three years' approved industrial or commercial 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) First Class Full Technological Certificate of the City and Guilds of London Institute ;

(iii) Full Course Honours Certificate in a course in Technology or Science in the Ministry's Technical School Examinations ;

(*c*) 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 attended full-time at an approved training college for a four year course of training and who hold the recognised qualifications ;

(*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 who have had at least four 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 who have had at least four years' approved industrial experience after attaining the age of 18 years and who have been granted recognition in Applied Science or Technology as a result of having obtained :

(i) either a Full Course Honours Certificate in an approved technological course at the Ministry's Technical School Examinations with distinction in each subject of the course subsequent to the second year and including,

in the case of Mechanical Engineering, Machine Design in the final year (or, in the case of teachers granted recognition before 1st August, 1923, qualifications which the Ministry is prepared to accept as equivalent to such a Full Course Honours Certificate) or Higher National Certificate ; and

(ii) First Class Full Technological Certificate of the City and Guilds of London Institute in either Machinists', Turners' and Fitters' work in the case of a teacher of Engineering subjects, *or* one of the following—Carpentry and Joinery, Brickwork, Masonry, Plasterers' work, Painters' and Decorators' work, Plumbers' work—in the case of a teacher of Building Trades subjects.

(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.

(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 Scale I and to count

years of approved industrial or commercial experience after attaining 21 years of age for incremental purposes on that scale in accordance with the provisions of the Further Education (Grant Conditions) Regulations, 1948.

(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.

(10) Where a teacher satisfies the conditions prescribed in paragraph (6) or (7) for admission to Scale IV or Scale V, as the case may be, and,

(*a*) has in addition completed successfully an approved full-time course of training extending over at least one academic session or has followed successfully an approved four year course of combined training and university study, the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased by an amount equal to that of the next increment in the scale ;

(*b*) has undertaken approved post-graduate study or research, the rate of salary otherwise payable to him in Scale IV or Scale V shall be increased —

(i) 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

(ii) 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.

Any increase awarded under the provisions of this paragraph shall not be carried beyond the maximum of the scale, and any period of research work which has been admitted for incremental purposes under the Further Education (Grant Conditions) Regulations, 1948, shall not be reckonable for the purposes of this paragraph.

Posts of Special Responsibility

6. The Ministry, after consultation with the local education authority, may approve of posts of special responsibility (including that of vice-principal) and of the allowance payable in respect of any such post, in any institution other than the College of Technology, Belfast. A teacher holding a post of special responsibility shall be paid at the rate of the annual allowance fixed in respect of that post :

Provided that the annual allowance payable in respect of any such post shall not be less than £40 or more than £150, and that the dates as