

1974. No. 195

[C]

## EDUCATION

## Colleges of Education: Salaries and Allowances

REGULATIONS, DATED 30TH JULY 1974, MADE BY THE DEPARTMENT OF EDUCATION UNDER THE EDUCATION AND LIBRARIES (NORTHERN IRELAND) ORDER 1972.

The Department of Education (hereinafter referred to as "the Department") in pursuance of the powers vested in it by Articles 57 and 125 of the Education and Libraries (Northern Ireland) Order 1972(a) and all other powers enabling it in that behalf and after consultation with the Department of Finance, hereby makes the following regulations:—

*Citation*

1.—(1) These regulations may be cited as the College of Education Teachers (Salaries and Allowances) Regulations (Northern Ireland) 1974.

*Commencement*

(2) Except as otherwise provided in Regulations 9 and 11 these regulations shall be deemed to have come into operation on 1st April 1974.

*Regulations revoked*

(3) The College of Education Teachers (Salaries and Allowances) Regulations (Northern Ireland) 1973(b) and the College of Education Teachers (Salaries and Allowances) Amending Regulations (Northern Ireland) 1974(c) are hereby revoked.

*Definition*

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.

*Salary scales*

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.

*Placing on scales and award of increments*

4.—(1) An assistant lecturer, lecturer, senior lecturer or principal lecturer who was in service on 31st March 1974 and who continues to be employed in the same capacity in the college of education shall enter the appropriate salary scale from 1st April 1974 at the minimum, to which shall be added the same number of increments as that by which the salary he would have received had the scale in operation on 31st March 1974 continued to apply exceeded the minimum of the corresponding scale in operation on that date.

(a) S.I. 1972, No. 1263 (N.I. 12).

(b) S.R. & O. (N.I.) 1973, No. 174.

(c) S.R. & O. (N.I.) 1974, No. 140.

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

(3) 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.

(4) 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.

(5) When the incremental position of an assistant lecturer, lecturer, senior lecturer or principal lecturer on a salary scale has been correctly determined in an incremental year that position shall apply throughout the year during any period that he remains on the same salary scale.

(6) 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.

5. An assistant lecturer appointed in that capacity on or after 1st April 1974 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. Incremental credit allowed under this sub-paragraph shall be at the rate of £93 per annum.

6. A lecturer appointed in that capacity on or after 1st April 1974 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 Department for the purposes of this sub-paragraph to be of equivalent value to service as a lecturer.

Incremental credit allowed under this sub-paragraph shall be at the rate of £96 per annum.

or

(b) the salary applicable in the former post based on service to date of appointment plus an addition of £192 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 Department 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.

7. A senior lecturer appointed in that capacity on or after 1st April 1974 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 Department for the purposes of this sub-paragraph to be of equivalent value to service as a senior lecturer.

Incremental credit allowed under this sub-paragraph shall be at the rate of £108 per annum.

or

- (b) the salary applicable in the former post based on service to date of appointment plus an addition of £216 per annum, subject to the maximum of the appropriate scale not being exceeded, where a senior 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 Department 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.

8. A principal lecturer appointed in that capacity on or after 1st April 1974 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 Department 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 £114 per annum.

or

- (b) the salary applicable in the former post based on service to date of appointment plus an addition of £228 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 Department 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.

*Uniform incremental date of 1st September: placing on scales from 1st September 1974*

9.—(1) With effect from 1st September 1974 a uniform incremental date of 1st September shall be adopted for salary purposes. In the calculation of the salary of an assistant lecturer, lecturer, senior lecturer, and principal lecturer on 1st September or at any time during the year beginning on that date incremental credit shall be given for reckonable service or experience up to and including the previous 31st August, except where otherwise provided in 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.

(2) Where during the period 1st September 1974 to 31st March 1975 the salary of an assistant lecturer, lecturer, senior lecturer, and principal lecturer, calculated in accordance with the other provisions of these regulations is an exact incremental point on the relevant salary scale he shall be paid at that point. In other cases he shall be paid at the next full incremental point above the said salary.

(3) Where under these regulations provision is made for the salary of an assistant lecturer, lecturer, senior lecturer, and principal lecturer, on a scale to be determined by reference to the "salary applicable in the former post" this shall be deemed to be—

- (a) the rate of salary (excluding any "London area" or other above scale payments specified) payable to him on the former scale as at the date of transfer to the new salary scale, plus
- (b) 1/12 of an increment for each month of service on the former scale since 1st September (incremental date) on which the salary at (a) above was determined, subject to the maximum of the scale not being exceeded.

(4) An assistant lecturer, lecturer, senior lecturer, and principal lecturer, who was in service on 31st August and continues in the same capacity shall have his salary on the relevant salary scale recalculated by taking the salary payable to him on 31st August 1974 and adding, up to the maximum, 1/12 of an increment for each month of reckonable service on the scale since the last incremental date by reference to which that salary was determined. The salary as recalculated shall, subject to paragraph (2) above, apply from 1st September 1974.

*Special responsibility allowance*

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

*Cost of living allowance: effective from 1st June 1974*

11.—(1) Subject to Regulation 14 in respect of persons employed part-time, the following allowance, hereinafter referred to as the cost of living allowance, shall be payable to all assistant lecturers, lecturers, senior lecturers, principal lecturers, vice-principals and principals to whom these regulations apply in addition to salary as otherwise determined under these regulations:—

- (a) The cost of living allowance shall be £62.64 per annum with effect from 1st June 1974; and

(b) during the period up to and including 15th November 1974 for each additional 1.85 points increase above 202.1 in the Retail Price Index figure as published by the Department of Employment, the cost of living allowance shall be increased by £20.88 per annum with effect from the first day of the month next following the date of publication of such Retail Price Index figure.

(2) The cost of living allowance, and any like allowance payable to an assistant lecturer, lecturer, senior lecturer, and principal lecturer, as part of his remuneration for teaching service in a recognised school, institution of further education, college of education or university shall be disregarded for the purposes of determining the salary placing on any of the scales set out in these regulations.

### *Secondment*

12.—(1) Where a teacher is seconded by an education and library board 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.

(2) Where a college of education lecturer, senior lecturer or principal lecturer is seconded to a school for the purpose of research or for refreshing his experience of school teaching or is seconded to any other occupation approved by the college authority in agreement with the Department, 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 Department 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.

(3) 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 Department, a temporary allowance may be granted for a period not exceeding 2 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.

### *Remuneration of principals and vice-principals*

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

*Remuneration of persons employed part-time*

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.

*Safeguarding of existing salaries*

15. An assistant lecturer, lecturer, senior lecturer or principal lecturer who was in service in a college of education on 31st March 1974 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 Department of Education for Northern Ireland this 30th day of July 1974.

(L.S.)

G. I. Dent,  
Deputy Secretary.

## SCHEDULE

Regulation 3

## Scales of salaries

Incremental point	Assistant lecturers	Lecturers	Senior lecturers	Principal lecturers
	£	£	£	£
0		2,313	3,171	3,726
1		2,409	3,279	3,840
2	1,908	2,505	3,387	3,954
3	2,001	2,601	3,495	4,068
4	2,094	2,697	3,603	4,182
5	2,187	2,793	3,711	
6		2,889		
7		2,985		
8		3,081		
9		3,177		

## EXPLANATORY NOTE

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

These regulations introduce from 1st April 1974 revised scales of salary for lecturing staff in colleges of education.