

1975 No. 76

## EDUCATION

## College of Education Salaries Regulations (Northern Ireland) 1975

*Made* . . . . . 25th March 1975*Coming into operation* . . . . . 25th March 1975

## ARRANGEMENT OF REGULATIONS

## INTRODUCTION

- 1 Citation and commencement
- 2 Regulations revoked
- 3 Definitions
- 4 Application
- 5 Establishment and grading

## PLACING OF TEACHERS ON THE SALARY SCALES

- 6 Salary scales and salary ranges

## ALLOWANCES

- 7 Acting principal, vice-principal, head of department
- 8 Head of department
- 9 Part-time teachers
- 10 Remuneration of part-time teachers

## SUPPLEMENTARY

- 11 Safeguarding
- 12 Secondment

## SCHEDULE I

Salary scales

## SCHEDULE II

Placing of teachers on appropriate salary scales

## SCHEDULE III

Assimilation arrangements

The Department of Education(a), 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(b), hereinafter referred to as "the Order", and by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(c) and of all other powers enabling it in that behalf and after consultation with the Department of Finance, hereby makes the following regulations:

(a) Formerly the Ministry of Education: see 1973 c. 36

(b) S.I. 1972/1263 (N.I. 12)

(c) 1962 c. 7 (N.I.)

## INTRODUCTION

*Citation and commencement*

1. These regulations may be cited as the College of Education Salaries Regulations (Northern Ireland) 1975 and except where otherwise provided shall have effect from 24th May 1974.

*Regulations revoked*

2. The College of Education Teachers (Salaries and Allowances) Regulations (Northern Ireland) 1974(d) hereinafter referred to as the 1974 Salaries Regulations are hereby revoked.

3. In these regulations—

“Colleges of Education” means Stranmillis College, St. Mary’s College of Education and St. Joseph’s College of Education;

“College authority” means the authority of the college employing the teacher.

*Application*

4. These regulations shall apply only to teachers employed in colleges of education.

*Establishment and grading*

5.—(1) The number of lecturers Grade I and lecturers Grade II, senior lecturers, principal lecturers, readers and heads of departments in a college of education to be placed on the appropriate salary scales in Schedule I shall be determined by the Department.

(2) The grade of any department of a college of education for the purpose of placing a head of department on the appropriate salary scale in Schedule I shall be determined by the Department.

## PLACING OF TEACHERS ON THE SALARY SCALES

*Salary scales and salary ranges*

6.—(1) The scales of salaries for teachers in full-time service shall be those set out in Schedule I and shall be:

(a) for an assistant lecturer under the 1974 Salaries Regulations the lecturer Grade I scale, and for a lecturer under the 1974 Salaries Regulations the lecturer Grade II scale; and

(b) for senior lecturer and principal lecturer under the 1974 Salaries Regulations the scales appropriate to these posts; and

(c) for teachers whose posts are graded as reader the scale appropriate to this post.

(2) The point of entry to the scales for lecturer Grade I, lecturer Grade II, senior lecturer, principal lecturer and reader shall be determined in accordance with Schedules I, II and III.

(3) For teachers who are appointed to academic posts above reader the scale for head of department Grade V or head of department Grade VI as appropriate, as set out in paragraph 2 of Schedule I.

(4) Heads of departments shall be paid on a scale set out in paragraph 2 of Schedule I and their salary scale and the point of entry to the scale shall be determined by the Department.

(5) Principals and vice-principals shall be paid a salary determined by the Department.

#### ALLOWANCES

##### *Acting-principal, vice-principal, head of department*

7. Where a post of principal, vice-principal or head of Department is vacant or in the prolonged absence of the holder of such a post the Department may approve the appointment of a teacher to the appropriate post in an acting capacity and the teacher shall be paid an allowance of such amount as the College authority with the approval of the Department may determine subject to the condition that the aggregate of salary and allowance payable shall not exceed the rate of salary he would receive if he were appointed to the particular post.

##### *Head of department*

8.—(1) Where a head of department in a College of Education is appointed by a college authority with the approval of the Department to discharge the duties and responsibilities of a vice-principal, he shall receive, in addition to the salary otherwise payable to him, an allowance of such amount not exceeding £570 per annum as the college authority with the approval of the Department deems appropriate.

(2) Where departments are grouped into a faculty and a Head of Department exercises co-ordinating responsibilities within the faculty, he shall receive, in addition to the salary otherwise payable to him, an allowance of such amount not exceeding £510 as the college, with the approval of the Department deems appropriate.

##### *Cost of living allowance*

9.—(1) A cost of living allowance shall be payable to full-time teachers in addition to salary as otherwise determined under these regulations and shall be at the following rates:

£62.64 per annum from 1st June 1974 to 30th June 1974	inclusive
£104.40 per annum from 1st July 1974 to 31st July 1974	inclusive
£125.28 per annum from 1st August 1974 to 31st August 1974	inclusive
£146.16 per annum from 1st September 1974 to 31st October 1974	inclusive
£167.04 per annum from 1st November 1974 to 30th November 1974	inclusive
£229.68 per annum from 1st December 1974	inclusive

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

*Part-time teachers*

10. Teachers employed in regular part-time service 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 teacher to be employed.

## SUPPLEMENTARY

*Safeguarding*

11. A teacher in a college of education who loses his post or whose salary would otherwise be diminished due to the closure or reorganisation of the college, and who continues as a full-time teacher in a college of education shall be deemed for salary purposes to continue to hold the post he held immediately before the closure or reorganisation.

*Secondment*

12.—(1) Where a teacher is seconded by an education and library board or by the manager of a school to a college of education, the college authority may make to the teacher an allowance over and above the salary previously appropriate to him 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 allowances during the period of secondment.

(2) Where a college of education lecturer Grade I or II, senior lecturer or principal lecturer is seconded to a school, institution of further education or the Ulster College for the purpose of research or of refreshing his experience of 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 Grade I or II, senior lecturer or principal lecturer, together with any personal allowance which the Department may approve 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.

Sealed with the Official Seal of the Department of Education for Northern Ireland on 25th March 1975 in the presence of

(L.S.)

G. I. Dent  
Deputy Secretary

## SCHEDULE 1

Regulation 6

## Scales of salaries

## 1. Lecturer Grade I, Lecturer Grade II, Senior Lecturer, Principal Lecturer and Reader.

<i>Incremental point</i>	<i>Lecturer Grade I</i>	<i>Lecturer Grade II</i>	<i>Senior lecturer</i>	<i>Principal lecturer</i>	<i>Reader</i>
	£	£	£	£	£
0	1,869	2,670	4,206	5,001	5,001
1	1,995	2,862	4,407	5,205	5,205
2	2,121	3,054	4,608	5,409	5,409
3	2,247	3,246	4,809	5,613	5,613
4	2,373	3,438	5,010	5,817	5,817
5	2,499	3,630	5,211	6,021	6,021
6	2,625	3,822	5,412	6,225	6,225
7	2,751	4,014	see	6,429	6,429
8	2,877	4,206	(c)	see	
9	3,003	4,341	and	(d)	
10	3,129	4,476	(e)	and	
11	3,255	see	below	(e)	
12	3,381	(b)		below	
13	3,507	below			
14	3,633				

(a) With effect from 1st March 1975 courses shall be classified in accordance with the following criteria :

*Category of work*

- I Courses above first degree level and reasearch training.
- II Study above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification.
- III Study of equivalent standard to that in Category II but not necessarily leading to the qualifications mentioned in that Category.
- IV Study of courses above the Ordinary Level of the General Certificate of Education or comparable level leading directly to the Ordinary National Certificate or courses or parts of courses of a comparable standard.
- V Courses other than those described above.

(b) A lecturer Grade II who is responsible for a significant amount of work of Category I and/or II and/or III standard and who is entitled to an annual salary of £4,206, shall be transferred, subject to having satisfied the college authority as to his ability to carry out the duties of senior lecturer to the senior lecturer scale at incremental point 1 of that scale when he becomes entitled to one further increment as though the two scales were continuous. Otherwise he shall continue to progress on the lecturer Grade II scale and shall only transfer to an appropriate point on the senior lecturer scale when the requirements are subsequently satisfied.

Nothing in this provision shall prevent the promotion of a lecturer Grade II to the senior lecturer scale before he has become entitled to an annual salary of £4,206 (provided that he can be expected to satisfy the college authority as to his ability to carry out the duties of the senior lecturer grade).

(c) A senior lecturer shall only receive a salary greater than £5,010, excluding any above scale payment, where he is responsible for a significant amount of work of Category I and/or II standard. However, senior lecturers in post at the date of coming into operation of these regulations who at that time would, in the course of normal incremental progression have become entitled to proceed on to the extended scale, shall retain that entitlement on a personal basis provided that at that time they are responsible for a significant amount of work in Category I, II or III. This safeguarding is conditional upon the teacher being in continuous service as a senior lecturer from the date of operation of these regulations until he becomes eligible for a salary in excess of £5,010.

(d)(i) A principal lecturer shall only receive a salary greater than £5,613, excluding any above scale payment, where he is responsible for a significant amount of work of Category I and/or II standard.

(ii) A principal lecturer who was in receipt of an allowance determined by the college authority in agreement with the Department under the 1974 Salaries Regulations in respect of special responsibilities who is not appointed as head of department and who continues to discharge duties for which the allowance was paid shall continue to receive the allowance at the same rate.

(e) For the purpose of (b), (c) and (d) above, "a significant amount" shall normally be interpreted as at least 50 per cent of the teacher's work time.

## 2. Heads of department and academic posts above reader

Incremental point	Grade					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
0	4,086	4,746	5,250	5,712	6,270	6,831
1	4,251	4,920	5,424	5,904	6,462	7,023
2	4,416	5,094	5,598	6,096	6,654	7,215
3	4,581	5,268	5,772	6,288	6,846	7,407
4	4,746	5,442	5,946	6,480	7,038	7,599

(i) Where the college authority consider that in the special circumstances of a particular case of a head of department Grade VI the maximum prescribed above is not adequate, the college authority may, with the approval of the Department, extend the scale to such higher maximum as the Department may approve.

(ii) Where a department determined in accordance with the provisions of these Regulations as appropriate is found to be co-extensive, or approximately so, with a department which existed on 24th May 1974, the new rate of salary for the head of department shall be paid from 24th May 1974.

## SCHEDULE II

## Regulation 6

## Placing of teachers on appropriate salary scales

## GENERAL

1.—(1) The standard incremental date is 1st September. On this date in years subsequent to 1974 incremental credit shall be given on the appropriate scale if after the award of his last increment a teacher has completed, in the year ending on the previous 31st August, six months or more of reckonable service or experience, except where otherwise provided in this Schedule.

(2) Reckonable service or experience of less than six months in a year ending 31st August shall be aggregated with any previous reckonable service or experience for the purposes of sub-paragraph (1) above.

(3) A teacher in continuous service throughout an incremental year but placed on a different scale during that year shall, subject to the maximum of his new scale, receive a complete increment on that scale at the next uniform incremental date.

(4) Incremental credit under the provisions of these regulations in respect of teaching and any other experience shall not include any period—

- (a) undertaken before the age of 18 years;
- (b) of absence from teaching service without pay except—
  - (i) insofar as the teacher's occupation during such period may otherwise be acceptable under the provisions of these regulations;
  - (ii) that where a period of such absence in any year beginning on 1st September results, or would otherwise result, in a teacher's annual increment being reduced, the first 15 days of such absence shall count for salary increment purposes. This provision shall not apply in respect of any absence before 1st April 1969.

(5) Aggregation for incremental purposes of periods of—

- (a) full-time service of less than one year shall be in accordance with the following arrangements:
  - (i) the complete calendar months shall be totalled;
  - (ii) other periods shall be totalled in days and the result divided by 30;
  - (iii) the quotient shall be taken as complete months to be added to (i) above, and the remainder shall be counted as one month, or shall not count, according as it is 15 days or over, or less than 15 days;
- (b) service, other than full-time service, shall be calculated in accordance with the proportion that the service bears to full-time service (e.g. one year for two years' half-time service) subject to the condition that not more than one increment shall, in the aggregate, be given in respect of each year whether for service by itself or together with other experience which can be counted for incremental purposes.

2. No increment shall be withheld in respect of any year of teaching service unless the service in 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.

*Arrangements for teachers in service on or after 24th May 1974 and up to and including 28th February 1975*

3.—(1) The following sub-paragraphs apply to teachers in receipt of salary under the 1974 Salaries Regulations on the date of these regulations.

(2) For the period of 24th May 1974 to 31st August 1974, teachers shall be transferred to the scales in these regulations as follows:

- (a) A lecturer on 23rd May 1974 shall be transferred on 24th May 1974 to the lecturer Grade II scale on the basis of his incremental position on 1st April 1974 in accordance with Table 1 in Schedule III;
- (b) a senior lecturer on 23rd May 1974 shall be transferred on 24th May 1974 to the senior lecturer scale on the basis of his incremental position on 1st April 1974 in accordance with Table 2 in Schedule III;
- (c)(i) a principal lecturer on 23rd May 1974 not in receipt of a special responsibility allowance under regulation 10 of the 1974 Salaries Regulations shall be transferred on 24th May 1974 to the principal lecturer scale on the basis of his incremental position on 1st April 1974 in accordance with Table 3 in Schedule III;
- (ii) a principal lecturer on 23rd May 1974, in receipt of an allowance under section 10 of the 1974 Salaries Regulations shall be transferred to the principal lecturer scale as in paragraph 3(2)(c)(i) above and shall retain his allowance at the rate being paid on 23rd May 1974, subject to his continuing to exercise the responsibility for which the allowance was paid;
- (iii) in the case of a principal lecturer who is subsequently assimilated to the head of department scales if the salary to which he then becomes entitled exceeds his salary under sub-paragraph (c)(ii) above, the higher salary shall be payable with effect from 24th May 1974, unless that higher salary results from greater responsibility than he was exercising on 24th May 1974. Where the higher salary becomes due because of greater responsibility, it shall be payable only from the date on which the greater responsibility is assumed.

(3) The incremental position of a teacher other than a vice-principal or principal on 1st September 1974 shall be based on his incremental position on the scales prescribed in the 1974 Salaries Regulations on 1st September 1974 in accordance with column (3) or (4) in the relevant table in Schedule III. This paragraph also applies to teachers appointed to a college of education between 1st September 1974 and 28th February 1975 or appointed in that period but taking up appointment subsequently.

(4) Teachers, other than vice-principals or principals, in service on 1st September 1974, shall be placed on incremental points on the appropriate scale in accordance with column (3) or (4) of the relevant table in Schedule III.

4. A teacher entering or re-entering service between 24th May 1974 and 28th February 1975, or appointed in that period but taking up his appointment subsequently, shall have his salary calculated on the basis laid down under the 1974 Salaries Regulations and shall then be assimilated to the scales in these regulations by means of the provisions of paragraph 3 above and the tables in Schedule III, as appropriate.

5. A teacher promoted to a higher scale between 24th May 1974 and 1st March 1975 shall have his salary calculated by assimilating the salary on his promoted scale under the 1974 Salaries Regulations to a salary on the equivalent scale as laid down in these regulations according to the provisions of paragraph 3 above and the table in Schedule III, as appropriate.

6. Notwithstanding the provisions of paragraph 5 above a teacher who was promoted to a higher scale between 1st September 1974 and 1st March 1975 shall be entitled to have his salary re-assessed from the date of his promotion under the provisions of sub-paragraphs 11(4), 12(2), 13(2) or 16(2) of this Schedule if this results in a higher salary than that produced under paragraph 5 above.

*Teachers entering or re-entering service on or after 1st March 1975*

7. Teachers entering or re-entering service on or after 1st March 1975 shall enter the appropriate scales in accordance with the following provisions.



8. In the case of a teacher other than a vice-principal or principal entering or re-entering service on or after 1st March 1975, incremental credit in all salary calculations under paragraphs 11, 12, 13, 14 and 15 following shall be rounded up to the next higher incremental point on the appropriate scale unless they result in an exact incremental point.

9. A teacher, other than a vice-principal or a principal who, on or after 1st March 1975 is re-appointed in the same capacity as that in which he was employed at any time between 1st April 1971 and 28th February 1975, shall enter the appropriate scale set out in Schedule I from the date of re-appointment—

- (a) as if paragraph 3 above applied to him (based on service to the date of leaving his former post and excluding any above-scale payment), or
- (b) at the salary determined under paragraph 4 or subsequent paragraphs of this Schedule as appropriate,

whichever is the higher.

#### LECTURERS GRADE I

10. A lecturer grade I shall enter the appropriate scale at the minimum or at such point up to the maximum as the college authority with the approval of the Department may determine.

#### LECTURERS GRADE II

11. A lecturer grade II appointed in that capacity on or after 1st March 1975 shall enter the appropriate scale at—

- (1) the minimum to which shall be added up to the maximum, incremental credit in respect of time spent:
  - (a) in service as a lecturer in a college of education or university; and
  - (b) in any other service which, is approved by the college authority, in agreement with the Department as equivalent to service as a lecturer grade II; or
- (2) such point, up to and including the 6th incremental point, on the scale as the college authority may determine where the lecturer grade II was appointed direct from service as a lecturer grade I under these regulations; or
- (3) such point on the scale as the college authority may determine in agreement with the Department where the lecturer grade II was appointed direct from industry, commerce or professional work other than teaching; or
- (4) the salary payable in the former post plus (except where the salary in the former post had the same or a higher maximum than that for lecturers grade II) an addition of a sum equal to  $1\frac{1}{2}$  increments on the new scale, subject to the maximum of the scale not being exceeded, where the lecturer grade II was appointed after teaching service in a recognised school, institution of further education or the Ulster College whichever is the highest; or
- (5) such point on the scale as the college authority in agreement with the Department deem appropriate having regard to the provisions of sub-paragraph 11(4) above, where the lecturer grade II was appointed after service other than teaching service in recognised schools, institutions of further education or the Ulster College and the salary calculated under sub-paragraph 11(1) above is considered inadequate.

## SENIOR LECTURERS

12. A senior lecturer appointed in that capacity on or after 1st March 1975 shall enter the appropriate scale at—

- (1) the minimum, to which shall be added, up to incremental point 4, incremental credit in respect of time spent as a senior lecturer under the 1974 Salaries Regulations, and in any previous educational service, commercial or professional experience or research work which is approved by the college authority in agreement with the Department as equivalent to service as a senior lecturer; or
- (2) where the senior lecturer (other than one to whom sub-paragraph 12(3) below applies) was appointed after teaching service in a recognised school, institution of further education or the Ulster College, the salary applicable in the former post plus (except where the salary scale in the former post had the same or a higher maximum) an addition of a sum equal to  $1\frac{1}{2}$  increments up to incremental point 4; whichever is the higher;
- (3) except where sub-paragraph 12(4) below applies, at such point, up to point 4 inclusive, on the scale as the college authority in agreement with the Department deem appropriate having regard to the provisions of sub-paragraph 12(2) above, where the senior lecturer was appointed after service other than teaching service in recognised schools, institutions of further education or the Ulster College and the salary calculated under sub-paragraph 12(1) above is considered inadequate;
- (4) where £5,010 per annum is less than the teacher's former salary in the post he held immediately before appointment and he is entitled, under the provisions of Schedule I of this document to proceed beyond incremental point 4 of the senior lecturer scale, at such incremental point above the said former salary as the college authority in agreement with the Department deem appropriate.

## PRINCIPAL LECTURERS

13. A principal lecturer appointed in that capacity on or after 1st March 1975 shall enter the appropriate scale at—

- (1) the minimum, to which shall be added up to incremental point 3 incremental credit for the time spent as a principal lecturer under the 1974 Salaries Regulations, and in any previous educational service, commercial or professional experience or research work which is approved by the college authority in agreement with the Department as equivalent to service as a principal lecturer; or
- (2) where the principal lecturer (other than one to whom sub-paragraph 13(3) below applies) was appointed after teaching service in a recognised school, institution of further education or the Ulster College, the salary applicable in the former post, plus (except where the salary scale in the former post had the same or a higher maximum) an addition of a sum equal to  $1\frac{1}{2}$  increments up to incremental point 3; whichever is the higher;
- (3) except where sub-paragraph 13(4) below applies, at such point, up to point 3 inclusive, on the scale as the college authority in agreement with the Department deem appropriate having regard to the provisions of sub-paragraph 13(2) above, where the principal lecturer was appointed after service other than teaching service in recognised schools, institutions of further education or the Ulster College and the salary calculated under sub-paragraph 13(1) above is considered inadequate;

- (4) where £5,613 per annum is less than the teacher's former salary in the post he held immediately before appointment and he is entitled under the provisions of Schedule I of these regulations to proceed beyond incremental point 3 of the principal lecturer scale, at the next higher point to the said former salary or such other point as the college authority in agreement with the Department deem appropriate.

#### READERS

14. A reader appointed in that capacity on or after 1st March 1975 shall enter the appropriate scale at the minimum or such higher point as the college authority in agreement with the Department may determine having regard to the reader's experience and qualifications for the post.

#### ACADEMIC POSTS ABOVE READER

15. A teacher appointed to a post under Article 6(3) of these regulations shall enter the appropriate scale for head of department grade V or VI, in accordance with paragraph 16 below.

#### HEADS OF DEPARTMENTS

16.—(1) A head of department who, on or after 1st March 1975 is either appointed in that capacity for the first time or is re-appointed to a different grade of department shall enter the appropriate scale at the minimum to which shall be added, where applicable, incremental credit up to the maximum of that scale, (a) for the time spent as head of department in the same or higher grade in an institution of further education or the Ulster College, and on comparable duties remunerated by a responsibility allowance under the provisions of the 1974 Salaries Regulations, or (b) in respect of any previous educational service, industrial, commercial or professional experience or research work which is approved by the college authority in agreement with the Department as equivalent to service as a head of department in the same grade; whichever is the higher.

(2) Where, however, the head of department was appointed after teaching service in a recognised school, institution of further education or the Ulster College, he shall enter the appropriate scale, subject to the maximum not being exceeded, at the salary payable in the former post plus (except where the salary scale in the former post had the same or a higher maximum than the scale now appropriate under this document) an addition equivalent to the sum of the first two increments on the appropriate head of department scale where this results in a higher salary than that applicable under sub-paragraph 16(1) above.

(3) Where the head of department was appointed after service other than teaching service in recognised schools, institutions of further education or the Ulster College and the salary calculated under sub-paragraph 18(1) above is considered inadequate, the head of department may enter the scale applicable at such point as the college authority in agreement with the Department deem appropriate having regard to the provisions of sub-paragraph 16(2) above.

(4) A head of department who, while serving in that capacity, becomes eligible to receive salary on a scale in a higher grade shall enter that scale at a rate determined in accordance with sub-paragraph 16(1) or (2) above.

## SCHEDULE III

Regulation 6

## Assimilation arrangements

TABLE 1: LECTURER TO LECTURER GRADE II

<i>Incremental position as lecturer on 23rd May 1974 or on entry (i.e. as at 1st April 1974)</i>	<i>Incremental position as lecturer grade II on 24th May 1974</i>	<i>Incremental position as lecturer on 1st Sept. 1974 or on entry between 1st Sept. 1974 and 28th Feb. 1975</i>	<i>Revised incremental position as lecturer grade II on 1st Sept. 1974 or on entry</i>
(1)	(2)	(3)	(4)
0	1	0	1
1/12—6/12	1½	½ or 1 or 1½ or 2	2
7/12—2	2		
2 1/12—2 6/12	2½	2½ or 3 or 3½ or 4	3
2 7/12—4	3	4½ or 5	4
4 1/12—4 6/12	3½	5½ or 6 or 6½ or 7	5
4 7/12—5	4		
5 1/12—5 6/12	4½	7½ or 8 or 8½ or 9	6
5 7/12—7	5		
7 1/12—7 6/12	5½		
7 7/12—9	6		

TABLE 2: SENIOR LECTURERS

<i>Incremental position on 23rd May 1974 or on entry (i.e. as at 1st April 1974).</i>	<i>Incremental position on 24th May 1974</i>	<i>Incremental position on 1st Sept. 1974 or on entry between 1st Sept. 1974 and 28th Feb. 1975</i>	<i>Revised incremental position on 1st Sept. 1974 or on entry</i>
(1)	(2)	(3)	(4)
0—3	0	0 or $\frac{1}{2}$ or 1 or $1\frac{1}{2}$ or 2 or $2\frac{1}{2}$ or 3	0
3 1/12—3 6/12	$\frac{1}{2}$		
3 7/12—4	1	$3\frac{1}{2}$ or 4	1
4 1/12—4 6/12	$1\frac{1}{2}$	$4\frac{1}{2}$ or 5	2
4 7/12—5	2		

TABLE 3: PRINCIPAL LECTURERS

<i>Incremental position on 23rd May 1974 or on entry (i.e. as at 1st April 1974)</i>	<i>Incremental position on 24th May 1974</i>	<i>Incremental position on 1st Sept. 1974 or on entry between 1st Sept. 1974 and 28th Feb. 1975</i>	<i>Revised incremental position on 1st Sept. 1974 or on entry</i>
(1)	(2)	(3)	(4)
0	0	0	0
1/12—6/12	$\frac{1}{2}$	$\frac{1}{2}$ or 1	1
7/12—1	1	$1\frac{1}{2}$ or 2 or $2\frac{1}{4}$ or 3	2
1 1/12—1 6/12	$1\frac{1}{2}$	$3\frac{1}{2}$ or 4	3
1 7/12—3	2		
3 1/12—3 6/12	$2\frac{1}{2}$		
3 7/12—4	3		

## EXPLANATORY NOTE

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

These regulations introduce from 24th May 1974 revised scales of salaries (Schedule 1) for lecturing staff in colleges of education.

The regulations have retrospective effect by virtue of section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962.