

1990 No. 116

EDUCATION

**Colleges of Education (Salaries) Regulations
(Northern Ireland) 1990**

Made 20th March 1990

Coming into operation 30th March 1990

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The Department of Education in exercise of the powers conferred on it by Articles 69(1) and (4) and 134(1) of the Education and Libraries (Northern Ireland) Order 1986(a) and section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(b) and of every other power enabling it in that behalf, hereby makes the following Regulations:

PART I

PRELIMINARY

Citation and commencement

1. These Regulations may be cited as the Colleges of Education (Salaries) Regulations (Northern Ireland) 1990 and shall come into operation on 30th March 1990 and shall have effect—

(a) for the purposes of Part II on and from 1st April 1989;

(b) for the purposes of Part III on and from 1st September 1989.

Revocation

2. The following Regulations are hereby revoked—

Colleges of Education Salaries Regulations (Northern Ireland) 1981(c);

Colleges of Education Salaries (Amendment) Regulations (Northern Ireland) 1982(d);

Colleges of Education Salaries (Amendment) Regulations (Northern Ireland) 1983(e);

Colleges of Education Salaries (Amendment) Regulations (Northern Ireland) 1984(f);

Colleges of Education Salaries (Amendment) Regulations (Northern Ireland) 1985(g);

Colleges of Education Salaries (Amendment) Regulations (Northern Ireland) 1986(h);

Colleges of Education Salaries (Amendment No. 2) Regulations (Northern Ireland) 1986(i); and

Colleges of Education Salaries (Amendment) Regulations (Northern Ireland) 1988(j).

(a) S.I. 1986/594 (N.I. 3) to which there is an amendment which is not relevant

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

(c) S.R. 1981 No. 145

(d) S.R. 1982 No. 171

(e) S.R. 1983 No. 142

(f) S.R. 1984 No. 349

(g) S.R. 1985 No. 305

(h) S.R. 1986 No. 34

(i) S.R. 1986 No. 281

(j) S.R. 1988 No. 62

Interpretation

3.—(1) In these Regulations—

“lecturer” means a teacher employed in a college of education as a lecturer grade, senior lecturer, principal lecturer, reader, head of department or in an academic post above reader;

“1975 Salaries Regulations” means the College of Education Salaries Regulations (Northern Ireland) 1975(a).

(2) In these Regulations—

(a) any reference to a salary shall be taken to exclude allowances other than a promotion allowance as defined in the Teachers’ Salaries Regulations (Northern Ireland) 1987(b); and

(b) the amounts prescribed in relation to salaries and allowances shall be amounts per annum.

Application

4. These Regulations shall only apply to lecturers and to vice-principals and principals employed in colleges of education.

PART II

SALARIES AND ALLOWANCES

Salaries for lecturers

5.—(1) The scales of salaries for lecturers in full-time teaching service shall, subject to paragraph (2), be those set out in paragraphs 1 and 7 of Schedule 1 and transfer or entry to any such scales shall be determined in accordance with the relevant provisions of Schedule 2.

(2) The scale of salaries for lecturers in academic posts above reader shall be that for a head of department grade V or VI, whichever is appropriate.

Salaries for vice-principals and principals

6.—(1) The ranges of salaries for vice-principals and principals employed in colleges of education shall be those set out in paragraph 8 of Schedule 1.

(2) The rate of salary to be paid to a vice-principal or principal shall be determined by the Department from the ranges prescribed by regulation 6(1).

Salaries for part-time lecturers

7. Lecturers employed in regular part-time teaching service shall be paid the same proportion of the salary that would have been payable to them under regulation 5 if they had been in full-time teaching service as their part-time service bears to such full-time service.

(a) S.R. 1975 No. 76

(b) S.R. 1987 No. 384 as amended by S.R. 1988 No. 304 and S.R. 1989 No. 275

Group of college of education and grading of department

8. For the purposes of placing a principal or vice-principal of a college within the ranges of salaries prescribed by regulation 6(1) or the head of a department in a college of education on the scales of salaries prescribed by regulation 5(1), the group of that college or the grade of that department, as the case may be, shall be determined by the Department.

Allowances for acting principal, vice-principal, head of department

9. 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 and a lecturer is appointed to the post in an acting capacity he may be paid an allowance of such amount as the Department determines but not exceeding the difference between his salary and the salary he would receive under these Regulations if appointed to the post.

Allowances on secondment

10. Where a teacher is seconded by an education and library board or by the managers of a grant-aided school to a college of education, he may be paid an allowance of such amount as the Department determines but not exceeding the difference between his salary and the salary he would receive under these Regulations if he had been appointed to the permanent staff of the college of education.

Safeguards on transfer to new scales

11. A lecturer, vice-principal or principal in full-time teaching service in a college of education on 31st March 1989 who continues in the same post shall not receive by operation of these Regulations a lesser salary than he received under Regulations revoked by regulation 2.

Safeguard for loss or diminution of salary

12. Where due to —

(a) the closure or re-organisation of a college of education; or

(b) such other circumstances as the Department may determine,

a lecturer, vice-principal or principal loses his post or would (apart from this regulation) have his salary diminished or be placed on a salary scale with a lower maximum than the one he was on before any such event but continues in full-time teaching service in a college of education without a break in service, that person shall continue to receive the salary which would have been payable to him if those circumstances had not arisen.

PART III

AMENDMENTS HAVING EFFECT ON AND FROM 1ST SEPTEMBER 1989

Substitutions

13.—(1) In Schedule 1—

(a) for paragraph 1 there shall be substituted the paragraph set out in Part I of the Appendix to that Schedule; and

(b) for paragraph 8 there shall be substituted the paragraph set out in Part II of that Appendix.

(2) For paragraph 1, Part I of Schedule 2 there shall be substituted the paragraph set out in the Appendix to that Schedule.

(3) In Part II of Schedule 2 for "1st April 1989" in all places where it occurs, other than in paragraphs 10 and 11, there shall be substituted "1st September 1989".

Sealed with the Official Seal of the Department of Education for Northern Ireland on 20th March 1990.

(L.S.)

E. M. Power

Assistant Secretary

Scales of Salaries Applicable from 1st April 1989

Lecturers

1. The scales of salaries payable to lecturers shall be as follows—

<i>Incremental Point</i>	<i>Lecturer Grade</i>	<i>Senior Lecturer</i>	<i>Principal Lecturer</i>	<i>Reader</i>
	£	£	£	£
(a)		(15,807)		
0	10,725	16,368	19,755	19,755
1	11,289	16,935	20,319	20,319
2	11,853	17,499	20,886	20,886
3	12,420	18,060	21,447	21,447
4	12,981	18,627	22,014	22,014
5	13,548	19,191	22,578	22,578
6	14,112	19,755	23,142	23,142
7	14,676	See paragraphs 2, 3 and 5	23,706	23,706
8	15,240		24,273	24,273
9	15,807		See paragraphs 2, 3 and 6	
10	16,368			
	See paragraphs 2, 3 and 4			

Significant amount of work

2. For the purposes of paragraphs 4, 5 and 6 a 'significant amount' shall normally be interpreted as at least 50% of a lecturer grade, senior lecturer or principal lecturer's work-time during the year but where it is more favourable the 'significant amount' may be calculated as an average per annum over the immediately preceding three years.

Standard of work

3. For the purposes of paragraphs 4, 5 and 6 work of—

- (a) Category I standard means courses above first degree level and research training; and
- (b) Category II/III standard means—
- (i) courses above Ordinary National Certificate or equivalent standard leading directly to a university degree or equivalent qualification; or
 - (ii) courses of equivalent standard but not necessarily leading to a university degree or qualification.

Lecturer Grade

4.—(1) A lecturer grade who is responsible—

- (a) for a significant amount of work of Category I or II/III standard or a combination of those standards during the year on which he is paid on incremental point 8 of the lecturer grade scale; and
- (b) who satisfies the college authority of his ability to carry out senior lecturer duties.

shall be transferred when he is entitled to his next increment, to the senior lecturer scale at incremental point (a) as though the two scales were continuous. Otherwise he shall continue to progress on the lecturer grade scale and shall only transfer to the appropriate point on the senior lecturer scale when the above requirements are subsequently satisfied.

(2) The arrangements under sub-paragraph (1) shall not prevent the promotion of a lecturer grade to senior lecturer before he would otherwise become eligible to transfer to the senior lecturer scale.

Senior lecturer

5. A senior lecturer shall only receive a salary greater than incremental point 4 of the senior lecturer scale where he is responsible for a significant amount of work of Category I or II/III standard or a combination of those standards during the year in which he is paid on that incremental point, or if he fails to qualify in that year, in a subsequent year.

Principal lecturer

6. A principal lecturer shall only receive a salary greater than incremental point 3 of the principal lecturer scale where he is responsible for a significant amount of work of Category I or II/III standard or a combination of those standards during the year in which he is paid on that incremental point, or if he fails to qualify in that year, in a subsequent year.

Heads of department and academic posts above Reader

7.—(1) The scales of salaries payable to heads of department and academic posts above reader shall be as follows:—

<i>Incremental Point</i>	<i>Grade of Department</i>					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
0	16,074	18,465	20,190	21,819	23,739	25,650
1	16,629	19,041	20,781	22,467	24,378	26,307
2	17,193	19,641	21,348	23,136	25,050	26,964
3	17,745	20,217	21,954	23,781	25,698	27,606
4	18,306	20,811	22,533	24,441	26,358	28,263

(2) Where the Department considers that the maximum prescribed for grade VI is inadequate it may approve an extension of the scale to such higher maximum as it considers appropriate.

Vice-principals and principals

8. The range of salaries for vice-principals and principals shall be as follows:—

<i>Group</i>	<i>Ranges of salaries for vice-principals</i>	<i>Ranges of salaries for principals</i>
	£	£
1	18,003–19,452	21,105–22,827
2	19,716–21,165	23,244–24,972
3	21,570–23,019	25,458–27,222
4	23,541–24,981	27,978–29,715
5	25,356–26,820	30,147–31,686
6	27,030–28,473	32,175–33,720
7	28,773–30,228	33,777–35,325
8	30,357–31,644	35,493–37,032

PART I

Regulation 13

Scales of Salaries Applicable from 1st September 1989

“1. The scales of salaries payable to lecturers shall be as follows:—

<i>Incremental Point</i>	<i>Lecturer Grade</i>	<i>Senior Lecturer</i>	<i>Principal Lecturer</i>	<i>Reader</i>
	£	£	£	£
(a)		(15,954)		
0	10,827	16,521	19,941	19,941
1	11,394	17,094	20,511	20,511
2	11,964	17,664	21,081	21,081
3	12,537	18,231	21,648	21,648
4	13,104	18,801	22,221	22,221
5	13,674	19,374	22,791	22,791
6	14,244	19,941	23,358	23,358
7	14,811	20,511	23,931	23,931
8	15,384	See paragraphs	24,501	24,501”
9	15,954	2, 3 and 5	See paragraphs	
10	16,521		2, 3 and 6	
	See paragraphs 2, 3 and 4			

PART II

“8. The range of salaries for vice-principals and principals shall be as follows:—

<i>Group</i>	<i>Ranges of salaries for vice-principals</i>	<i>Ranges of salaries for principals</i>
	£	£
1	18,174–19,635	21,303–23,043
2	19,902–21,363	23,463–25,206
3	21,771–23,235	25,698–27,477
4	23,763–25,215	28,242–29,994
5	25,593–27,072	30,432–31,983
6	27,285–28,740	32,475–34,038
7	29,043–30,513	34,095–35,655
8	30,642–31,941	35,826–37,380”

ENTRY TO SCALES OF SALARIES APPLICABLE FROM 1ST APRIL 1989

PART I

TRANSFER TO REVISED SCALES OF SALARIES

1.—(1) A lecturer who is paid on any scale of salaries for such persons in force on 31st March 1989 shall, on and from 1st April 1989, be transferred at the same incremental point to the corresponding scale prescribed by regulation 5.

(2) A vice-principal or principal shall be paid on and from 1st April 1989 a salary in the appropriate range corresponding to that in the range on which he was paid on 31st March 1989.

PART II

STARTING PAY

Appointments, re-appointments

2. A person who is appointed or re-appointed as a lecturer on or after 1st April 1989 shall enter the appropriate scale prescribed by regulation 5 in accordance with the provisions of this Part.

Incremental credit

3. Incremental credit in all salary calculations under the provisions of this Part shall be rounded up to the next higher incremental point on the appropriate scale unless the calculations result in an exact incremental point.

Lecturers transferring from England and Wales

4. A lecturer transferring to teaching service in a college of education from teaching service in England and Wales shall enter the appropriate scale of salary at the incremental point calculated in accordance with the provisions of this Part as though he had transferred from teaching service in Northern Ireland.

Re-appointment

5. A person who on or after 1st April 1989 is re-appointed as a lecturer in a college of education in the same capacity as that in which he had been previously employed (whether in that college or otherwise) shall enter the appropriate scale on the date of re-appointment—

- (a) if he had not been in service at any time after 31st August 1974 as if the assimilation arrangements in the 1975 Salaries Regulations based on service to the date of leaving his former post had applied to him;
- (b) if he had been in service at any time on or after 1st September 1974 at the incremental point previously applicable to him; or
- (c) at the incremental point calculated in accordance with paragraphs 3. and 6 to 11 as appropriate.

whichever is higher.

Lecturer Grade

6.—(1) A person who is appointed in the capacity of a lecturer grade on or after 1st April 1989 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 grade in a college of education; or
 - (ii) in any previous educational service or in any industrial, commercial or professional experience or research work which the Department considers to be equivalent to service as a lecturer grade,
- and credit allowed under this sub-paragraph shall be payable at the rate of one increment for each reckonable year except in respect of service before 1st April 1971 where one increment for every 2 reckonable years shall be payable provided that no more than 12 reckonable years before that date shall count;
- (b) such incremental point on the scale as the Department may determine where the lecturer is appointed direct from industry, commerce or professional work other than teaching;
- (c) where the last post held by him before taking up the appointment was in relevant teaching service, and the maximum on the scale for that post was lower than that for lecturer under regulation 5, the salary payable to him at that post plus an amount equal to one increment (provided he shall not thereby exceed the maximum of the scale); or
- (d) where the last post held by him before taking up the appointment was not in relevant teaching service and the salary calculated under sub-paragraph (a) is considered inadequate by the Department having regard to the qualifications or experience of the person, such incremental point as it considers appropriate.

(2) In this paragraph and in paragraphs 7, 8 and 11 “relevant teaching service” means teaching service in a grant-aided school, institution of further education, college of education or the University of Ulster.

Senior lecturer

7. A person who is appointed in the capacity of a senior lecturer on or after 1st April 1989 shall enter the appropriate scale at—

- (a) the minimum to which shall be added (up to incremental point 4) incremental credit in respect of time spent—
- (i) as a senior lecturer in a college of education; or
 - (ii) in any previous educational service or in any industrial, commercial or professional experience or research work which the Department considers to be equivalent to service as a senior lecturer;
- (b) where the last post held by him before taking up the appointment was in relevant teaching service, and the maximum on the scale for that post was lower than that for senior lecturer under regulation 5, the salary payable to him at that post plus an amount equal to one increment up to and including incremental point 4 (except where sub-paragraph (d) applies);
- (c) where the last post held by him before taking up the appointment was not in relevant teaching service and the salary calculated under sub-paragraph (a) is considered inadequate by the Department having regard to the qualifications or experience of the person, such incremental point as it considers appropriate up to incremental point 4 (except where sub-paragraph (d) applies); or
- (d) in a case to which sub-paragraph (b) or (c) applies and incremental point 4 is less than the salary to which the senior lecturer was entitled at his last post and where the provisions of paragraph 5 of Schedule 1 entitle him to a salary at an incremental point above 4, such higher incremental point as the Department considers appropriate.

Principal lecturer

8. A person who is appointed in the capacity of principal lecturer on or after 1st April 1989 shall enter the appropriate scale at—

- (a) the minimum to which shall be added (up to incremental point 3) incremental credit in respect of time spent—
 - (i) as a principal lecturer in a college of education; or
 - (ii) in any previous educational service or in any industrial, commercial or professional experience or research work which the Department considers to be equivalent to service as a principal lecturer;
- (b) where the last post held by him before taking up the appointment was in relevant teaching service and the maximum on the scale for that post was lower than that for principal lecturer under regulation 5, the salary payable to him at that post plus an amount equal to one increment up to and including incremental point 3 (except where sub-paragraph (d) applies);
- (c) where the last post held by him before taking up the appointment was not in relevant teaching service and the salary calculated under sub-paragraph (a) is considered inadequate by the Department having regard to the qualifications or experience of the person, such incremental point as it considers appropriate up to incremental point 3 (except where sub-paragraph (d) applies);
- (d) in a case to which sub-paragraph (b) or (c) applies and incremental point 3 is less than the salary to which the principal lecturer was entitled at his last post and where the provisions of paragraph 6 of Schedule 1 entitle him to a salary at an incremental point above 3, such higher incremental point as the Department considers appropriate.

Reader

9. A person who is appointed in the capacity of a reader on or after 1st April 1989 shall enter the appropriate scale at the minimum or such higher incremental point as the Department may determine having regard to the reader's experience and qualifications for the post.

Academic posts above reader

10. A lecturer who is appointed to a post under Regulation 5(2) on or after 1st April 1989 shall enter the appropriate scale for head of department grade V or VI in accordance with paragraph 11.

Head of department

11.—(1) A person who, on or after 1st April 1989, is either appointed in the capacity of a head of department for the first time or is re-appointed to a different grade of department 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 head of department in the same or higher grade in a college of education; or
 - (ii) in any previous educational service or in any industrial, commercial or professional experience or research work which the Department considers to be equivalent to service as a head of department in the same grade;
- (b) where the last post held by him before taking up the appointment was in relevant teaching service and the maximum on the scale for that post was lower than that for the head of department grade to which he has been appointed, the salary payable to him at that former post plus an amount equal

to one increment on the appropriate scale (provided that he shall not thereby exceed the maximum of the scale);

- (c) where the last post held by him before taking up the appointment was not in relevant teaching service and the salary calculated under sub-paragraph (a) is considered inadequate by the Department having regard to the qualifications or experience of the person, such incremental point on the appropriate scale as it considers appropriate.

(2) Where a head of department, while serving in that capacity, becomes eligible to receive salary on a scale in a higher grade, paragraph (1)(a) or (b) shall apply for the purposes of calculating his salary as they apply to a person who is re-appointed to a different grade of department.

PART III

INCREMENTAL PROGRESSION

12.—(1) The standard incremental date shall be 1st September.

(2) A lecturer's incremental progression on the scale appropriate to him shall be on the basis of—

- (a) in the case of a lecturer in service on 1st September 1974 his incremental position on that date;
- (b) in the case of a lecturer appointed or re-appointed for the first time after 1st September 1974, his incremental position on 1st September preceding his date of appointment or re-appointment calculated in accordance with the provisions of paragraphs 3 and 6 to 11 of Part II as appropriate.

(3) Subject to the maximum of the appropriate scale, a lecturer shall receive an increment on the standard incremental date except where otherwise provided under this Schedule if, at that date, the aggregate of his teaching service and other reckonable service or experience since 1st September 1974 calculated in accordance with sub-paragraph (6) includes at least 6 months more service or its equivalent than that for which increments have already been given.

(4) A lecturer 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 standard incremental date.

(5) Incremental credit under the provisions of this Schedule in respect of teaching service and any other reckonable service or experience shall not include any period—

- (a) of service undertaken before the age of 18 years; or
- (b) of absence from teaching service without pay except—
- (i) where the Department determines otherwise;
- (ii) that where such a period of absence on or after 1st April 1969 and in any incremental year beginning on 1st September results, or would otherwise result, in a lecturer's annual increment being deferred, the first 15 days of such absence shall count for incremental purposes; or
- (iii) maternity absence under the provisions of the Industrial Relations (No. 2) (Northern Ireland) Order 1976(a).

(6) For incremental purposes periods—

- (a) of full-time teaching service and any other reckonable service or experience of less than one year shall be aggregated on the basis of—

- (i) complete months; plus
 - (ii) notional complete months calculated by dividing the aggregate of any other periods, reckoned in days, by 30 (any residue of 15 days or over shall be reckoned as one notional complete month); and
- (b) of part-time teaching service and any other reckonable service or experience shall be calculated on the basis of the proportion that such service bears to full-time service but not more than one increment shall, in the aggregate, be given in respect of each incremental year.

(7) In this paragraph “other reckonable service or experience” means any previous educational service or any industrial, commercial or professional experience or research work which the Department considers to be equivalent to service as a lecturer.

13. An increment may at any time be withheld if a lecturer’s service is considered by the Department to be unsatisfactory.

ENTRY TO SCALES OF SALARIES APPLICABLE FROM 1ST SEPTEMBER 1989

“1.—(1) A lecturer, other than head of department or in an academic post above reader, who is paid on the maximum point of any scale of salaries for such persons in force up to 31st August 1989 and who continues on the corresponding scale on and from 1st September 1989 shall, subject to paragraph (3), be transferred to that scale at the maximum point.

(2) A lecturer, other than head of department or in an academic post above reader, who is paid on any scale of salaries for such persons in force up to 31st August 1989 and who continues on the corresponding scale applicable on and from 1st September 1989 and who is entitled to an increment on 1st September 1989, under paragraph 12 of Schedule 2, shall be transferred to that scale at the next incremental point.

(3) A lecturer, other than head of department or in an academic post above reader, who is paid on any scale of salaries in force up to 31st August 1989 and who continues on the corresponding scale applicable on and from 1st September 1989 and who is not entitled to an increment on 1st September 1989, under paragraph 12 of Schedule 2, shall be transferred to that scale at the same incremental point.

(4) A senior lecturer who on 31st August 1989 has been paid on incremental point 6 of the senior lecturer scale in force on that date for a minimum period of one year and who continues on the corresponding scale on and from 1st September 1989, shall be transferred to point 7 of that scale.

(5) A head of department shall not be paid less than £24,000 per annum.

(6) A vice-principal or principal shall be paid on and from 1st September 1989 a salary in the appropriate range corresponding to that in the range on which he was paid on 31st August 1989.”

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These Regulations revoke and replace the Colleges of Education Salaries Regulations (Northern Ireland) 1981, as amended, and give effect to (i) an increase of 6.5% from 1st April 1989 in salaries for lecturers, vice-principals and principals in colleges of education and (ii) an additional increase of 1% (on salaries applicable at 31st March 1989) from 1st September 1989 in salaries for lecturers (other than heads of department), vice-principals and principals. The Regulations—

- (a) set out revised scales of salary for lecturers effective from 1st April 1989 (regulation 5 and Schedule 1);
- (b) set out revised scales of salary for vice-principals and principals effective from 1st April 1989 (regulation 6 and Schedule 1);
- (c) set out revised scales of salary for lecturers, other than heads of department, effective from 1st September 1989 (regulation 5 and the Appendix to Schedule 1);
- (d) set out revised scales of salary for vice-principals and principals effective from 1st September 1989 (regulation 6 and the Appendix to Schedule 1);

- (e) provide for the payment of part-time lecturers (regulation 7);
- (f) provide for allowances for acting principals, vice-principals and heads of department (regulation 9);
- (g) provide for the award of increments (regulation 5 and Schedules 1 and 2);
- (h) provide for the Department to determine the college group and departmental grade for the purpose of placing vice-principals and principals, and heads of department respectively on the appropriate salary scale or range (regulation 8);
- (i) provide for the payment of allowances in respect of teachers seconded to colleges of education (regulation 10);
- (j) provide for salary safeguarding for lecturers, vice-principals and principals in post immediately before the date from which these Regulations have effect (regulation 11);
- (k) provide for salary safeguarding for lecturers, vice-principals and principals whose salaries would be adversely affected as a result of closure or re-organisation of a college of education or other circumstances (regulation 12); and
- (l) detail the arrangements for placing lecturers on the salary scales (regulation 5 and Schedules 1 and 2).

Changes of substance compared with the Colleges of Education Salaries Regulations (Northern Ireland) 1981, as amended, are—

- (a) provision of an additional point (point 7) to the senior lecturer scale with effect from 1st September 1989 (Appendix to Schedule 1);
- (b) the abolition of redundant regulations 10 and 11 of those Regulations;
- (c) establishment of a minimum salary of £24,000, with effect from 1st September 1989, for heads of department.

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