

1990 No. 259

EDUCATION

Further Education Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1990

Made 6th July 1990

Coming into operation 31st July 1990

The Department of Education, in exercise of the powers conferred on it by Articles 69(1) and (4), 70(1)(b) and 134(1) of the Education and Libraries (Northern Ireland) Order 1986(a), and by 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:

Citation and commencement

1. These Regulations may be cited as the Further Education Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1990 and shall come into operation on 31st July 1990 and except where otherwise provided shall have effect on and from 1st April 1989.

Amendment to the Further Education Teachers' Salaries Regulations (Northern Ireland) 1988

2. The Further Education Teachers' Salaries Regulations (Northern Ireland) 1988(c) shall be amended as follows—

- (a) in regulation 10 (head of department) for the sums “£1,833” and “£1,626” there shall be substituted “£1,989” and “£1,764” respectively;
- (b) in regulation 18(1) (payment of unqualified teachers) for “£5,472” there shall be substituted “£5,937”;
- (c) in regulation 19(2) (payment of part-time teachers) for the sums “£16.92”, “£14.42” and “£10.60”, there shall be substituted “£18.35”, “£15.65” and “£11.50” respectively and with effect on and from 1st April 1990 “£18.44”, “£15.72” and “£11.55” respectively;
- (d) for regulation 20 (interpretation) with effect on and from 1st September 1990 there shall be substituted—

(a) S.I. 1986/594 (N.I. 3); a new Article 70 was substituted by Article 8 of S.I. 1987/167 (N.I. 2)

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

(c) S.R. 1988 No. 84 as amended by S.R. 1988 No. 217

“Interpretation

20. In regulations 21 and 22—

- (a) “teacher” means both a full-time teacher (other than a temporary teacher who is paid on a daily basis in accordance with regulation 17(1)) and a part-time teacher paid in accordance with regulation 19(1);
- (b) “salary” includes any allowance to which a teacher is entitled under regulation 9 or 10;
- (c) “full rate” means the amount of salary that would have been paid had the teacher not been absent owing to illness.”;
- (e) in regulation 21 (absence due to illness) with effect on and from 1st September 1990 the words “full-time” shall be omitted wherever they appear;
- (f) in regulation 25 (teachers in service on 30th June 1988) for “30th June 1988” there shall be substituted “31st March 1989”;
- (g) for Schedule 1 (salary scales and salary ranges) there shall be substituted the Schedule to these Regulations.

Transitional provisions

3. Regulation 2(g) shall not affect—

- (a) the transfer to the senior lecturer scale of a teacher who was on points 12, 13 or 14 of the lecturer scale before the coming into operation of these Regulations or the incremental progression of such a teacher;
- (b) the placing above point 5 on the senior lecturer scale of a teacher who had reached point 5 of that scale before 1st September 1990 or the incremental progression of such a teacher;
- (c) the placing above point 4 on the principal lecturer scale of a teacher who had reached point 4 of that scale before 1st September 1990 or the incremental progression of such a teacher.

Sealed with the Official Seal of the Department of Education on 6th July 1990.

(L.S.)

S. Peover

Assistant Secretary

**Scale of salaries and ranges of salaries applicable from 1st April 1989, 1st
September 1989 and from 1st April 1990**

Lecturers and Senior Lecturers

1(a) The scales of salaries for lecturers and senior lecturers shall be as follows:—

Point on Scale	Salaries applicable from 1st April 1989		Salaries applicable from 1st April 1990	
	Lecturer	Senior Lecturer	Lecturer	Senior Lecturer
	£	£	£	£
0	—	16,101	—	16,176
1	9,201	16,674	9,243	16,752
2	9,774	17,253	9,819	17,331
3	10,350	17,829	10,398	17,910
4	10,926	18,402	10,977	18,486
5	11,499	18,978	11,553	19,065
6	12,075	19,554	12,132	19,644
7	12,651	20,127	12,711	20,217
8	13,224	See paragraphs 2 and 5 below	13,287	See paragraphs 2 and 5 below
9	13,800		13,866	
10	14,376		14,445	
11	14,949		15,018	
12	15,525		15,597	
13	16,101		16,176	
14	16,674		16,752	
	See paragraphs 2 to 4 below		See paragraphs 2 to 4 below	

Principal Lecturers

1(b) The scales of salaries for principal lecturers shall be as follows:—

<i>Point on Scale</i>	<i>Salary applicable from 1st April 1989</i>	<i>Salary after assimilation to management salary spine from 1st September 1989</i>
	£	£
1	20,127	20,649
2	20,703	21,201
3	21,279	21,750
4	21,852	22,350
5	22,428	23,001
6	23,004	23,649
7	23,577	23,649
8	24,153	24,300
9	24,729	24,951

See paragraphs 2 and 6 below

Standards of Work

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

- (a) work of category II/III standard means courses above National Certificate or equivalent standard leading directly to a university degree or equivalent qualification or courses with entry standards equivalent to 1 or 2 General Certificate of Education “A” levels and which lead directly to qualifications which satisfy the academic criteria accepted for graduate status for salary purposes or study of an equivalent standard not necessarily leading to the qualifications mentioned; and
- (b) “a significant amount” shall normally be interpreted as at least 50% of the lecturer’s work time during the year in question, and shall be calculated as an average per annum over the immediately preceding 3 years, if this is more favourable to the lecturer.

Lecturer

3.—(1) A lecturer who is responsible for a significant amount of work of Category II/III standard during the 1989/90 academic year shall on reaching point 12 of the lecturer scale be transferred when he becomes entitled to his next increment, subject to the board having satisfied the Department as to his ability to carry out the duties of senior lecturer, to point 0 of the senior lecturer scale and shall thereafter proceed on the senior lecturer scale by normal incremental progression.

(2) The arrangements under sub-paragraph (1) shall not prevent the promotion of such a lecturer to senior lecturer.

4.—(1) A lecturer who was entitled to an additional £531 per annum under paragraph 4, 5 or 6 of Schedule 1 to the Further Education Teachers’ Salaries Regulations (Northern Ireland) 1988 as they had effect on 31st March 1989 or would have been so entitled after that date but for the Further Education Teachers’ Salaries (Amendment) Regulations (Northern Ireland) 1990 shall instead be entitled to an additional £576 per annum.

(2) With effect on and from 1st April 1990 in sub-paragraph (1) for “£576 per annum” there shall be substituted “£579 per annum”.

Senior Lecturer

5.—(1) The salary point 0 on the senior lecturer scale shall only apply in respect of a lecturer transferring to the senior lecturer scale under paragraph 3(1) or under a corresponding provision of Regulations regulating the salaries of teachers in Institutions of Further Education before the coming into operation of the Further Education Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1990.

(2) A senior lecturer who during the 1989/90 academic year is responsible for a significant amount of work of Category II/III standard shall on reaching point 5 of the senior lecturer salary scale be entitled to progress to the next point on that scale automatically on his next incremental date.

(3) On and from 1st September 1990 a senior lecturer other than one to whom sub-paragraph (2) applies shall only receive a salary greater than that related to point 5 of the senior lecturer scale where the board satisfies the Department that he is entitled to do so in the light of the duties and responsibilities being undertaken by him.

Principal Lecturer

6. On and from 1st September 1990 a principal lecturer shall only receive a salary greater than that related to point 4 of the principal lecturer scale where he was responsible for a significant amount of work of Category II/III standard during the academic year 1989/90.

Heads of Department

7. The scales of salaries for Heads of Department shall be as follows:

<i>Grade of Department</i>	<i>Point on Scale</i>	<i>Salary applicable from 1st April 1989</i>	<i>Salary after assimilation to management salary spine from 1st September 1989</i>
I	1	£ 16,377	£ 16,800
	2	16,941	17,349
	3	17,514	17,901
	4	18,078	18,450
	5	18,651	18,999
II	1	18,810	18,999
	2	19,401	19,551
	3	20,007	20,100
	4	20,598	20,649
	5	21,204	21,750
III	1	20,568	20,649
	2	21,171	21,201
	3	21,750	22,350
	4	22,365	23,001
	5	22,959	23,001
IV	1	22,227	22,350
	2	22,890	23,001
	3	23,568	23,649
	4	24,228	24,300
	5	24,900	24,951
V	1	24,186	24,300
	2	24,837	24,951
	3	25,518	25,599
	4	26,181	26,250
	5	26,853	26,901
VI	1	26,130	26,250
	2	26,802	26,901
	3	27,468	27,549
	4	28,122	28,200
	5	28,794	28,851

Vice-principals

8. Vice-principals shall be paid on a fixed salary to be determined from the following ranges of salaries and assimilated to the point on the management salary spine next above that fixed salary with effect from 1st September 1989:—

<i>Group</i>	<i>Ranges of Salaries for Vice-principals applicable from 1st April 1989</i>	
	£	£
1	18,342	19,815
2	20,088	21,561
3	21,975	23,451
4	23,982	25,452
5	25,833	27,321
6	27,537	29,010
7	29,316	30,795
8	30,927	32,238

Principals

9. Principals shall be paid on a fixed salary to be determined from the following ranges of salaries:

<i>Group</i>	<i>Ranges of Salaries for Principals applicable from 1st April 1989</i>	
	£	£
1	21,504	23,256
2	23,679	25,440
3	25,935	27,732
4	28,503	30,270
5	30,714	32,280
6	32,778	34,353
7	34,413	35,988
8	36,159	37,728

Management Salary Spine

10. With effect from 1st September 1989 Principal Lecturers, Heads of Department and Vice-principals are to be assimilated to the management salary spine as shown at paragraph 1(b), 7 and 8. The management salary spine shall be as set out in the table below:—

<i>Management Spine Points 1/9/89</i>	<i>Salary £</i>	<i>Management Spine Points 1/9/89</i>	<i>Salary £</i>
1	16,800	19	27,549
2	17,349	20	28,200
3	17,901	21	28,851
4	18,450	22	29,499
5	18,999	23	30,150
6	19,551	24	30,801
7	20,100	25	31,449
8	20,649	26	32,100
9	21,201	27	32,751
10	21,750	28	33,399
11	22,350	29	34,050
12	23,001	30	34,701
13	23,649	31	35,349
14	24,300	32	36,000
15	24,951	33	36,651
16	25,599	34	37,299
17	26,250	35	37,950
18	26,901	36	38,601''

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These Regulations amend the Further Education Teachers' Salaries Regulations (Northern Ireland) 1988 as amended and give effect from 1st April 1989 to an increase of 8.5% in salaries and allowances for teachers in institutions of further education, a further increase of 0.5% with effect from 1st April 1990 for certain teachers and assimilation to a management salary spine from 1st September 1989 for others.

Revised salary scales and salary ranges are set out in the Schedule.

The Regulations revise arrangements for the transfer of lecturers to the senior lecturer scale and progression beyond the bar point for senior lecturers and principal lecturers.

The revised maximum allowances for certain heads of department are set out in regulation 2(a).

The revised rate of salary for unqualified teachers is set out in regulation 2(b).

Revised hourly rates of pay for part-time teachers are set out in regulation 2(c).

Under regulation 2(d) and (e) certain part-time teachers are, with effect on and from 1st September 1990, eligible to be paid for absence owing to illness.

The provision for the protection of the salaries of full-time teachers in post has been updated in regulation 2(f).

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