

- a relevant degree-equivalent professional qualification, and/or
 - an approved recognised teacher training qualification.
- ii) Following a break in service, a lecturer reappointed to the same grade with the same employer shall be entitled to placement in that grade at an incremental point at least equivalent to the point achieved prior to the break.
- iii) A lecturer shall be entitled to an increase equivalent to at least one increment on promotion.
- iv) The institution may at its discretion award an additional incremental point where the lecturer achieves an approved teacher training qualification after appointment.

4.5 Incremental Progression

4.5.1 A lecturer whether full-time or part-time shall be entitled to one increment on 1st September following appointment and each year subsequently provided that the lecturer has six months or more service in post on that date, subject to the maximum of his or her scale and to satisfying appropriate criteria for bar progression.

4.5.2 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 institution. In such a case payment of the increment in respect of that year shall be withheld only during the following year unless the institution otherwise expressly determines.

4.5.3 An institution is not precluded from counting a period or periods of secondment or unpaid leave from a post as 'service in post' where it considered that to be appropriate.

4.5.4 Without prejudice to the lecturer being treated as if she had not been absent from her post in pursuance of sections 33 and 45 of the Employment Protection (Consolidation) Act 1978 or sections 35 and 48 of the Employment Protection Act 1975, a period of absence because of pregnancy or confinement shall count for incremental purposes if either it was provided for in the lecturers' conditions of service or throughout the period the lecturer enjoyed a right to return to work under the said provisions of the said Act of 1978 or 1975.

4.6 Salary Scale and Bar Progression

4.6.1 A lecturer on the Lecturer Grade who is responsible for a significant amount of work classified as Higher Education as defined in Schedule 7 of The Education Reform Act (1988) in the year in which he or she is on point 13 of the Lecturer Grade shall transfer to point 0 on the Senior Lecturer Grade when he or she becomes entitled to receive one further increment, subject to having satisfied the

efficiency requirements. If the efficiency or work requirements are not satisfied he or she shall continue to progress on the Lecturer Grade and shall only transfer to the appropriate point on the Senior Lecturer scale when the requirements are subsequently satisfied. Lecturers who become eligible for transfer during the year they are on point 13, 14 or 15 of the Lecturer Grade shall transfer to the next higher point on the Senior Lecturer Grade. Lecturers who transfer to the Senior Lecturer Grade under these provisions shall be entitled to normal incremental progression on that Grade.

The preceding paragraph shall not prevent the institution from promoting such a lecturer to Senior Lecturer before the lecturer would otherwise become eligible to proceed onto the Senior Lecturer scale.

- 4.6.2 A Senior Lecturer who has reached point 5 of that scale shall only proceed beyond that point where he or she is responsible for a significant amount of work classified as Higher Education during the year that he or she is paid on point 5 of the Senior Lecturer scale, or, if he or she fails to qualify in that year, in a subsequent year.
- 4.6.3 A Principal Lecturer who has reached point 4 of that scale shall only proceed beyond that point where he or she is responsible for a significant amount of work classified as Higher Education during the year that he or she is paid on point 4 of the Principal Lecturer scale, or, if he or she fails to qualify in that year, in a subsequent year.
- 4.6.4 For the purpose of 4.6.1 to 4.6.3:
- a) "a significant amount" shall normally be interpreted as at least 50 per cent of the lecturers' work time during the year in question, and shall be calculated as an average per annum over the immediately preceding three years, if this is more favourable to the lecturer.
 - b) level of work shall be classified as defined in Schedule 7 of the Education Reform Act 1988 and clause 3 of the Agreement.
- 4.6.5 The following rules apply to Lecturer/Senior Lecturer bar progression:

Once lecturers are passed through the bar they will continue to progress up the Senior Lecturer scale; in view of this the balance of their timetables (as between advanced and non-advanced work) ought as a matter of policy to be broadly maintained in future years, unless there are compelling educational reasons to the contrary. Similarly, the timetables of those approaching the bar should be planned so that there is not a sudden increase in advanced work, without good reason, during the year spent on the thirteenth incremental point.