STATUTORY INSTRUMENTS

1974 No. 960

EDUCATION, ENGLAND AND WALES

The Remuneration of Teachers (Farm Institutes) (Amendment) Order 1974

Made - - - -	*3rd June* 1974
Coming into Operation	*4th June* 1974

Whereas—

(1) the Committee constituted under section 1 of the Remuneration of Teachers Act 1965(**a**) ("the Act") for the purpose of considering the remuneration of teachers in farm institutes and teachers of agricultural subjects on the staff of local education authorities ("the Committee") have, in pursuance of section 2(2) of the Act, transmitted to the Secretary of State for Education and Science ("the Secretary of State") recommendations agreed on by them with respect to the remuneration of such teachers;

(2) the Committee have, in pursuance of section 2(2) of the Act as modified by the Counter-Inflation (Modification of the Remuneration of Teachers Act 1965) Order 1973(**b**), also transmitted to the Pay Board established under section 1(1) of the Counter-Inflation Act 1973(**c**) ("the Pay Board") the proposals contained in those recommendations for increases in the remuneration of such teachers;

(3) the Pay Board have approved the said proposals;

(4) there is in force an Order made under section 2 of the Act with respect to the remuneration of teachers in farm institutes and teachers of agricultural subjects on the staff of local authorities, namely the Remuneration of Teachers (Farm Institutes) Order 1973(**d**);

(5) it appears to the Secretary of State that effect can more conveniently be given to the recommendations of the Committee by amending the scales and other provisions set out in the document referred to in the said Order, namely, the document published by Her Majesty's Stationery Office on 16th July 1973 under the title "SCALES OF SALARIES FOR THE TEACHING STAFF OF FARM INSTITUTES AND FOR TEACHERS OF AGRICULTURAL (INCLUDING HORTICUL

(**a**) 1965 c. 3.
(**b**) S.I. 1973/616 (1973 I, p. 1950).
(**c**) 1973 c. 9.
(**d**) S.I. 1973/1222 (1973 II, p. 3656).

TURAL) SUBJECTS, ENGLAND AND WALES, 1973" ("the Document");

(6) in pursuance of section 2(5) of the Act the Secretary of State has prepared a draft Order (being the draft of this Order) setting out the amendments of the scales and other provisions which, in his opinion, are requisite for giving effect to the recommendations of the Committee; and

(7) the Secretary of State, as required by section 2(6) of the Act, has consulted the Committee with respect to the draft Order and the Committee have made no representations with respect thereto.

Now, therefore, the Secretary of State, in pursuance of section 2(6) of the Act, hereby Orders as follows:—

Citation and Commencement

1. This Order may be cited as the Remuneration of Teachers (Farm Institutes) (Amendment) Order 1974 and shall come into operation on 4th June 1974.

Interpretation

2. The Interpretation Act 1889(a) shall apply for the interpretation of this Order as it applies for the interpretation of an Act of Parliament.

Amendment of Document

3. The scales and other provisions contained in the Document are hereby amended—

(*a*) with effect from 1st April 1973, in the manner specified in Schedule 1 to this Order;

(*b*) with effect from 1st April 1974, in the manner specified in Schedule 2 to this Order; and

(*c*) with effect from 1st September 1974, in the manner specified in Schedule 3 to this Order.

(a) 1889 c. 63.

SCHEDULE 1

AMENDMENTS EFFECTIVE FROM 1ST APRIL 1973

In Appendix III to the Document—

(*a*) In Annex D (which specifies the qualifications and/or courses entitling Assistant Lecturers, Lecturers Grade IA and Lecturers Grade IB to receive an increment of £81 per annum)—

(*a*) to paragraph 2 there shall be added the following qualifications:—

University	*Qualification*
"Liverpool	Diploma in Adult Education
London	Diploma in Education with special reference to Home Economics
Manchester	Diploma in Advanced Study in Technical Education"

(*b*) paragraph 9 shall be deleted; and

(*c*) the following courses shall be added after that specified in paragraph 8:—

"9. The satisfactory completion of a full or part-time course leading to the Diploma in Educational Technology of the National Committee for Audio-Visual Aids in Education.

10. The satisfactory completion of a four-term course (commencing January 1974 or later) conducted by Jordanhill College of Education, Glasgow, leading to the Teaching Qualification (Further Education) awarded under the Teachers (Education, Training and Registration) (Scotland) Regulations 1967(**a**).

11. Such other qualifications or courses as are accepted by the Burnham Farm Institutes Committee."

(*b*) In Part II of Annex E (which specifies the qualifications entitling Assistant Lecturers, Lecturers Grade IA and Lecturers Grade IB to be classed as graduates for salary purposes)—

(*a*) paragraphs 38 and 42 shall be deleted; and

(*b*) for paragraph 56 there shall be substituted the following paragraph:—
"56. Associateship of the Institution of Metallurgists if obtained after examination held in or after August 1949 except where the qualification entitles the teacher to be classed as a good honours graduate under Part III of this annex."

(*c*) In Part III of Annex E (which specifies the qualifications entitling Assistant Lecturers, Lecturers Grade IA and Lecturers Grade IB to be classed as good honours graduates for salary purposes)—

(**a**) S.I. 1967/1162 (1967 II, p. 3396).

(*a*) paragraph 10 shall be deleted; and

(*b*) the following qualifications shall be added after that specified in paragraph 9:—

"10. Membership of the Institute of Biology obtained by written examination first held in June 1966.

11. Master of Science (MSC) or Master of Business Administration (MBA) of Cranfield Institute of Technology.

12. (*a*) Graduateship of the Institution of Metallurgists obtained by the Institution's examination first held in 1972;

(*b*) Associateship of the Institution of Metallurgists obtained by examination held in 1963 or subsequently under the 1961/2 revised regulations of the Institution.

13. The Diploma in Medical Technology of the Institute of Medical Laboratory Technology obtained by the Institute's examination.

14. Such other qualifications as are accepted by the Burnham Committee."

SCHEDULE 2

AMENDMENTS EFFECTIVE FROM 1ST APRIL 1974

1. In Part I of the Document (which sets out general provisions relating to teachers' saleries)—

(*a*) for section 1 there shall be substituted the following section:—

"1. **Remuneration:** subject to the supplementary provisions relating to safeguarding (section 8), the remuneration of a teacher in full-time service shall be the aggregate of his salary determined under the relevant section of Part II and any allowances payable to him under Part III."

(*b*) section 2 (transitional provisions) shall cease to have any application from 1st April 1974.

2. In Part II of the Document (which relates to the various categories of teachers)—

(*a*) for sub-section 3(*a*) there shall be substituted the following sub-section:—

"(*a*) Teachers whose posts are graded in one of the above-mentioned categories by the local education authority shall be paid on whichever is the appropriate scale of the scales set out in paragraph 1 of appendix I, provided, however, that a teacher who has completed a total period of 5 years on the Assistant Lecturer scale shall be transferred to the Lecturer Grade IA scale but not proceed beyond the penultimate point of that scale."

(*b*) for sub-section 4(*b*) there shall be substituted the following sub-section:—

"(*b*) The scale in the case of a Lecturer Grade II appointed in that cap-

acity before 1st April 1974 shall be the five points on the appropriate salary range set out in paragraph 2 of appendix I corresponding to those that formed the scale applicable to him on 31st March 1974 for so long as his duties and responsibilities remain unchanged."

(*c*) for sub-section 5(*b*) there shall be substituted the following sub-section:—

"(*b*) The scale in the case of a Vice-Principal appointed in that capacity before 1st April 1974 shall be the five points on the appropriate salary range set out in paragraph 2 of appendix I corresponding to those that formed the scale applicable to him on 31st March 1974 for so long as his duties and responsibilities remain unchanged."

(*d*) for sub-section 6(*b*) there shall be substituted the following sub-section:—

"(*b*) The scale in the case of a Principal appointed in that capacity before 1st April 1974 shall be the five points on the appropriate salary range set out in paragraph 2 of appendix I corresponding to those that formed the scale applicable to him on 31st March 1974 for so long as his duties and responsibilities remain unchanged."

3. In Part IV of the Document (which sets out supplementary provisions relating to teachers' salaries) for section 8 there shall be substituted the following section:—

"8. **Safeguarding**

(1) (*a*) Subject as hereafter in this section provided, a teacher who loses his post or whose salary would otherwise be diminished as a result of the closure or reorganisation of an educational establishment, as defined in sub-section (3)(ii) below, and who continues in service as a full-time teacher in an educational establishment maintained by the same local education authority shall be deemed for all salary purposes to continue to hold the post he held immediately before the closure or reorganisation, save however that he shall not be entitled to continue to receive the additional payment applicable to teachers in primary and secondary schools recognised by the Secretary of State as of exceptional difficulty.

(*b*) Sub-section (1)(*a*) above shall not apply or, as the case may be, shall cease to apply to a teacher:

(i) who at any time unreasonably refuses to accept an alternative post in an educational establishment maintained by the same local education authority; or

(ii) who leaves a post to which appointed after the closure or reorganisation except on movement to another teaching post under arrangements approved by the same local education authority, such approval not being unreasonably withheld; or

(iii) who in the case of closure or reorganisation on or after 1st April 1969 had held for less than two years a teaching post to which he was appointed for a fixed period or on an acting or temporary basis, unless in order to take up that post he had under arrangements made by the local education authority relinquished a regular full-time teaching post in one of their educational establishments, when sub-section (1)(*a*) above shall apply as if he were still in the regular full-time post immediately before the closure or reorganisation; or

(iv) whose salary under this section falls below that applicable to him under the other provisions of this document.

(*c*) The foregoing provisions of this section shall only apply:

(i) where the date of closure or reorganisation was 1st April 1974 or later; or

(ii) to a teacher who on 31st March 1974 was in receipt of a safeguarded salary under the provisions in force on that date of section 8 of this Document, or the corresponding sections of the Documents prepared by the Secretary of State for Education and Science under section 2 of the Remuneration of Teachers Act 1965(**a**) (as amended (**b**)) in relation to the scales of salaries for teachers in primary or secondary schools or establishments for further education in England and Wales. Where, however, in the case of a school teacher who at the time of the closure or reorganisation and before 1st April 1969 had held a post of head teacher or deputy head teacher for less than two years having been appointed thereto, for a fixed period or on an acting or temporary basis, the provisions of appendix VII to the Primary and Secondary Salaries Document 1967 relating to the calculation of unit totals shall be deemed to continue in force in place of the corresponding provisions of the document now in force.

(*d*) A teacher to whom sub-section (1)(*a*) above applies shall not be paid any allowances under Part III of this document other than those to which he may be entitled by virtue of the post he held immediately before the closure or reorganisation.

(2) (*a*) Subject as hereafter in this section provided, a teacher who was formerly employed in a full-time teaching post in a college of eduation in England or Wales maintained by a local education authority or which was in receipt of grant from the Secretary of State and who on or after 1st April 1974 loses that post as a result of the closure or reorganisation of the college but continues in full-time teaching service in an educational establishment as defined in sub-section (3)(ii) below, shall be deemed for all salary purposes to continue to hold the post he held immediately before the closure or reorganisation, save however that no "London Area" payment shall be payable.

(*b*) Sub-section (2)(*a*) above shall not apply or, as the case may be, shall cease to apply to a teacher:

(i) who at any time unreasonably refuses to accept an alternative post in an educational establishment maintained by the employing authority; or

(ii) who leaves a post to which appointed after the closure or reorganisation except on movement to another teaching post under arrangements approved by the employing authority, such approval not being unreasonably withheld; or

(iii) who at the time of the closure or reorganisation had held for less than two years a teaching post in a college of education to which he had been appointed for a fixed period or on an acting or temporary basis, unless in order to take up that post he had under arrangements made by the college authority relinquished a regular full-time teaching post in a college of education, in which case, sub-section (2)(*a*) above shall apply as if he were still in that regular full-time post immediately before the closure or reorganisation; or

(iv) whose salary under this section falls below that applicable to him under the other provisions of this document.

(**a**) 1965 c. 3. (**b**) S.I. 1973/616 (1973 I, p. 1950).

(*c*) A teacher in receipt of a salary under sub-section (2)(*a*) above shall not be paid any allowances under Part III of this document.

(3) For the purposes of sections (1) and (2) above:

(i) a teacher shall be deemed to continue in the employment of the same local education authority if the educational establishment (or educational establishments in the case of an unattached school teacher) in which he is serving becomes maintained by another local education authority or joint committee of authorities; and

(ii) an "educational establishment" is a farm institute or an establishment for further education (including a department of such an establishment) or a primary or secondary school maintained by a local education authority in England or Wales."

4. For appendix I to the Document (which sets out the salary scales for teachers) there shall be substituted the following appendix:—

"APPENDIX I

Scales of Salaries

1. **Assistant Lecturers, Lecturers Grade IA and Lecturers Grade IB**

Incremental Point	*Assistant Lecturers*	*Lecturers Grade IA*	*Lecturers Grade IB*
	£	£	£
0	1,500	1,800	2,034
1	1,581	1,884	2,118
2	1,662	1,971	2,205
3	1,743	2,061	2,295
4	1,824	2,151	2,385
5	1,905	2,241	2,475
6	1,986	2,331	2,565
7	2,070	2,421	2,655
8	2,154	2,511	2,745
9	2,238	2,601	2,835
10	2,325	2,691	2,925
11	2,412	2,781	3,015
12	2,502*	2,874*	3,108*
13	2,502		
14	2,502		
15	2,616		

*Where an Assistant Lecturer, Lecturer Grade IA or Lecturer Grade IB is entitled to be classed as a good honours graduate for salary purposes under the conditions set out in Parts I and III of annex E to appendix III, the salary rates from point 12 shall be as follows:

Incremental Point	*Assistant Lecturers*	*Lecturers Grade IA*	*Lecturers Grade IB*
	£	£	£
13	2,589	2,961	3,195
14	2,676	3,045	3,279
15	2,676		
16	2,676		
17	2,790		

2. Lecturers Grade II, Vice-Principals and Principals

The scales of salaries for these teachers are determined by local education authorities from the following salary ranges:

Salary Ranges

Lecturers Grade II	*Vice-Principals*	*Principals*
£	£	£
3,084	3,375	4,068
3,180	3,474	4,167
3,276	3,573	4,266
3,375	3,672	4,365
3,474	3,771	4,464
3,573	3,870	4,563
3,672	3,969	4,662
3,771	4,068	4,773
3,870	4,167	4,884
3,969	see (*b*) below	4,998
4,068		5,112
see (*a*) below		5,226
		5,340
		5,445
		5,550
		5,655

(*a*) Where the local education authority consider that there are exceptional circumstances that justify a Lecturer Grade II being paid on a higher salary scale than would be permissible within the salary range set out above, the range may be extended by one or two further points to £4,167 and £4,266 respectively.

(*b*) Where the local education authority consider that there are exceptional circumstances that justify a Vice-Principal being paid on a higher salary scale than would be permissible within the salary range set out above, the range may be extended by one, two or three points to £4,266, £4,365 and £4,464 respectively."

5. In appendix III to the Document (which prescribes the method of determining the correct position of a teacher on the appropriate salary scale)—

(*a*) for paragraphs 5, 6 and 7 there shall be substituted the following paragraphs:—

"TEACHERS CONTINUING ON OR RE-ENTERING A SCALE PREVIOUSLY APPLICABLE

5.—(1) A teacher who continues to be entitled to receive salary on a scale corresponding to that on which he was paid on 31st March 1974 shall enter the appropriate scale set out in appendix I from 1st April 1974 at the incremental point or intermediate point of any twelfth of an increment corresponding to that on which he would have received salary (excluding any "London Area" payment or other above scale payments) had the scale in operation on 31st March 1974 continued to apply.

(2) A teacher who on or after 1st April 1974 is re-appointed in the same capacity in which he was employed at any time between 1st April 1971 and 31st March 1974 shall enter the appropriate scale set out in appendix I from the date of re-appointment:

(i) at the point corresponding to that applicable to him at the date of leaving the former post (based on service to that date and excluding any above scale payments), or

(ii) the salary determined under paragraph 6 or subsequent paragraphs of this appendix, as appropriate,

whichever is the higher.

(3) Any Assistant Lecturer, Lecturer Grade IA or Lecturer Grade IB who, on or after 1st April 1974 and subsequent to being placed on a scale under this Document, for the first time fulfils the requirements of annex D, or annex E, or both such annexes to this appendix by obtaining any of the qualifications or completing any of the courses which satisfy the conditions respectively set out in such annexes, shall have the salary payable to him increased from the first day of service after fulfilling such requirements:

(i) where the requirements of annex D are so fulfilled, by one increment;

(ii) where the requirements of annex E are so fulfilled, by 4 increments if Parts I and III of such annex apply and the teacher was previously paid as a non-graduate, and by 2 increments in all other cases,

subject, however, to the maximum of the appropriate scale not being exceeded.

TEACHERS OTHER THAN THOSE TO WHOM PARAGRAPH 5 ABOVE APPLIES

Assistant Lecturers

6. Assistant Lecturers appointed on or after 1st April 1974 shall enter the appropriate scale at the minimum to which shall be added, up to the maximum:

(i) one increment where the teacher holds any of the qualifications, or has satisfactorily completed any of the courses satisfying the conditions set out in annex D to this appendix, plus

(ii) two increments where the teacher is entitled to be classed as a graduate under the conditions set out in Parts I and II of annex E to this appendix, or four increments where the teacher is entitled to be classed as a good honours graduate under the conditions set out in Parts I and III of annex E, plus

(iii) incremental credit in respect of previous service or experience in accordance with paragraph 9 below and annexes A, B and C to this appendix.

Lecturers Grade IA

7.—(1) A Lecturer Grade IA transferred from the Assistant Lecturer scale in accordance with the requirements of sub-section 3(*a*) of this Document shall enter the Lecturer Grade IA scale from 1st April 1974, or on completion of five years service as an Assistant Lecturer, whichever is the later, at the incremental point immediately above the salary payable to him in the former post under this Document.

(2) A Lecturer Grade IA, other than one to whom sub-paragraph (1) above applies, shall enter the appropriate scale at:

(*a*) the minimum to which shall be added, up to the maximum:
(i) one increment where the teacher holds any of the qualifications, or has satisfactorily completed any of the courses satisfying the conditions set out in annex D to this appendix, plus, if applicable

(ii) two increments where the teacher is entitled to be classed as a graduate under the conditions set out in Parts I and II of annex E to this appendix, or four increments where the teacher is entitled to be classed as a good honours graduate under the conditions set out in Parts I and III of annex E, plus

(iii) incremental credit, subject to paragraph 9 below, in respect of full-time study, training or research in accordance with annex A to this appendix, or service as a Lecturer Grade I or Lecturer Grade IA in a farm institute maintained by a local education authority in England or Wales or any educational service, industrial, commercial or professional experience, or other experience or research work which in the opinion of the local education authority should be regarded as of equivalent value to service as a Lecturer Grade IA,

or

(*b*) the salary he would receive as an Assistant Lecturer under paragraph 6 above, based on service to date of appointment as Lecturer Grade IA, together with an addition of £183,

whichever is the higher.

(3) Where, however, a Lecturer Grade IA to whom sub-paragraph (2) above applies was appointed after teaching service in a school or establishment to which the undermentioned salaries documents apply, he shall enter the appropriate salary scale, subject to the maximum not being exceeded, at the salary applicable in the former post, based on service to date of appointment as Lecturer Grade IA, plus (except where the salary scale in the former post had the same or a higher maximum than that for Lecturers Grade IA) an addition of £183 where this results in a higher salary than that applicable under sub-paragraph (2) above. For this purpose the salary applicable in the former post shall exclude any "London Area" payment and shall be that applicable under:

(i) this document where the former post was in a maintained farm institute;

(ii) the salaries documents that apply from 1st April 1974 to teachers in maintained primary or secondary schools, maintained establishments for further education or colleges of education, as the case may be, where the former post was in such a school or establishment."

(*b*) for the reference in paragraph 8 to "17th July 1973" there shall be substituted a reference to "1st April 1974";

(*c*) in sub-paragraph 9(1) for the sums of "£36", "£66", "£72" and "£60" there shall be substituted the sums of "£39", "£71", "£77" and "£64" respectively;

(*d*) for sub-paragraph 11(1) there shall be substituted the following sub-paragraph:—

"11.—(1) A Lecturer Grade II appointed in that capacity on or after 1st April 1974 shall enter the appropriate salary scale at the minimum to which shall be added, up to the maximum, incremental credit in respect of time spent:

(i) in service as a Lecturer or a Lecturer Grade II in a farm institute maintained by a local education authority in England or Wales;

(ii) in previous educational service, industrial, commercial or professional experience or research work which in the opinion of the local education authority should be regarded as of equivalent value to service as a Lecturer Grade II.

Credit allowed under this sub-paragraph shall be at the rate of £75 per annum and subject to a maximum value of five increments in respect of experience gained before 1st April 1971 and at the rate of £96 for experience gained from that date."

(*e*) in sub-paragraph 11(2) for the sum of "£182" there shall be substituted the sum of "£192";

(*f*) for the reference in sub-paragraph 11(2)(ii) to "1st April 1973" there shall be substituted a reference to "1st April 1974";

(*g*) for the reference in sub-paragraph 11(4) to "17th July 1973" there shall be substituted a reference to "1st April 1974";

(*h*) for the reference in paragraph 12 to "17th July 1973" there shall be substituted a reference to "1st April 1974".

6. In annex D to appendix III to the Document (which sets out the qualifications and/or courses entitling Assistant Lecturers, Lecturers Grade IA and Lecturers Grade IB to an increment) the words "of £81 per annum" shall be deleted wherever they occur.

SCHEDULE 3

AMENDMENTS EFFECTIVE FROM 1ST SEPTEMBER 1974

In Appendix III to the Document (which relates to the method of determining the correct position of a teacher on the appropriate salary scales)—

(*a*) for sub-paragraph 1(1) there shall be substituted the following sub-paragraph:—

"1.—(1) A uniform incremental date of 1st September shall be adopted for teacher salary purposes. In the calculation of a teacher's salary on 1st September or at any time during a 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 this appendix. 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."

(*b*) for paragraph 3 there shall be substituted the following paragraph:—

"3. Where a teacher's salary calculated in accordance with the other provisions of this appendix is an exact incremental point on the relevant salary scale, the teacher shall be paid at that point. In other cases the teacher shall be paid at the next half incremental point or next full-incremental point, whichever is the nearer above the said salary, except where that salary results from an increase under sub-paragraph 5(3)

below and is an exact half incremental point on the relevant salary scale."

(*c*) for paragraph 4 there shall be substituted the following paragraph:—

"4. It shall be an overriding provision of this appendix that once a teacher's incremental position on a salary scale has been determined in a year beginning on 1st September that position shall apply throughout the year during any period that the teacher is employed in the same capacity, except as otherwise specifically provided."

(*d*) for sub-paragraph 5(1) there shall be substituted the following sub-paragraph:—

"5.—(1) A teacher who was in service on 31st August 1974 and continues on the same salary scale shall have his salary on that scale recalculated by adding incremental credit for reckonable service on the relevant scale between 1st April 1974 and 31st August 1974 to the salary payable to the teacher on 31st August 1974 under the provisions of this document as in force on that date. The salary so determined shall, subject to the provisions of paragraph 3 above, apply from 1st September 1974."

(*e*) for the reference in sub-paragraphs 5(2) and 5(3) to "1st April 1974" there shall be substituted a reference to "1st September 1974";

(*f*) for the reference in sub-paragraph 5(2) to "31st March 1974" there shall be substituted a reference to "31st August 1974";

(*g*) for each reference in paragraphs 6, 7, 8, 11 and 12 to "1st April 1974" there shall be substituted a reference to "1st September 1974";

(*h*) for the words "at the salary applicable in the former post, based on service to date of appointment as Lecturer Grade IA" in sub-paragraph 7(3) there shall be substituted the words "at the salary payable in the former post";

(*i*) for the words "at the salary in the former post, based on service to date of appointment" in sub-paragraph 11(2) there shall be substituted the words "at the salary payable in the former post".

Given under the Official Seal of the Secretary of State for Education and Science on 3rd June 1974.

(L.S.) *Reginald E. Prentice,*
Secretary of State for Education and Science.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order amends the scales and other provisions relating to the remuneration of teachers in farm institutes and teachers of agricultural subjects on the staff of local education authorities, set out in a Document published by Her Majesty's Stationery Office on 16th July 1973 under the title "SCALES OF SALARIES FOR THE TEACHING STAFF OF FARM INSTITUTES AND FOR TEACHERS OF AGRICULTURAL (INCLUDING HORTICULTURAL) SUBJECTS, ENGLAND AND WALES, 1973" which was brought into operation by the Remuneration of Teachers (Farm Institutes) Order 1973. The amendments specified in Schedule 1 and Schedule 2 to the Order take effect retrospectively on the 1st April 1973 and 1st April 1974 respectively, by virtue of section 7(3) of the Remuneration of Teachers Act 1965.

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